

RECENT NWEK ACTIVITIES

FY2020 Regional Gender Equality Promotion Leader Training: Women's Facilities, Local Governments, and Organizations (On-demand Version)

During the period from May 20 through May 29, NWEK held training targeting people responsible for the promotion of gender equality in local governments and leaders of groups that promote gender equality in women-related facilities and areas. Every year, this training is implemented in the form of a training camp. However, this year, due to prevention of spread of COVID-19, NWEK's training was held online for the first time. There were far more entries than the maximum number, and 222 persons nationwide viewed the training.

The purpose of the training is to learn the basic concepts behind gender equality, to share the newest information relating to gender issues, and to enhance related knowledge and practical skills. This year, based on the theme "regional infrastructure for related efforts," a video program for planning and practical ability that could be used for the promotion of gender equality was presented.



Keynote speech "Gender Equality Makes Regions Sustainable" Q&A (Ms. Mari Osawa, lecturer on the right)

According to keynote speech, "Gender Equality Makes Regions Sustainable," Ms. Mari Osawa (Professor Emeritus of the University of Tokyo) explained the basic concept behind gender equality. Subsequently, using regional disaster prevention as a subject matter, she explained how essential the formation of a gender-equal society is, as an effort for sustainability of life and regions. This video (in Japanese only) is being distributed on the YouTube NWEK channel.

Ms. Natsuko Hagiwara (Professor of the Graduate School of Social Design Studies, Rikkyo University) presented a lecture on coordination and collaboration with diverse and essential primary parties so as to expand efforts for promotion of gender equality, titled “Create a Gender Equality Platform.”

In relation to the panel discussion “Information Dispatching That Arouses Considerable Interest,” Ms. Keiko Hamada (Executive Editor of Business Insider Japan), Mr. Tatsuichiro Yasuda (Senior Producer of the Social Program Section of NHK), and Ms. Akiko Matsuo (head and editor of etc. books) took the platform. They discussed how creativeness should be considered in order to supply gender-equality information to the younger generation, males, and others, and the categories of people who have not been involved in gender equality thus far.



Lecture by Ms. Natsuko Hagiwara



Panel discussion: Information Dispatching That Arouses Considerable Interest

In addition, the Cabinet Office and the Ministry of Agriculture, Forestry and Fisheries explained their policies, and NVEC provided relevant information. Moreover, an opportunity for exchanging opinions among participants through use of a special bulletin board was established.

Based on the questionnaire, participants provided positive feedback, stating that “it was possible to obtain much information, which was of great use for future operations.”

FY2020 Training for Women’s Facility Counselors (On-demand Training)

During the period from June 17 through June 30, we implemented the FY2020 Training for Women’s Facility Counselors, targeting counselors undertaking consultation with women having difficulties in women’s facilities, Spousal Violence Counseling and Support Centers, and the like.

The purpose of this training is to help participants deepen their understanding of the necessity (and significance) of counselling services, to gain knowledge and skills necessary for such services, and to learn how to collaborate with associated institutions. This is specialized practical training to develop counselors who are able to appropriately respond to complex and diverse difficulties from the viewpoint of gender equality and to improve the quality of services. In this way, needs observed through consultation will be resolved through projects and administrative policies. Every year, this is performed in group training. This time, we delivered on-demand lecture videos. Many entries far beyond the maximum number of people were submitted, and 362 persons (255 counselors and 107 persons in charge of associated policies) participated in this training.

The initial program for the training requested gender awareness of counsellors in ice breaker workshops held by Ms. Yumiko Niibori (Director of Counselling Center of Gender Equality Center Yokohama). Subsequently, Ms. Teruko Shigyo (President of the Japan Feminist Counseling Society) provided lecture concerning substantial gender equality and the form of counselling services from the viewpoint of gender equality. The Cabinet Office provided information on the newest national policies related to women’s counselling. In relation to workshops assuming actual scenes for counselling, in light of a role play by a lecturer on the screen, awareness, realization, and response were thought about and organized. In this way, practical abilities were fostered. In addition, a lecture on legal knowledge by a lawyer, a lecture for learning about responses to sexual violence victims by a psychiatrist, a lecture on collaborating with associated institutions for counselling assistance, and a workshop on efforts for implementing project policies were presented. Lastly, as a summary and reflection of the training, workshops took place.



