

National Women's Education Center of JAPAN

NWEC NEWSLETTER



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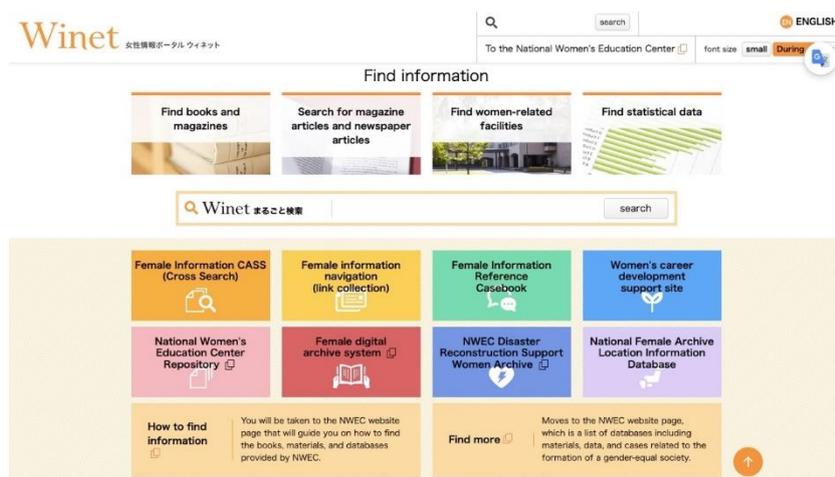
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RECENT NWEC ACTIVITIES

"Winet"— Women's Information Portal —Revamped



"Winet"— Women's Information Portal

Winet (Women's information network) was launched in 2006 as the women's information portal, describing the current situation surrounding women and challenges therein with a view to contributing toward women's empowerment and the formation of a gender-equal society. It has been about a decade since the homepage design was last reimagined in 2011.

In line with browser advances, widespread smartphone use, and for

even better user accessibility, the homepage of the portal and the databases were revamped between April and September 2021.

<https://winet.nwec.go.jp/>



Here are the updated websites and databases:

- Literature Database

Users can access the Information Center for Women's Education's online Literature Database. It contains some 140,000 books and local government publications, 4,000 titles of journals, 540,000 newspaper articles index, and 76,000 Japanese periodical articles.

- Women's Centers Database

A database of the outlines of women's centers nationwide and the programs they offer.

- Gender Statistics Database

This database provides important statistical data of Japanese women and men collected from various fields.

- Women's Information Reference Database

Users can refer to many specific questions that are frequently asked at women's centers. Examples of those questions are organized in a frequently-asked-questions format.

- Women's Career Development Support Site

This website introduces diverse role models and provides learning support information for career development and related information so as to empower women to take on new challenges and to help build their careers through positive life choices throughout their entire lives.

- Database on Women's Archives in Japan

This database provides information on domestic organizations and facilities that preserve women's archives and make them available to the public.

- Women's Information Navigation System

This page provides a large collection of links to useful websites aimed at building a society with gender equality.

- Women's Information Cross Access Search System

Users can search multiple databases, such as an online database provided by NWEC and many other online databases published by relevant organizations.

The English version of Winet is translated by Google Translate. Visit the revamped Winet and make use of information.

E-book Service Launched (the Information Center for Women's Education)

The Information Center for Women's Education launched an E-book service in May 2021. This service is powered by KinoDen, the e-book system for Japanese academic books provided by Books Kinokuniya.

This service enables users, including those living outside Japan, to read electronic books online through their computers and smartphones.



KinoDen e-book service

You will need to register by email before using the service. Please visit the following page to find out how to register.

<https://www.nwec.jp/database/inhouse/index.html>



Registration and viewing are free of charge. As of January 2022, roughly 140 volumes of Japanese materials on women, households, and family are available. More books will be added in the future.

The National Women's Education Center of Japan Repository contains past reports and publications issued by NWEC that are available online, as well as educational materials for e-learning such as the "Fundamental Knowledge on Gender Equality" can be downloaded. Users can view them all without registration.

<https://nwec.repo.nii.ac.jp/>



Training Course to Promote Gender Equality for Leaders

During the period from May 19 to June 11, 2021, NWECC held an online training course for leaders, managers, and executives from women's centers, local governments, and organizations across Japan. Roughly 500 participants took part in this online course.

This course was designed to help viewers acquire the knowledge, planning abilities, and practical skills they need to learn to be regional gender equality promotion leaders. The entire course comprised of three sections: the e-learning section covering basic knowledge on gender equality prior to doing the other programs; seven on-demand programs; and three live-streamed programs.

