

TOPICS

Researcher from the KWDI visits NWEC, August 26(Mon),2019

Ms. Yi-Seon Kim, a researcher at the Korean Women's Development Institute (KWDI), with which NWEC has enjoyed a research exchange and cooperation agreement since 2006, visited the Center on Monday, August 26.



Meeting with NWEC researchers

Ms. Kim visited NWEC in connection with a study on the diversity of migrant women and restructuring of government policy. Researchers from Office for Research and International Affairs shared the outcome of studies on issues pertaining to trafficking in persons and non-Japanese women in Japan undertaken at NWEC before engaging in a discussion on issues facing migrant women in both countries.

Explaining that issues concerning migrant women in Korea hereto were generally regarded as involving multi-cultural families with non-Korean wives, Ms. Kim identified the rapidly increasing number of international students engaging in unskilled labor, and the danger of workers and technical interns visiting Korea on a short-term basis to engage in seasonal agricultural work falling outside the protection of labor law as some pressing issues in Korea.

Explaining that issues concerning migrant women in Korea hereto were generally regarded as involving multi-cultural



Visit to Information Center for Women's Education

Japan Network of Women Engineers and Scientists and The Japan Inter-Society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering: 9th Japan Korea China Women Leaders Forum for Science & Technology, October 11(Fri),2019

The 9th Japan Korea China Women Leaders Forum for Science & Technology was held in Ochanomizu University.

Organizations for women scientists in STEM-related fields in the three countries play a central role in the Forum



Participants from Japan, Korea, and China

including the NPO Japan Network of Women Engineers and Scientists (JNWES) from Japan.

Forum focused on the topic of Gender Equality for Sustainable Development Goals.

Session 1: Evaluation Systems for Gender Equality Activities

There were presentations on the current state of gender equality in Japan, Korea and China, as well as systems for evaluating it. “Ochadai Index” was shared from Japan.

It is a self-evaluating index to measure employment environments for research and educational institutions. Its aim is for institutions to work at improving employment environments by using this index in conjunction with the “Cosmos Work Book,” which is a summary of methods for building friendly employment environments that for women researchers.

While Japan has been making efforts to hire women researchers, the number of women in senior position is still very small. The Ochadai Index was presented as a good example promoted in universities.

Session 2: Career Development Programs for Next Generations

Rie Yamaguchi, a consultant on post-maternity leave issues initiated the session.

Following this, a report from China detailed how, in Shanghai, the notion that both the husband and wife should work is the norm, and that 80% of young women engineers are married, 70% have children, and that the social mechanisms are in place for women to both advance their carriers and lead good homelives.

The report from Korea discussed how the Korea Federation of Women’s Science & Technology Associations (KOFWST) is playing a central role in efforts to help women enter and advance in science and engineering fields, and in the fostering of women scientists who will one day become leaders in society. Examples of initiatives including program in which scientists visit schools and give book talks as role models were shared.

As a similar example in Japan, the Natsugaku Steering Committee, which is led by the NPO STEM Career Path Project for Girls (GSTEM-CPP) and NWEC cooperate to hold the Summer School for Girls in Junior and Senior High Schools (Natsugaku) program. This experience-based two-night, three-day camp-style seminar, in which girls in junior and senior high schools from around the country gather at NWEC, aims to get young women to learn about the appeal of the sciences as an option and to broaden their career path through interactions and exchange with science researchers, engineers, university students and graduate school students. Every year the program is rated highly by the participants.

The subsequently held poster session showcased initiatives such as these in Japan and abroad. Graduate students who served on this year's Natsugaku Steering Committee were seen speaking passionately about Natsugaku with guests from other countries.

Session 3: Role of Chemistry for SDGs

Women researchers from Chemical Society of Japan, research in forensic chemistry in Korea, and green chemistry in China gave presentations on how chemistry could contribute to the attainment of SDGs.

Fusako Utsumi, President of NWEC, gave closing remarks a supporting organization, concluding the successful Forum by stating, "In fields of science and engineering there still remains an unconscious bias that they are men's fields, but at today's Forum I was again given a real sense of just how many women are active in science and engineering fields. It has shown that women can also be successful in science and engineering. I believe this Forum has helped to empower such women."



NWEC President Fusako Utsumi delivering closing remarks

Participation in 2nd AGenT, October 27(Sun)~November 9 (Sat), 2019

Sponsored by the Korean Institute for Gender Equality Promotion and Education (KIGEPE) and UN WOMEN, the 2nd Asian Gender Trainers' Network Program (hereinafter "2nd AGenT") for those who provide gender-related training in Asia was held in Seoul from October 27 to November 9. The purpose of this training is to create a network of participants by learning new knowledge pertaining to gender based on Asian cultural backgrounds.

22 participants from 13 Asian countries gathered for the training, which involved workshops where they discussed the situations and ideas in each other's countries, and learned – sometimes through role-play, etc. – about gender binary and stereotype issues, a framework for solving gender issues (Gender at work analytical framework), thinking about structural problems in society from actual problems (systems thinking)," and basic CEDAW(Committee on the Elimination of Discrimination against Women) concepts and principles.

In addition to the workshops during the training, there were also study tours involving visits to the following:

- AHA Center (Seoul)

The center provides sex education and consultation for children and teens. The teaching materials and facility spaces have been designed to enable children improve their self-esteem, enjoy learning about sex and gender, and have discussion among-peers.