Workshop by Ms. Yumiko Niibori



Lecture by Ms. Teruko Shigyo

Feedback was given through a questionnaire after the end of this training. Comments included: “I was able to learn how to assist women in many ways, such as from the perspectives of psychology, society, and law;” “lectures by frontline lecturers were very fruitful, and the order of programs was effective given the content of lectures.”

Women’s Archives Center Online Exhibition: Women and Medicine Exhibition—From women who made challenges to women aspiring to make challenges

The NWEA Women’s Archives Center held “Women and Medicine Exhibition” from November 12 (Tuesday), 2019 through April 10 (Friday), 2020.

Exhibition were about Ginko Ogino who became the first Japanese woman with national license of doctor, Kuno Ikusawa and Mizuko Takahashi who were qualified as doctors after Ogino, Yayoi Yoshioka who established the Tokyo Women’s Medical School (currently known as Tokyo Women’s Medical University) allowing women to learn medicine, the Japan Medical Woman’s Association, and four female doctors currently playing vigorous active roles. Exhibition took forms of panels, photos, documentary records, such as letters, statistic, and newspaper articles about 2018 illegal entrance examinations for medical schools were also exhibited.



Many people visited this Exhibition giving us positive feedbacks. However, due to prevention of spread of COVID-19, the Women's Archives Center was temporarily shut down in the middle of session on April 11, 2020. Thereafter, on July 16, we opened the online exhibition page of the "Women and Medicine Exhibition". Please visit our site from the below link.

<https://www.nwec.jp/event/archivecenter/igakuonline.html>

FY2020 Forum on the Promotion of Gender Equality



Forum special site

NWEC implemented the online Forum on the Promotion of Gender Equality (NWEC Forum) during the period from August 27 through September 26. This was the largest NWEC event in which those who engage in promotion of gender equality in various places that transcend organizational and field boundaries met together and explored ways of sharing issues and approaches to solving problem. Every year, 1,200 people or more attend this event. A proposal for cancellation emerged this year. However, based on the belief that "the path to gender equality should not be stopped," we decided to implement the event online.

Continuing from the last year, the theme is "Towards a New Tomorrow: Creating a Supportive Society for Both Men and Women." The special site opened during the limited period contained various programs, such as 77 workshops and panel exhibitions proposed by nationwide NGOs, organizations, universities, and individuals. There were many exhibitors who tried to exhibit online for the first time. However, many types of creativity took shape through live broadcast discussions and overseas broadcasting. Moreover, associated institutions, such as the Cabinet Office, the Ministry of Education, Culture, Sports, Science and Technology, the UN Women Japan Liaison Office, and the National Council of Women's Centers, sent their wide messages to the forum.

Video messages sent by associated institutions as well as a keynote speech and a symposium were posted in our webpage so they could be viewed without application for participation.

In the keynote speech, Ms. Yoko Hayashi (lawyer and the former Chairperson of the Committee on the Elimination of Discrimination against Women) vigorously explained international trends over the 25 years following the Beijing Conference and issues to be tackled by Japan for actualization of gender equality. About 2,800 views were counted during the session alone. This video (in Japanese only) is being distributed on the YouTube NWEC channel.