In the on-demand programs, Ms. Tomoko Hayashi, Director-General of the Gender Equality Bureau Cabinet Office, delivered a keynote speech, an energetic lecture on the Fifth Basic Plan for Gender Equality. Then, respective people in charge from the Ministry of Education, Culture, Sports, Science and Technology; the Ministry of Health, Labour and Welfare; the Ministry of Agriculture, Forestry and Fisheries; and the Ministry of Economy, Trade and Industry explained the latest measures each had taken to promote gender equality and opportunities for women. Viewers learned about the current conditions and issues regarding gender equality in and outside Japan, and how to take specific measures to promote gender equality in each region through lectures on international trends, current situation under the Covid-19 pandemic, and approaches of gender statistics.



Exchanging their opinions online

During the panel discussion in the live-streamed program, three panelists from the Nagasaki Gender Equality Center, Toyooka City Hall (Hyogo prefecture), and a non-profit organization called Women's Eye talked about how to tackle regional issues while answering questions from viewers. The lecturers and participants had a spirited exchange of opinions throughout the many sessions, such as the program under the

theme of "Project Management of Gender Equality Centers amid the Covid-19 Pandemic," sponsored by the National Council of Women's Centers and the live-streamed programs such as "Exchange of Opinions between Participants," which took place on the last day of the training course.

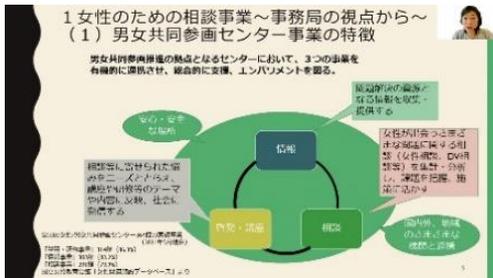
Audience feedback was positive, with remarks such as, "I was able to gain new perspectives through information on the Fifth Basic Plan, the latest trends from each Ministry, and profound analyses on issues related to gender and Covid-19," "This training course covered everything I had really wanted to know about gender equality," and so forth.



Panel discussion: How to Tackle Regional Issues

Training Course for Counselors at Women's Facilities

During the period from June 16 to July 14, 2021, NWEC held an online training course for counselors at facilities for women, people in charge of relevant policymaking in local public bodies, and managers in charge of consultations. The aim was to improve the knowledge and skills those counselors need in order to support women in difficult situations. Roughly 930 participants from across Japan watched this course.



Lecture: Linking Counseling Experience with Projects and Policies

This training program was conducted in a lecture style and workshop style.

First of all, participants learned how to dissect situations enveloping clients in trouble by identifying gender biases they often experience in their everyday lives.

Second, a lecture was given on the meaning of gender equality, and with that in mind how counselors should provide support to women in need. Participants learned that women's issues were deeply intertwined with social structure, and deepened their understanding of the role of women's counselors.

Following that, the Cabinet Office explained the latest measures the government had taken, and the Sapporo Gender Equality Center presented a case report on their social media counseling. Experts in different fields gave lectures on legal knowledge, the link between domestic violence and child abuse, how to provide care related to the trauma of sexual violence, and how to provide counseling on developmental disabilities and working environments, all of which are necessary for counselors to know. Practical workshops were held based on these lectures, in which participants studied how to provide counseling in each case, and learned how to give actual support and how to work together with relevant organizations.



Lecture: Domestic Violence and Child Abuse

Furthermore, lectures were given not only on handling individual counseling cases, but also on the roles of the organizations that support the counseling work. Participants acquired skills on how to grasp the essence of local issues and needs from actual requests for advice and reflect those needs in services and planned projects. They also learned about effective management to prevent counselors from suffering burnout or secondary traumatization.

In the final session, participants had an opportunity to exchange information about their actual work.

The offered gave positive feedback such as, "I gained a lot of information and practical knowledge," and "Through the exchange of views with lecturers who have also worked for many years as experienced counselors as well as other participants, I learned how to provide support to women by becoming aware of many other cases and other counselors' experiences. What I learned was useful for future counseling in the real world."

"Timeline of Women's History" of The Women's Digital Archives System Updated and New Collections Published



Women's Digital Archives System

The Women's Digital Archives System, which provides the list of historical sources and digital images owned by the Women's Archives Center, shows the timeline of women's modern and contemporary history. (You can visit the webpage that lays out the chronological history by clicking on the link "search timeline" on the menu on the left-hand side of the homepage.) The events that had occurred up to 2019 were added to the timeline in June 2021.

In July 2021, the "Collection of Group on Wartime Mobilized Working Girls" was newly added. In 1944, toward the end of the Second World War, many young girls were mobilized to work at arms factories. The "group on wartime mobilized working girls" was founded in 1991, the 50th anniversary year of the Pacific War's outbreak. The group worked on investigating the actual conditions of mobilized workers, collecting their notes, and compiling those sources into a book. There are about 200 materials, including documents related to the group, gathered memoirs, questionnaires, and letters.