- Seoul Sunflower Center (Seoul)

This is a one-stop center for victims of sexual crime and sexual violence. The center includes counseling rooms and medical facilities, and offers counseling, medical care, legal and psychological care, and investigations into violence.



A room where programs for children are conducted

- Sunmi Village Art Project (Jeonju)

In Sunmi Village, which was an area of prostitution, anti-prostitution voices have been raised in the wake of a fire that killed many women, and a project is underway to transform Sunmi Village into a city of art and beauty. Participants visited the buildings used for prostitution and an old brothel that has been renovated into an archive center.

In addition to gaining new insights from the workshops and study tours, participants were able to share their issues and practical experiences through their interaction and raise their awareness of gender equality. In the future, we will make use of this network to collect information and improve our programs.



Group Photograph

Use of NVEC and Cultural Exchange Volunteer Cooperation in International Exchange by Women's Organizations, November 30(Sat)~December 1(Sun),2019

When organizations using NVEC use its facilities as a place for international exchange, there are cases where that exchange is further enhanced through the support and cooperation of NVEC volunteers. Here we introduce one example, which was an event held using NVEC as a venue.

The forum was one organized by a women's organization that is a Japanese branch of an international women's organization, and two days of the three-day session (two days over one night) were held at NVEC. There were around 80 participants from places like Korea, Taiwan, and Hong Kong, as well as around 30 from Japan.

The group moved to NVEC by bus the next day after an induction in Tokyo held on the first day. Upon arrival, NVEC gave a welcoming address at the opening ceremony, which was held at the restaurant while the participants ate Japanese *Bento* lunches. A report and panel discussion session was held in the training building's large conference room, where the situation and issues surrounding women in each country were shared. NVEC Best Support Co., Ltd. and NVEC volunteers coordinated to provide a Japanese drum performance by children living in the local town of Razan as an attraction at the dinner party that evening, and their splendid performance met with much cheering and applause from the forum participants.

The second day of the stay at NVEC involved subworking groups held in the morning and cultural exchange sessions in the afternoon. The cultural exchange sessions were workshops where participants could experience four aspects of Japanese culture: tea ceremony, origami, calligraphy, and the *Koto*. Local experts, enthusiasts and NVEC volunteers offered instruction for these traditional cultural activities that even Japanese people rarely have the opportunity to experience in a friendly and easy-to-understand atmosphere, creating a space of amicable exchange. By rotating three times, once every hour, the participants were able to experience a range of Japanese culture.

Lecture "The Beate Sirota Gordon Archives at Mills College", January 15(Wed),2020

Beate Sirota Gordon (1923-2012) came to Japan at the age of five, after her father, Leo Sirota, a well-known pianist, was invited to Japan. She lived in Japan until 1939, when at the age of 15 she entered Mills College, an historic women's university founded in 1852, in Oakland, California, USA.

After World War II, she returned to Japan as a member of the GHQ Civil Affairs Bureau, where she was involved in drafting the Constitution of Japan, contributing to the drafting of Article 14, "Equality under the Law" and Article 24, "Principles of Equality of the Sexes." After returning to the United States in 1947, she introduced Japanese and Asian traditional performing arts to the United States at the Japan Society and the Asian Society.

From the 1990s onward, after retiring, she actively continued to give lectures on the Japanese Constitution at more than 200 locations across Japan.

NWEC came into possession of a collection of materials related to Beate, having received donations of materials relating to Japan from Beate's eldest daughter Nicole A. Gordon, as well as relevant materials from friends and women's organizations she interacted with during her lecture tour in Japan. These materials were on display in a Women's Archive Center Collection exhibition entitled "Beate Sirota Gordon Exhibition: Including Gender Equality in the Constitution of Japan" held from April 26 to November 4, 2019.

Beate's materials were donated to her alma mater, Mills College, in her will. In May 2019, a catalog of the materials was released, and some of the materials were digitized and exhibited online.

On Wednesday, January 15, 2020, NWEC invited Janice Braun, director of the Beate Sirota Gordon Archives at Mills College Library to give a lecture.

Ms Braun has worked at Mills College since 1995, where she is in charge of special collections. In her lecture, she talked about the history of Mills College, building the library's collection, and Beate's materials, catalog, and online exhibitions.



Janice Braun's lecture

RECENT NVEC ACTIVITIES

Gender Equality Promotion Forum, August 29(Thu)~31(Sat),2019

Held at the end of August every year, the Gender Equality Promotion Forum is NVEC's largest event of the year. This year the theme was "Towards New Tomorrow. Creating a Supportive Society for Both Men and Women," and more than 1,200 people gathered from all over Japan to attend. 47 workshops and 9 panel exhibitions were held over three days by private organizations, universities and other institutions, and various programs covering themes such as gender equality, development of female leaders, support for domestic violence survivors, and social issues for young people were also run, promoting information gathering and network creation leading to practical action.