Keynote speech by Ms. Yoko Hayashi

<https://www.youtube.com/watch?v=v7aJn6aZ4Yg&feature=youtu.be>



Symposium: GBV Eradication

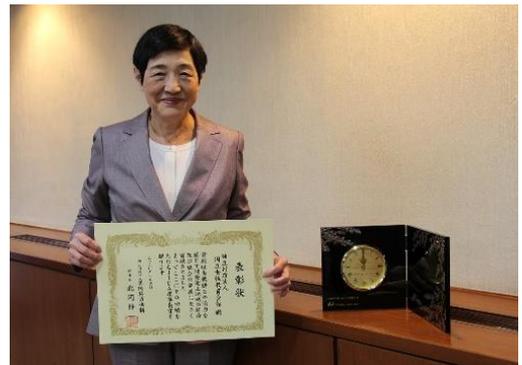
During the symposium, Ms. Keiko Kojima played the role of a moderator (talent, essayist, and Visiting Researcher, Interfaculty Initiative in Information Studies, The University of Tokyo). The social structures that cause violence and ways to improve the situation were pondered by three symposium members engaging in eradication of gender-based violence (GBV).

Some participants felt it was unfortunate that they could not meet together in actual NWECC. However, much positive feedback was contributed: “I was able to participate beyond the restraints of location, time, and other restrictions,” “I was able to form a network leading to practice,” and “I would like to use on-demand distribution for university teaching materials.”

NWEC Receives the 16th JICA President Award

NWEC was granted the JICA President Award Commendation on October 15, 2020. The JICA President Award is presented annually on commemorating the International Cooperation Day in Japan, marked on 6th October every year. For a long time, NWEC has been involved in social development, such as promotion of education for women in developing countries, and international training, such as for gender equality and measures against human trafficking, in collaboration with the Japan International Cooperation Agency (JICA).

The commendation ceremony on October 15 was held online as a measure against COVID-19. President Utsumi attended the ceremony and for each award-winning organization, photos of NWEC’s international seminar were introduced.



Women’s Archives Center Exhibition: Beijing + 25 —25 Years Since the Fourth World Conference on Women

The NWEC Women’s Archives Center held an exhibition of its collection “Beijing + 25”. (October 16th, 2020 ~ April 22, 2021. During the period from January through March 2021, the Center was temporarily closed for asymptomatic COVID-19 persons and persons with minor symptoms.)



The year 2020 represents a major milestone as the 25th year since the Fourth World Conference on Women (Beijing Conference). The Platform for Action, an agenda for women’s empowerment was adopted in the Beijing Conference. This has been considered the international “Bill of Rights” for women.

Based on the Platform for Action, countries all over the world have engaged in women’s empowerment and gender equality activities through mutual collaboration and moved ahead with proactive activities for women. Japan has engaged in related legislation. As a result, the Basic Act for Gender Equal Society, was enacted.

To date, the “#MeToo” movement, in which accusations of sexual assault have been made, has spread out across the world. Moreover, the expansion of COVID-19 has had drastic impact on women, and many unsolved problems remain. Such problems include employment of non-regular female workers, the impact on poverty of single mothers, and an increase in domestic violence.



In this Exhibition, materials, posters, photos, newspaper articles, etc. are shown, related to the four World Conferences on Women since 1975 (i.e., International Women’s Year)

Archive Preservation and Restoration Training (Basic Course) (Online)

NWEC implemented the Archive Preservation and Restoration Training (Basic Course) targeting persons involved in practices for archive storage and supply in women’s facilities, libraries, and archives.

This year, due to spread of COVID-19, only the Basic Course was implemented, and it took place online. 24 people participated in this Course (November 18 and 19). 122 people joined for on-demand distribution (November 24 through December 7).



Initially, through the “Introduction to Digital Archives”, participants learned the definition of digital archives in Japan and overseas. This lecture provided an understanding of data elements shared through libraries, archives, and museums as archives. Such archives that have been digitalized are called “digital archives,” digitalized materials and born-digital materials.

Two examples of archive practice were reported. One involved the Ochanomizu University History Museum and the other involved the PhotoVoice Project, Inc. initiated by the NWECA Archive of Women’s Disaster Recovery Support. We received positive feedback to the presentation of Ochanomizu University. “The explanation by a person involved in related practices was easy to understand, about standards for selecting materials, how to write cards for management, and preservation of locations for storage.” We also received positive feedback about the PhotoVoice Project. “It is significant to maintain opinions from ordinary citizens (i.e., oral history). Records of the Great East Japan Earthquake and Tsunami of March 11, 2011 that should not be forgotten must be memories for everyone. Knowing about the PhotoVoice Project makes us interested in future activities and the dispatching of information overseas.”

Lastly, “Archives and Copyrights” was presented. It clearly taught all sorts of content ranging from basic knowledge about the Copyright Act and points to note concerning archives to information currently modified in response to the coronavirus catastrophe. Brief, clear answers were given to many questions.



Purple light up



During the period from November 12 (Thursday) through November 25 (Wednesday), NWECA implemented the Purple light up for comfort in conjunction with the “Campaign for Eliminating Violence against Women” by the Cabinet Office.

The Purple light up was an effort implemented to support the “purple ribbon” campaign for eradication of violence against women (e.g., partner’s violence, sexual crime, prostitution, sexual harassment, and stalking).

Resolution for issues related to violence against females is a remarkably important issue for forming a gender-equal society.

Moreover, the Purple light up includes the message that victims “should not worry about their problems alone, and that they should talk to someone first.” This encourages NWECA users and drivers of cars on national roads beside the premises to increase awareness.

During such period, the “purple ribbon” board was established in the lobby of the main building. Visitors were able to show their intention to eradicate violence against women by pinning on tied purple ribbons. This board includes the meaning for encouraging visitors to be interested in eradication of violence and abuse against women and for inspiring victims who saw the attached ribbons to realize that they were not alone.



According to the panel discussion conducted in Part 3, which was distributed live in Tokyo, Japanese experts reported about disparity and inequality expanded through spread of COVID-19. Highly diverse discussions took place about (i) the impact of “stay home” policies and simultaneous closure of schools on female employment and gender roles within households; and (ii) approaches for continued safe pregnant women’s care activities from the viewpoint of sexual reproductive health rights.



Panel discussion

FY2020 Training for Teachers and Staff for Promotion of Gender Equality

NWEC was entrusted with the “Project for Next-generation Life Planning Education Promotion” by the Ministry of Education, Culture, Sports, Science and Technology and developed teacher training model program for promotion of gender equality at school and related teaching materials. As its trial program, during the period from November 27 through December 28, NWEC held online training targeting teachers and staff engaged in primary and secondary education. The purpose of this training is for teachers who are in leading positions at schools to deepen their understanding of unconscious bias, etc. occurring at school and to increase useful awareness for guidance. In this way, children will be able to think about their future without being conscious of conventional gender roles. 244 persons participated in this training from all over Japan.



Live distribution of the workshop “Awareness of Unconscious Bias Based on Gender”

According to the workshop “Awareness of Unconscious Bias Based on Gender” distributed on live, group discussion took place through use of video teaching materials relating to typical scenes of school life. While sharing current situations and issues relating to each region, participants thought anew in view of gender concerning words and deeds of which they had not been aware until then and about how such viewpoint would impact children, teachers, and staff through school education.

During the period in which this training was held, lectures and panel discussions were distributed on demand. According to “Gender Equality in Light of Viewpoint of Sustainable Development Goals (SDGs): Empowerment of Gender as Well as Women and Girls,” Ms. Asako Osaki (Director of Gender Action Platform) explained the significance of promotion of gender equality in schools based on SDGs.

According to the panel discussion “How Should We Deal with Gender Equality?: What We Can Do in Schools,” for dissolution of unconscious bias and resolution of issues related to promotion of gender equality, efforts actually undertaken by boards of education and high schools were introduced. Participants obtained information about policies for resolution of their own future efforts and issues.



Lecture by Ms. Asako Osaki

Participants contributed positive feedback, such as: “I [as a teacher] always want to be aware of having unconscious bias at all times” and “I would like to engage in education while discovering what I can do in a school in which children who will create the future exist.”