Special Lecture and Talk Session

A special lecture entitled "Women's Rights in the Constitution of Japan ~ My Mother Beate Sirota Gordon's Wish" was held on the first day, with Nicole A. Gordon having been invited from the United States to talk about her mother Beate's thoughts on the draft constitution and her subsequent relationship with Japan. Beate's achievement of proposing respect for individuals and guaranteeing gender equality were once again brought to the foreground in the subsequent talk session with Miyoko Tsujimura (Professor at Meiji University's Law School), where there were around 800 participants present. Many were those who had been encouraged

by Beate's lectures in the past and had come from far away. A screening of the related documentary "I Wrote Gender Equality into the Constitution" and guided tours of the then-current "Beate Sirota Gordon Exhibition" also attracted the participants' attention.

The second day saw the holding of a symposium entitled "20 Years since the Basic Law ~ Now is the Time to Challenge! Women's Participation in Politics," where initial commentary from Mari Osawa (Professor Emeritus at the University of Tokyo) looked back at the progress since the establishment of the Basic Act for Gender Equal Society, followed by reflections with three symposiasts on the urgent issue of expanding women's participation in the political arena. Mari Miura (Professor at Sophia University's Law Faculty), spoke about the significance of women becoming legislators and reflecting people's voices in the system and the process of achieving that, while Satoko Kawai (Assistant Manager at Gifu Women's Center) talked about the realities of holding events in collaboration with local women's groups, and Azusa Mishima (Reporter for the Social Affairs Department of the Asahi Shimbun) talked about the role of the media in promoting the visualization of the reality surrounding women's participation in politics.

Mari Osawa concluded by observing that "The Basic Law is what enabled the passing of the Domestic Violence Prevention Act and the Candidate Gender Equality Act. My feelings regarding being involved in the formulation of the Basic Law 20 years ago are only stronger," words that were met with applause from the entire audience.



Panel Display

On the last day a "Multi-generation World Cafe 100-Person Gathering," was held, which was, as its name suggests, attended by more than 90 people from various generations and backgrounds. Under smooth facilitation by Masaya Furuse (Head of the Furuse Workshop Design Office), a dialogue was held to discuss what had been learned at the forum and actions for the future, bringing to a close a three-day program full of enthusiasm where participants met and talked with people from different organizations and fields, and each confirmed their ideas for the future.

Seminar for Gender Equality Officers and Women Leaders in the Asia Region, October 1(Tue)~5(Sat),2019

NWEC held the FY2019 Seminar for Gender Equality Officers and Women Leaders in the Asia Region from October 1 to 5, under the theme "Achieving SDGs through Gender Perspectives." Ten government officials and NGO leaders involved in the field of gender equality from five Asian countries (Cambodia, Indonesia, South Korea, Myanmar and Viet Nam) participated in this seminar.

During their stay at NWEC, the participants attended a lecture about the NEWC's mission, its role as an organization to promote gender equality, and took a tour of the Information Center for Women's Education as well as the "Beate Sirota Gordon Exhibition" held by the Women's Archives Center. They also received information about research and training programs conducted by NWEC.



Courtesy visit to President's office

During the country report presentation, the participants exchanged views and opinions about best practices and issues relating to the promotion of the SDGs in the five participating countries. As initiatives by civil society, Japanese Organization for International Cooperation in Family Planning (JOICFP) made a report on a maternal support project in Zambia (training of maternal and child health promotion officials; educational activities for local residents; and construction of houses for parturient

women), as well as a promotion project in Myanmar to spread sanitary napkins through education on menstruation, and conducted a workshop.

On the third day, the participants visited the Ministry of Foreign Affairs of Japan to attend a lecture on the policies taken by the Japanese government to achieve the SDGs and promote gender equality.

During the latter half of the training program, the participants made a study tour in the suburbs of Sapporo.

Sapporo Center for Gender Equality established in 2003 is engaging in an extensive range of projects including workshops and human resources development relating to gender equality, counseling, research and studies. The participants made a study tour around the co-working space for women, and learned about their efforts to provide employment support for women caring for children. The participants asked a number of questions such as "How do you secure financial resources for conducting such a variety of programs?" and "How much recognition has the center gained by the citizens of Sapporo?"



Nisshindo Co., Ltd.

In Sapporo, the group visited companies and organizations engaged in the promotion of the SDGs, and had an opportunity to exchange views and opinions. Nisshindo, a printing company in Sapporo, is producing banana paper from banana stems that were used to be discarded in Zambia, and selling eco name cards in Japan, contributing to the creation of employment opportunities for Zambian women.

On the last day, the participants visited Ambitious Farm in Ebetsu that is practicing sustainable agriculture in consideration of food safety and environmental conservation.

Ambitious Farm adopts flexible work arrangements so that workers can appreciate the pleasure of agriculture. The farm was listed in the Women's Active Participation in Agricultural Management "WAP100" selected by Japan Agricultural Corporations Association in 2017.



Closing ceremony

After attending the closing ceremony held at Sapporo Center for Gender Equality, the participants returned to their home countries on October 6.

Report on the 2019 Seminar on Promotion of Women's Active Participation Leading to Business Growth, October 23(Wed)~24(Thu), 2019

On October 23-24, a Seminar on Promotion of Women's Active Participation Leading to Business Growth was held for leaders, managers and promoters of diversity (encouragement of active participation by women) in businesses. Together with participants from all over the country, including representatives from corporate, independent administrative agency, and local government arenas, attendees delved deeper into ideas on methods for linking rewarding workstyles that include active participation by women to growth.