FY2020 Training on Gender Responsive Approach to Disaster Management(Online)



Lecture by Ms. Keiko Ikeda

Based on an event co-sponsored by the Gender Equality Bureau Cabinet Office, a web seminar targeting municipality staff, etc. playing a central role in regional disaster responses took place on December 17. The theme was “A Gender-equal Viewpoint Enhances Disaster Response.” A gender equal viewpoint is essential for disaster responses. The spreading of such view given regional disaster management that has been conducted with a central focus on males remains a large issue. Departments in charge of disaster management of the Cabinet Office dispatched guidance for holding the seminar such that

busy departments in crisis management and those in charge of gender equality would take such seminar together, which would result in promotion of ministerial collaboration. Furthermore, in order for as many associated parties as possible to attend the seminar, the live distribution video conducted on December 17 was distributed on demand for about a month. About 400 persons viewed this video nationwide.

First of all, Ms. Keiko Ikeda (Professor of the Faculty of Education and the Center for Integrated Research and Education of Natural Hazards, Shizuoka University and joint representative of the Training Center for Gender & Disaster Risk Reduction) lectured on adoption and effects of a gender equal viewpoint for regional disaster management activities. She has accumulated practical research experiences based on the theme of overcoming disaster vulnerability. Subsequently, the “Female Views for Enhancing Disasters Responses:



Q&A for Guidelines for Disaster Management and Reconstruction in View of Gender Equality created by the Cabinet Office

Guidelines for Disaster Management and Reconstruction in View of Gender Equality” was created by the Gender Equality Bureau Cabinet Office in May 2020. Mr. Yusuke Sato (Counsellor of the General Affairs Division of the Gender Equality Bureau Cabinet Office) in charge of the Bureau for the “Review Meeting for Disaster Management and Reconstruction in View of Gender Equality” who was involved in such creation as well as Ms. Sachiko Asano as a chairperson (Visiting Fellow of the Institute for Sustainable Community and Risk Management, Waseda University and joint representative of the Training Center for Gender & Disaster Risk Reduction) presented lectures. They explained about such Guidelines and introduced ways to prepare during ordinary times (in which no disaster occurs), evacuation life, matters to be engaged in during each phase of restoration and reconstruction, and examples of actual practices.

Participants contributed positive feedback, such as: “The party in charge of disaster management and that in charge of gender equality were able to share common knowledge,” “What we learned today will be reflected in a shelter manual and disaster management plans,” and “I understood well what municipalities should do.”

FY2020 Knowledge Co-creation Program "Promotion of Networking among ASEAN Countries on Anti-Trafficking in Persons" , November 20, 2020 ~ January 29, 2021

The Knowledge Co-creation Program “Promotion of the Networking among ASEAN Countries on Anti-Trafficking in Persons” was held online this year by NVEC from November 20, 2020 to January 29th 2021 commissioned by the Japan International Cooperation Agency (JICA). This year’s seminar focused on the difficulties faced by immigrant workers during the COVID-19 pandemic and the respective measures each countries have promoted to combat it.

The seminar consisted of a Live Orientation, an On-demand Learning Course, and 2 days Live Seminars on the topics of “Immigrant Workers and Trafficking in Persons” and “Online Sexual Exploitation”. In addition to 22 attendees from 6 countries (Cambodia, Lao, Myanmar, Philippines, Thailand, Vietnam), organizations and experts in Japan and staff from JICA’s regional offices joined the seminar as the expanded participants.

November 20 (Fri.) Orientation

Online live orientation over Zoom was hosted from NVEC connecting 22 seminar participants in six countries as well as regional office staff. Because of the time differences, the event started at 11:30 in Japan, 8:30 in Myanmar, 9:00 in Thailand, Vietnam, Laos, and Cambodia, and 10:00 in the Philippines. Attendees were given briefings on the schedule of the two-month-long seminar, use of the on-demand platform, and their online assignments.