On the first day, Shinichi Sainohira (President and CEO of Sanshu Seika Co., Ltd.) took to the podium for the keynote speech, which had the theme of "Initiatives for Job Satisfaction and Active Participation by Women ~ In Search of Management and Genuine Living."



Keynote Speech

He spoke about how diversity-style management means creating a workplace where various people can play active roles, how it is not the case that progress is made by simply creating a system for that purpose, and of the importance of systems and mechanisms functioning, following with the comment, "We want to create rewarding workplaces through people-focused management. We are thinking about the extent to which we can realize company management where everyone can play an active role and management that involves all staff. Creating a workplace culture where "work itself is interesting" leads to job satisfaction."



Panel Discussion

Following that, Nami Otsuki (Career Center Head and Professor, Department of Human Relations, Undergraduate Program Faculty of Liberal Arts, University of the Sacred Heart) was joined on the podium by representatives from Risona Bank, Johnson & Johnson, and Masuki for a panel discussion on workplace-environment and personnel-training initiatives that would lead to the promotion of women's active participation and job satisfaction. Information shared included how commitment from the top is important for women's active participation, and that fostering a corporate culture through thorough awareness

reform, training, and public awareness will lead to further demonstration of the abilities not only women, but men too.

On the second day, staff provided information about a survey conducted by NVEC. As the interim result of a panel survey tracking career development awareness for five years in new graduates who joined private companies in 2015, it was reported that the inclination towards management positions in female employees was lower than that in male employees in the first year of employment, and that the reason for this was considered as being the large influence of an employee's boss. <https://www.nvec.jp/research/carrier/index.html>

In the group work that followed, participants were split into seven groups for discussions using "action learning," which is a necessary communication skill for leaders.



Group Work

The following impressions were received from participants:

- *I realized that it is important to create a place for communication between employees, and between employees and management, where people can exchange frank opinions with each other, and that each individual needs to have their independent ideas. The time at the seminar reaffirmed my conviction that people-focused management will lead to profit for companies.*
- *I got a strong sense that it is necessary to reform company-wide awareness in order to create environments where women can work comfortably.*
- *I think it was a very valuable opportunity to have the chance to interact with other businesses.*

Issue-specific Training “Seminar on Promotion of Networking among ASEAN Countries on Anti-Trafficking in Persons”, October 23(Wed)~November 8(Fri), 2019

The Knowledge Co-creation Program "Promotion of Networking among ASEAN Countries on Anti-Trafficking in Persons" was conducted by NVEC from October 23 to November 8, 2019, commissioned by the Japan International Cooperation Agency (JICA). 12 people overseeing anti-TIP measures, both from public and private sector, of six countries in the ASEAN region: Cambodia, Laos, Myanmar, the Philippines, Thailand, and Vietnam attended the program. Focusing on the prevention of trafficking in persons (TIP) and the protection of victims, the purpose of the seminar was to learn about the various efforts in each other's countries to strengthen the collaborative relationships in the ASEAN region for the purpose of eradicating TIP.

Initiatives by the Japanese government were introduced, starting with Cabinet Secretariat's briefing on Japanese government's systems for implementing the 2014 Action Plan of Measures to Combat Trafficking in Persons. Ministry of Health, Labour and Welfare explained the legal framework and protection mechanism for TIP and VAW victims. Facility tour was conducted at the Tokyo Metropolitan Women's Consulting Center and Tokyo Regional Immigration Bureau. National Police Agency explained their effort to tackle TIP crimes and explained about the anonymous reporting hotline.

Participants spent few days at the National Women's Education Center where lectures were given on feminist counseling and counselor training, and on reproductive health and rights issues faced by migrant women. Country reports presentation and discussions were also held. Furthermore, chief case worker from the International Organization for Migration (IOM) explained its TIP victim assistance program commissioned by the Japanese government and facilitated a workshop.



*Welcome address by Mr. Nakazawa,
NWECE Vice President*

Upon returning to Tokyo, a visit was made to the Fujimino International Cultural Exchange Center (FICEC) in



Group discussion at NWECE

Saitama, where they talked with women who volunteer to support adults and children in the communities with overseas ties. FICEC is engaged in a broad range of assistance, including learning support for the Japanese language, multilingual consultations on matters concerning community life.

In the visit to a social welfare foundation called Ichiryukai in Chiba Prefecture, members toured their child/family services facility and learned about child welfare systems in Japan and issues faced by migrant women and their children.

Members of Waelaa-Waaree, a group which supports foreign victims of TIP and domestic violence, talked about the necessity of long-term support for victims and the importance of cooperation between public and private institutions. Study tour organized by Colabo provided a chance to understand the situation surrounding teenage girls and young women in the Tokyo's entertainment district and outreach initiatives to help young women find places where they can feel they belong. Participants agreed that the sexual exploitation of young people and online victimization are problematic in all countries and gender equality is a key for solution.

During the tour of the Social Inclusion Support Center, seminar attendees were given briefings on the comprehensive support systems of Yoriso Hotline, a service having nationwide bases that seeks to properly connect counselors with available social resources, as well as online consulting program for young people. They also visited the office of Solidarity Network with Migrants Japan (SMJ), where they watched a video documenting the experiences of victims of TIP and listened to the difficulties that non-Japanese workers face in Japan. Three lawyers from the group Lawyers for Trafficked Victims came to discuss the legal issues faced by migrant women in Japan. Participants engaged in a lively exchange of questions and ideas with the lawyers on victim support issues.