NVEC Main Conference Room

On-Demand Learning Course December 20 to February 1

Home screen - Please select course to start learning. Show only incomplete contents

Course list		Course Name: 1 Introduction			
1 Introduction		Finish rate 100%			
About the Seminar (Please READ before starting)					
Content name	Type	Progress rate / score	Last day of studying		
Introduction	Lesson	100	01/18/2021		
Participants of the Seminar	Lesson	100	01/14/2021		
JICA Follow-up Seminar					
Content name	Type	Progress rate / score	Last day of studying		
JICA Follow-up Seminar	Lesson	100	01/18/2021		

Powered by

On-Demand Learning Course included “1. Introductions of seminar participants and expanded participation members,” “2. Country Reports,” “3. JICA Project Profiles (Thailand, Vietnam, and Myanmar),” “4. Overview of Initiatives by Organizations in Japan,” and “5. For Questions & Comments,” with which participants could learn about conditions in each country and efforts by different organizations at their convenience.

Day 1 of the live seminar was devoted to the topic of “Vulnerable people and trafficking in persons in the respective countries during the COVID-19 pandemic.” Participants from six countries gave reports on the latest state of affairs of harm caused by trafficking in persons and issues during the coronavirus pandemic in their countries. Many countries shared that the economic impact has been enormous in sectors such as tourism and healthcare/medical services, where there are many women including migrant women, who are particularly vulnerable. Also, much of unpaid work are shouldered by women.

Organizations in Japan reported on the difficulties faced by non-Japanese residents during the pandemic. The Solidarity Network with Migrants Japan reported on their emergency support fund activities and the difficulties that immigrants and refugees in Japan have faced, including the loss of employment opportunities and economic difficulties stemming from an inability to return to their home countries. The Yoriso Hotline, Ichiryu-kai, the Thai Network in Japan, Waelaa-Waaree, and other organizations that operate help hotlines for foreigners living in Japan and provide support via accompanying services reported on the cases of domestic violence, the lack of accessible information, and the difficulties of support activities themselves.

Day 2 Morning Session focused on the topics of sexual exploitation and sexual violence in cyber space against young women and children. From Japan, an NPO PAPS reported on the realities of harm done to young people by having sexually explicit images taken against their will spread on the internet and explained the support activities for the victims. From Thailand, officer of the Thai police taskforce on online sexual exploitation and abuse of children and the HUG Project founder Booms Mosby made presentation. Working together from investigations to protection and providing long term support for the children, they reported to have taken over 100 children into protective custody during the lockdown.

In the afternoon, participants gathered each country in ZOOM breakout rooms or in JICA offices to discuss Action Plans. In the final presentation, participants commented that they have learned from one another from the COVID-19 situation and counter-measures in respective countries. Many underlined the importance of sharing information and data among ASEAN members and the needs to provide training for staffs to improve their skills further, etc. Attendees reaffirmed the importance of making cooperative ties among them even stronger.

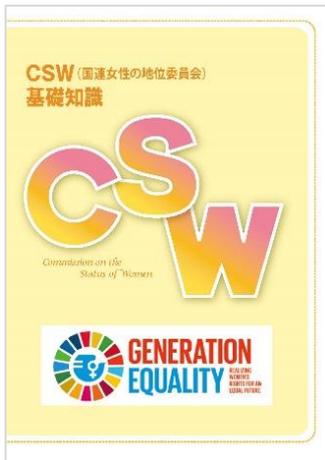


Seminar attendees and expanded participants

INFORMATION FROM NWEC

Publication of Basic CSW (Commission on the Status of Women) Knowledge

NWEC created explanatory materials on the mission and history of the Commission on the Status of Women, or the CSW, annual themes for the past 25 years, and the impact on a gender equal policy in Japan.