On the last day, a Final Presentation and Discussion Seminar was held at JICA Tokyo where action plans were shared. This was followed by a discussion on how to eradicate trafficking in persons in the ASEAN region while continuing to maintain human networks. The Chief of Mission of IOM, members of the Lawyers for Trafficked Victims and ACEF, Professor Chiho Ogaya and experts from NVEC joined to give comments. After the seminar, participants gave feedback indicating that they were able to gain a deeper understanding of anti-TIP efforts in ASEAN countries and that they were able to build a network to share information among each other in future.



Closing ceremony

NWEC Anniversary Week, November 12(Tue)~16(Sat), 2019

"NWEC Anniversary Week" was held to provide a place for learning in cooperation with PFI operator NWEC Best Support (NBS), NWEC Volunteers, and NWEC to commemorate the NWEC opening ceremony held on November 12, 1977, and endorse the period in November of each year for the "Movement to Prevent Violence against Women."



A Skit "Momotaro: No Return"

During the week, NBS offered a community-based program, including a calligraphy performance from the calligraphy club at a local high school and an exhibition depicting the procession of Imperial Princess Kazunomiya made from Japanese paper dolls that were themselves made from hand-made *Hosokawashi* paper from the neighboring town of Ogawa, paper which has UNESCO registration as an intangible cultural heritage. Volunteers were involved in a total of six program items, including an exhibition on the Purple Ribbon Movement, a Japanese tea ceremony, a music concert, and skits. They demonstrated the fruits of their

daily volunteer activities and learning, and their efforts were well received by participants.

The first joint project with Kagawa Nutrition University, an organization that has concluded an agreement with NWEC, also took place. This included lunch collaborations with the NWEC restaurant, the sale of baked goods from the affiliated confectionery workshop, and the holding of mini-courses by lecturers from the university. In a joint project with the Women's Archive Center's special exhibition entitled "Women and Medicine," NWEC screened the film "A Grain of Wheat," which depicts the life of Ginko Ogino, who was born in Saitama Prefecture and became the first publicly-licensed female doctor in Japan, and followed it with a guided tour from NWEC volunteers of the Women and Medicine exhibition. Despite the film still lingering in their minds, the participants listened intently to the commentary and looked carefully at each of the exhibits.

In addition, as part of a cinema talk and film screening, the film "On the Basis of Sex," a true story that describes the journey and challenges faced by female U.S. Supreme Court judge Ruth Bader Ginsburg in the first trial on gender equality fought by a woman, was shown, accompanied by an explanation of the highlights of the movie from film-critic Yumiko Matsumoto.

In addition to impressions of the film including surprise at gender inequality in the United States just half a century ago and being moved to tears, other responses included deeper understanding of the work due to the commentary, and gratitude at being able to see a film



A NWECC Volunteer Guide at the Women's Archive Center



Calligraphy Performance

depicting women's active participation – a film that viewers probably would not normally see on their own – at NWECC, an organization promoting gender equality. In addition, other screenings of films on gender equality and a "Biblio-Battle" competitive book review meeting were also held. A "Biblio-Battle" is where presenters called "Battlers" give time-limited presentations to the audience on a book they recommend. After answering questions from the other participants, all participants, including the Battlers, vote to determine the winning book, based on the criterion of "Which book do you want to read the most?"

Seven men and women gave presentations, with a high school girl Battler winning the championship. They were presented with a certificate and a memento by the NWECC Chairperson.

Report on the 2019 " Training on Gender Equality in Schools", November 21(Thu) ~22(Fri),2019

The training was held from November 21 to 22 for staff from the Board of Education, staff from the Teaching Staff Training Center, and managers and teaching staff at elementary and secondary education schools.

In the keynote speech, Yasuko Muramatsu, Chairperson of the Japan Association for Women's Education, raised the current state of gender equality in Japan and gender issues seen in school settings, including "hidden curricula," and pointed out that school education has a significant influence on the achievement of gender equality. Next, a specialist from the Ministry of Education, Culture, Sports, Science and Technology provided information on "workstyle reforms for teaching staff." The first half of a lecture/case-study-report/discussion entitled "Thinking about Promoting the Active Participation of Female Teachers and



Lecture/Case-Study Reports

Creating Gender-Equal Workplaces" involved a lecture on the necessity of promoting the active participation of female teachers that was based on the results of a survey conducted by NWECC, as well as a report on initiatives taken by the Taku City Board of Education in Saga Prefecture. Following that, participants held a group discussion on the theme of "How can we increase the number of female managers appointed?" in the second half. Participants

engaged in an active exchange of opinions, which included "reviewing work styles to make management work seem attractive," and "highlighting role models, and having a career vision from a young age."



A parent-teacher day involving using exercises to recognize diversity in junior high school

On the second day, with the cooperation of a nearby junior high school, Megumi Takasaki (a Gender Equality Advisor from Office Pure) conducted a class with commentary for first-year junior high school students that used exercises on recognizing diversity in each other.

In the afternoon, a panel discussion was held on the theme of "Diversity in Schools: Responding to Diverse Child Students." The Kurashiki City Board of Education's initiatives for learning about "gender diversity," the systematic response of Yokohama City's Minamiyoshida Elementary School to students with ties to foreign countries, and responses to abused children considered

from the perspective of attachment theory were introduced, providing hints for solving ground-level issues faced by schools. In the final group discussion, participants discussed what they had realized and learned during the two-day training. Impressions from participants included comments such as "I want to think about what training should be like, and see it as a problem for all teachers involved in the education of children," "I realized that the perspective of gender equality is useful for each and every issue hidden in diversity," and "Moving forward, I want to change what the world looks like from within schools"

In addition, a video of Ms Muramatsu's lecture based on the content of this training was made and released on YouTube (on the NWECC Channel).



Group Discussion

Archive Preservation and Restoration Training, November 27(Wed)~29(Fri),2019

The Women's Archive Center conducted an "Archive Preservation and Restoration Training (Basic Course & Practical Course)" for workers involved in the preservation and provision of archives, such as those working at women's facilities, libraries, and archives.

The basic course (afternoon of November 27th to the morning of the 28th) was attended by 32 people, and the first day saw a lecture entitled "Ideas and Approaches to the Preservation of Historical Materials," a report by local female history researchers on the use of archive materials in survey research, a practical archive report in the form of a talk on initiatives at the Naruse Memorial Hall at Japan Women's University, as well as a group discussion, a tour of the Information Center for Women's Education and the Women's Archives Center, and an information exchange meeting.



Basic Course

The second day saw a second practical archive report, this time on the initiative for the Minicomi Library(Document-WAN), which was established on the Women's Action Network (WAN) website, a lecture entitled "Points and Precautions for Digital Photography of Materials," and a final lecture entitled "Archives and Copyright," where attendees received detailed information about copyrights and portrait rights, etc.



Practical Course

In the practical course (afternoon of November 28th to November 29th), employees of Archival Conservation and Enclosures Co., Ltd. were invited as instructors, and attendees gained an understanding of the structure of the library materials through some practical exercises in conservation/binding and learned knowledge and skills that will help them when repairing books.

On the evening of the 29th, interested parties had the option of a tour of the Archival Conservation and Enclosures Co., Ltd. Tokyo workshop, where they had the opportunity to see professional restoration techniques and tools up close.

The post-training survey results showed a positive participant satisfaction level of 100%. Feedback also included impressions such as, "It was good to hear anecdotes that would be helpful in actual work scenarios," and "I was interested in book repair as a librarian, but now I understand how important knowing about the structure of books is when ordering repairs."

NWEC Global Seminar under the theme of “Gender and Media”, December 6(Fri),2019

On Friday, December 6th, 2019, the National Women’s Education Center of Japan hosted the 2019 NWEC Global Seminar under the theme of “Gender and Media” at Shufu Kaikan Plaza f, where active discussions among over 100 participants from home and abroad took place.



*Part I Keynote Address
(Ms. Madeline Di Nonno)*

The keynote speaker for Part I, Ms. Madeline Di Nonno, the Chief Executive Officer, Geena Davis Institute on Gender in Media (headquartered in Los Angeles), gave a comprehensively detailed report entitled “Getting Intersectionality Right in Media.”

At the beginning of the keynote address, Ms. Nonno said that media exerts a massive influence on our set of values, and pointed out that women are bereft of an opportunity to make an appearance in entertainment and media, referring to an example that the male-to-female ratio of characters are 2 to 1 despite the fact that 51% of the population is female. She reported on the present situation where media consumption by children engaging with media for more than 7 hours a day makes a substantial impact on their mental health, resulting in a 52% increase in major depression in adolescents. She also pointed out that sexualization of women in media lead to eating disorders, low self-esteem, and depression among girls.

In order to improve the present situation, Ms. Nonno mentioned that it is possible to generate positive influence by correcting on-screen portrayals, showing the results of an in-depth research on gender gap in characters, how

female characters are shown as leaders, descriptions of races and disabilities. She also indicated that the box-office data shows that female led movies do well at the box office, and that family movies with white/people of color co-leads rank at the top of the box-office chart; the box-office performance of movies with white leads is 7.8 billion yen on average while that of with white/people of color co-leads movies is 25.4 billion yen on average. Based on these results, she suggested that introducing gender and diversity perspectives to media and entertainment areas leads to a way to overcome the present situation. Concrete ways for that end include adding specific information to briefs, scripts and casting; replacing first names of male characters by female first names; including races, sexual orientation, disabilities.

The Part II panel discussion, responding to the Part I keynote address, consisted of three reports and debates under the theme of “Women’s Empowerment and Role of Media.”

“Is There ‘Intersectionality’ in Japanese Media?” by Tohko Tanaka (Professor, the Faculty of Language and Literature, Otsuma Women’s University) began with the definition of intersectionality as a keyword.



Part II Panel Discussion

Ms. Tanaka said that the keynote address was delivered under a new concept of “intersectionality”, and verifies it as proven data. Looking back on the situations in Japan, Japan is more than 20 years behind in its approach to the theme of “gender and intersectionality” in media. Regarding why the existing media in Japan lack gender perspectives, Ms. Tanaka cited three factors: (1) Problem of gender structure of people engaged in media industries – what adverse effects are being caused in Japanese media culture where not only “intersectionality” but even “gender equality” has not been achieved; (2) The gap between contents made by media producers and women who receive them comes up to the surface through SNS; and (3) During the period from 2015 to 2019, many women responded with sharp criticism to the representations of women in advertisements of local governments and corporate enterprises.