These materials include information on the impact of matters agreed upon in the United Nations and in the CSW on gender equal policy in Japan, a list of successive persons representing the Japanese government, and words and expressions used in the Beijing Declaration and Platform for Action. In addition, such materials cover a list of major literature cited in Japanese and English relating to the CSW.

Due to the worldwide spread of COVID-19, the session was remarkably reduced compared with usual years. An outline of “Political declaration on the occasion of the twenty-fifth anniversary of the Fourth World Conference on Women” adopted in the 64th CSW session (held at the United Nations Headquarters in New York on March 9, 2020 only) is also included. According to the political declaration, profound concern about actual conditions in which no country has achieved gender equality and female and girls exists even now after 25 years have elapsed since the holding of the Fourth World Conference on Women (1995). At the same time, the importance of complete, effective, prompt implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Beijing Declaration and Platform for Action, Fourth World Conference on Women have been emphasized. It is demanded that countries that have not ratified the CEDAW Optional Protocol review such ratification.

There exist structural obstacles that hinder the achievement of gender equality. There also exist discriminatory practices. In particular, multiple discriminations are confronted by: (i) females that suffer from HIV/AIDS; (ii) indigenous females; (iii) females with disabilities; (iv) immigrant females; and (v) aged females. Misgivings that vulnerability has increased were presented. Moreover, females and boys are positioned as important partners for promoting gender equality.

NWEC Summary Gender Statistics - Women and Men in Japan 2020

Every year NWEC publishes “NWEC Summary Gender Statistics - Women and Men in Japan” in leaflet form. Information in this leaflet, which provides a summary of basic data that indicates the status of women and men in important areas in Japanese society, is based mainly on data obtained from publications of government organizations. The leaflet is printed on B4 size paper in 3 fold and is available in both Japanese and English. Areas covered by the survey include population/household, education, time use, labor and



income, health, safety and social security, decision-making, international status index, and the survey provides at total of 35 indicators. The leaflet for 2020 can be downloaded from the NWEC website.

Japanese <https://www.nwec.jp/research/cb4rt20000001kqy-att/ndpk5s0000004wzo.pdf>

English <https://www.nwec.jp/research/cb4rt20000001kqy-att/ndpk5s0000004wzr.pdf>

Debriefing Session: Research on Initial Career Path to Promote Active Participation for Men and Women

Job assignments and work environments confronted by school graduates who have newly become workers will considerably influence their subsequent career paths. From the corporations' point of view, for young workers to vigorously build their careers and stay in one company for a long time is a major problem as well.

NWEC implemented "Research on Initial Career Path to Promote Active Participation for Men and Women" that kept track of newly graduated persons who joined private companies in 2015 until their fifth years in their companies.

Based on knowledge and experience obtained from such research, an online debriefing session that verified "Actual Conditions and Issues for Initial Career Period" was held from October 16, 2020, through November 17, 2020. 299 persons (researchers and students, corporate personnel in charge of human resources and recruiting, and members of the press) who were interested in promotion of active participation by women and young persons and diversity promotion in corporations participated in this session.

In Part 1, four individual reports were made. According to "Factors Given to Managerial Position Orientation: In View of the Workplace" by Ms. Nami Otsuki (Professor at the University of the Sacred Heart and the Director of the Career Center), females are less managerial-position-oriented than males. Analysis concerning gender differences in work environments and the nature of the job behind the facts was made. According to "Early Resignation and Work Environment for Managerial-oriented Females: Searching for a Key for Personnel Retention" by Mr. Tomohiro Takami (Vice Senior Researcher of the Japan Institute for Labour Policy and Training), managerial-oriented females tend to leave their positions earlier than males in the same position. Mr. Takami pointed out that "reality shock" confronted by managerial-oriented females in the first year of joining corporations is a major factor. According to "Change in Gender Awareness and the Desired Way of Working" by Ms. Akiko Nagai (Associate Professor at Japan Women's University), it was reported that gender awareness and desired ways of working by males and females had changed after five years since they joined their companies. Specifically, both males and females tend to deny the division of labor by gender (i.e., where the husband works and the wife stays home) and desire flexible fulltime work. According to "Anxiety Related to Competence of Science-Major Females and Its Background: Comparison with Cases of Humanities-Major Females" by Naoko Shima (Researcher of the National Women's Education Center of Japan), hiring and development of science-major females is a policy issue. She pointed out