Following Ms. Tanaka, “UN Communications and Gender Equality” by Ms. Kaoru Nemoto (Director, United Nations Information Centre) began with the introduction of the United Nations Information Centre. The United Nations is promoting the “Sustainable Development Goals (SDGs)” set as an action plan for “Transforming our world: the 2030 Agenda for Sustainable Development” adopted as an outcome document of the “United Nations Sustainable Development Summit”

Four years have passed since the adoption of the SDGs. Checking on the progress of the 5th goal – gender equality, while a degree of progress has been made in women’s participation in politics, a number of problems still remain such as violence against women and child marriage. In order to eliminate unconscious gender bias that still remains deeply rooted in society, education from an early age is the key. During the presentation, Ms. Nemoto showed a video in which female characters specially created by the United Nations in popular Thomas the Tank Engine teach children about the SDGs and gender equality in plain words as a part of an outreach program for preschool children.

The last report was “Women’s Empowerment Through Media” by Ms. Reiko Aoki (Visiting Researcher, Information Division, National Women’s Education Center).

Recently, the Great Hanshin-Awaji Earthquake Memorial “Disaster Reduction and Human Renovation

Institution” and many other museums, monuments and memorial halls have been built. But, Ms. Aoki questioned whether women’s records such as truth teller projects and experience sections are kept there, and followed the energetic activities women engaged in after the disaster. PhotoVoice Project, which was set up after the Great East Japan Earthquake, supports activities of women affected by the Earthquake to record and disseminate disaster experiences through photos and “voices (messages)” from various perspectives for the purpose of achieving locally-driven recovery. They disseminate disaster experiences through exhibitions and Internet. Participants bring photos and talk about them in groups. Through discussions, they gain a deeper understanding about their own perspectives as well as perspectives of people around them, and issues of local community as well as those of the entire society. Also, as another effort to scoop up voices of disaster-affected women, Ms. Aoki introduced the lecture “My stories told through embroidery – Memories of the Great East Japan Earthquake” organized by NPO Equal Net Sendai.

It turned out to be an energetic seminar where participants engaged in lively discussions to grasp the new concept of “intersectionality” multidirectionally.

Seminar on Promoting Gender Equality at Universities and Other Institutions, December 20(Fri),2019

Aiming to consider the perspective of diversity and the importance and significance of promoting women's active participation and gender equality and build a network between participants, a seminar was held with the theme of "Support for Female Researchers as a Starting Point for Expanding Gender Equality in Universities and Other Institutions." 96 people, including managers from universities and technical colleges all over Japan and teaching staff involved in gender equality, participated in the seminar, where they examined the current situations and issues concerning women's active participation and gender equality faced by universities and other institutions and searched for hints for solving issues such as support for female researchers and other issues pertaining to university constituent bodies as a whole, including male researchers, teaching staff, and students.



Participants at the Venue

In the seminar’s opening and explanation session, NWEC’s President, Ms Fusako Utsumi, provided a commentary on the differences between men and women in terms of GGGI rankings and PISA mathematics scores to show the current situation as regards the promotion of gender equality in Japan. As women's active participation shows remarkable progress in many countries around the world, Japan is also working as hard as it can, but Japan’s not keeping up with the speed of the rest of the world and the OECD has pointed out that the differences in scores between men and women in mathematics is not due to biological gender differences, but rather the effect of environmental factors.

Dr. Akira Iwabuchi (President of Iwate University) delivered the keynote address, in which he talked specifically about leadership as a university president and Iwate University's processes, achievements and issues so far in promoting gender equality and diversity while extending its range beyond the university, to Iwate Prefecture and Northern Tohoku through collaboration with various institutions. First of all, with respect to the role of Japanese universities, he cited the need to change society and to increase the number of highly educated people irrespective of gender. Meanwhile, he noted that companies are happy just with university graduates, so in order to create a society where everyone respects more advanced education, it is necessary to instill a sense that diversity will change society.



Akira Iwabuchi, President of Iwate University, delivering his address

In a panel discussion, Coordinator Dr. Kimio Ito (Faculty of Sociology Visiting Professor and Diversity Promotion Office Director at Kyoto Sangyo University) pointed out that one of the factors behind the stagnation in Japan's economic and academic spheres is the current situation of a male-led society that cannot make the most of diversity.



Panel Discussion

In addition, the initiatives and current situations at of Osaka University, Ritsumeikan University, and the National Institute of Technology were introduced. Each institution provided their views for exchange on issues related to promoting gender equality at universities and other institutions, initiatives for teaching staff and students, and what is required to resolve the issues. Panelists provided comments with ideas such as "It is important to network with different parties such as regions and companies," "Devising ways for everyone to enjoy a work-life balance and increase efficient performance in the midst of the wave of workstyle reforms" and "Numerical targets are a means, not an end; understand the reason and purpose of setting a target."

The following impressions were received from participants:

- *I got a lot of hints on how to promote gender equality.*
- *The panel discussions allowed me to deepen my awareness of issues and problems.*

Learning Organizer Development Training, January 16(Thu)~18(Sat),2019

A "Learning Organizer Development Training Program" was held, and saw participation by more than 40 people with experience in the planning and implementation of training and learning programs, women's career development, and programs related to women's participation and community development at places such as women's facilities, community centers, government organizations and NPOs. Based on a program design

developed by NWEC, participants learned the theories and practices necessary to develop human resources and implement projects for community development from the perspective of gender equality.

In a lecture on the first day entitled "The Role of the Learning Organizer: The Significance and Utilization of Program Design," Shunji Niki (NWEC Business Division Chief) provided a commentary and explanation regarding "learning organizers" and "program design" based on the features of this training. Next was a lecture entitled "Furthering Basic Understanding of Gender Equality: From Personal Issues to Social Issues, to Solutions," from Hiroe Nakano (Visiting Researcher, NWEC Business Division), in which she pointed out the importance of community development through linking personal issues to social issues from the perspective of gender equality. Sachiko Takahara (Director of NWEC Research's International Office) then explained the importance of gender statistics and the necessity of understanding and analyzing regional issues based on data in a lecture entitled "The Current Status of Gender Equality as Seen from Statistics." Finally, Takahito Hirose (Representative Director of the Tochigi Citizen's Collaborative Research Institute), pointed out the importance of practical elements and companionship in adult learning in a lecture entitled "Theories and Methods of Collaborative Learning."



Group work

On the second day, Mitsue Matsushita (Representative Director of the NPO Gender Equality Forum Shizuoka) gave an explanation of business planning based on the PDCA cycle and introduced specific examples in a lecture entitled "Considering Business Planning from the Viewpoint of Gender Equality." In the following practical session entitled "Information Collection for Understanding Actual Conditions," NWEC Information Division staff



Group photograph

provided an explanation and tour of NWEC's information projects. Afterwards, in a practical research and talk session entitled "Community Development and the Role of Learning Organizers," a report from students who had completed the training was given by Takami Aoki (Coordinator at JA Nagano Central Association's Planning Office) and Aiko Matsuda (Director of Social Education at Hiroshima Prefectural Lifelong Learning Center's Promotion Division), who gave presentations on their own practical examples they planned using program design. A group-work session entitled "Creating Regional Problem Solving Programs" followed, in which participants were

divided into eight groups and commenced work on creating projects after an explanation of points to bear in mind from Emiko Nishiyama (Visiting Researcher, NWEC Business Division), who acted as facilitator. Feedback from the planning committee was provided throughout, and presentations of completed work made on the final day.

The following impressions were received from participants:

- *I got more out of it than I expected. Gender equality has become more fun. Above all, I am grateful to have been able to make friends during the group work.*

- *I struggled quite a bit with the problem solving program, but I think it will be equally useful for any projects I plan in the future.*
- *Throughout the whole training, and also as I worked on making my program, I had the opportunity to reflect on the purpose of my work and my role, and to think about what I should do next. There were a lot of practical examples that made it easy wrap my head around the specifics, so I used them as a reference.*

Women's Archive Center Exhibition "Women and Medicine", November 12(Tue), 2019~May 10(Sun), 2020

The NVEC Women's Archive Center is currently holding a special exhibition entitled "Women and Medicine: Pioneering Women Past and Present." This is the 11th exhibition in a series tracing the progress of women who have taken on challenges in various fields in order to realize a gender-equal society.



Women's Archive Center

In the wake of the discovery last year of unjust entrance examinations held by medical schools at several universities in Japan that discriminated against female candidates and those who had failed the entrance exams before, the theme of this current "Women and Medicine" exhibition is doctors and medical researchers.

Ginko Ogino (1851-1913) became the first Japanese woman to become a nationally licensed doctor, but in 1870, when she aspired to become a doctor, there was no medical school that accepted women. She used her connections and was finally able to enter medical school in 1879 and graduated with excellent grades; however, as a woman she was unable to take the medical practitioner's exam. In 1884, she and other women who aspired to become doctors were finally granted their wish, and the medical practitioner's exam became open to women. Ginko Ogino was the only person to pass the midyear exam that year and final exam the following year in 1885. She was followed by others, including Kuno Ikuzawa and Mizuko Takahashi, and in 1900 Yayoi Yoshioka established the Tokyo Women's Medical School (now Tokyo Women's Medical University). In 1902, Sonoko Maeda, Yayoi Yoshioka and others established the Japan Women's Medical Association, which had the philosophy of "improvement of the social status of female doctors and mutual study."



Ginko Ogino (1885)

The exhibition displays panels, photographs, letters, and relevant newspaper articles introducing their lives and careers, as well as panels of newspaper articles and statistics relating to the unjust medical school entrance examinations. There is also a corner introducing the movie "A Grain of Wheat: The Life Ginko Ogino," which describes the life and career of Ginko Ogino, as well as panels introducing four currently active doctors and medical researchers.

EDITOR'S NOTE

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

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

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

- NWEC Home Page(English) <https://www.nwec.jp/en/index.html>
- NWEC Newsletter Top Page <https://www.nwec.jp/en/about/pr/newsletter.html>
- NWEC facebook <https://www.facebook.com/NWECJapan>
- NWEC Twitter https://twitter.com/nwec_official
- NWEC CHANNEL https://www.youtube.com/channel/UckzeiT_hVEttEP-cw8gCnqw

★ Thank you for reading NWEC Newsletter.

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