男女の初期キャリア形成と活躍推進に関する調査報告会
オンライン報告会
初期キャリアからの人材育成へ入社5年で何がおこるのかへ

社会人となって最初に直面する仕事は、その後のキャリア形成に大きく影響します。企業にとっても、若手社員の活躍と定着は大きな課題です。そこで本報告会では、国立女性教育会館が新人社員を5年間の追跡した調査結果をもとに「初期キャリア期における男女の実態と課題」について検証します。

第一部：調査結果報告（2時間程度）
参加費無料

<配信期間> 10月16日（金）9：00～11月17日（火）17：00

「男女の初期キャリア形成と活躍推進に関する調査」概要と主な知見
国立女性教育会館研究員 島 直子

1. 管理職志向に与える要因：職場から考える
聖心女子大学教授・キャリアセンター長 大橋 幸巳
2. 総合職女性の早期離職と職場復帰：人材発達の力を考える
労働政策研究・研修機構副主任研究員 高見 真広
3. ジェンダー意識と希望する働き方の変化
日本女子大学准教授 永井 祐子
4. 理系女性の能力不安とその背景：文系女性との比較から
国立女性教育会館研究員 島 直子

質問受付期間：10月16日（金）9：00～10月25日（日）17：00
ご質問のうえ、参加者にお知らせする専用フォームを通して質問をお寄せください。
第二部パネルディスカッションを収録いたします
（時間の関係上、すべての質問にお答えできないこと、予めご了承ください）

第二部：パネルディスカッション（1時間程度）

<配信期間> 11月6日（金）9：00～11月17日（火）17：00
皆様からの質問もあつまえ、「初期キャリアからの人材育成」には何が必要か、考えます。
ファシリテータ：清原女子大学教授 安齋 敬
パネリスト：日本経済団体連合会ソーシャルコミュニケーション本部上席専門 大山 みこ
大橋 幸巳、高見 真広、永井 祐子、島 直子

問合せ先
国立女性教育会館
研究開発室 研究報告会担当
〒355-0202 埼玉県北本市山崎南4-720
TEL: 0493-62-8437 FAX: 0493-62-9334
E-mail: nwec@nwec.or.jp

参加申込方法
下記URL（申込フォーム）よりお申込みください。
<https://survey18.nwec.or.jp/form/2020111617>
<https://www.nwec.or.jp/kyouiku/kyouiku/kyouiku/kyouiku/kyouiku/kyouiku/>

受付期間：9月16日（水）9：00～
10月9日（金）17：00
定員：300名程度（先着順）
参加費：無料（お昼食は参加者の負担となります）

that science-major females tend to feel anxious about their abilities to a much greater degree than humanities-major females. One reason is that science-major females are in work environments in which they tend to be isolated.

According to the panel discussion in Part 2, in light of individual reports made in Part 1, reporting on research results implemented by KEIDANREN (the Japan Business Federation) (explained by Ms. Miko Oyama, the Senior Manager of the Social Communication Bureau at KEIDANREN, and questions from participants, discussion about what is needed for human development from the beginning of one's career took place. Lastly, Mr. Toru Anzai (Professor at Seisen University) who was a facilitator proposed: (i) the necessity of enthusiastic presentation of stories of growth" in which expectations before joining companies are not betrayed; (ii) allocation of work assigned equally to males and females; and (iii) the importance of offering encouragement by superiors and persons with whom employees are able to consult concerning their difficulties.

EDITOR'S NOTE

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

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

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

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

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Published in Japan ISSN 1882-0697