In September, the "Collection of the Japan Association for Women's Education" was entered in the system. There are about 340 items, mainly pictures that had been prepared for the publication of *"To Widen Women's Horizons: The Seventy-year Journey of the Japan Association for Women's Education"*.

In February 2022, about 1,200 records related to the "Beate Sirota Gordon Collection" were added to the system. Beate Sirota Gordon (1923–2012) was involved in writing a draft of the Constitution of Japan as a member of the Government Section of the GHQ. She prepared the drafts of Articles 14: "equality under the law" and 24: "the essential equality of the sexes". And later, from about 1990, she started giving lectures all over Japan. The historical sources we have gathered include pictures, letters to Gordon, and typescripts about her lectures, some of which are accompanied by digital images.

Please visit the "Women's Digital Archives System" and make use of these historical materials.

https://w-archive.nwec.go.jp/il/meta_pub/G0000337warchive



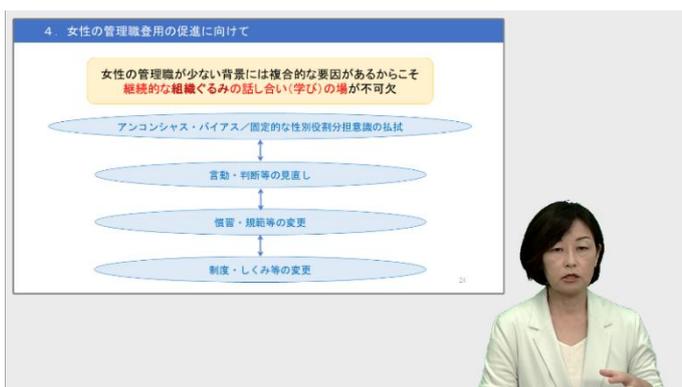
Gender Equality Training for Teachers and Staff

During the period from July 29 to August 31, 2021, NWEC held an online training course for managers of boards of education as well as teachers and staff of elementary and secondary education. Approximately 240 people took part from all over Japan.

The purpose of this training course was to make teachers and school staff aware of their own unconscious biases and fixed notions of gender roles, and to help them identify existing problems at school and seek solutions to achieve gender equality.

To encourage participants and lecturers to enrich their knowledge through the exchange of opinions, this training course includes varied programs such as on-demand lectures, a live online workshop-style program, and a panel discussion.

First, participants watched a video, which the Ministry of Education, Culture, Sports, Science and Technology commissioned NWEC to make in FY2020, and discussed possible situations at school in which unconscious biases were likely overlooked. They paid attention to their own words and behaviors and became aware of unconscious biases in the classroom, which led them to better understand the importance of gender equality's value.



Lecture: Current State Surrounding Women Managers and Future Career Paths toward Managerial Positions

During the panel discussion, some examples of education on gender conducted at elementary schools and junior high schools in Itoshima, Fukuoka Prefecture, and at Nada Junior and Senior High School in Kobe, Hyogo Prefecture were shared with the participants, and a high school girl who is a member of the Girl Scouts of Japan presented her opinion. Based on these inputs, the participants also thought about the possibilities of school education in regard to gender equality.

教育分野のアンコンシャス・バイアス

- 教員が自らの「アンコンシャス・バイアス」に気づく
- 子どもたちの「アンコンシャス・バイアス」をつくっていることに気づく
- ◆ 教員構成（上位学校ほど、上位職ほど、理数系に多い男性教員）
- ◆ 教育活動（学習内容・学習方法・児童生徒間）

Lecture: What Perspectives on Gender Equality Does School Education Require?

In the final session, participants were offered an opportunity to exchange opinions regardless of differences in where they live, types of school, and position.

Feedback from participants included comments such as, "It was a great opportunity to think about unconscious biases. What's more, teachers could play a vital role in ending gender inequality if they had proper understanding. That's what I learned."

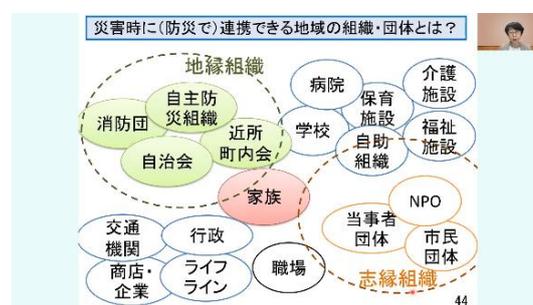
Training on Gender Responsive Approach to Disaster Management

On October 8, 2021, NWECC co-hosted with the Gender Equality Bureau Cabinet Office an online training program on learning the importance of promoting gender equality in normal times and disaster response measures that consider gender equality.

Although the need for disaster response measures sensitive to gender equality has been clearly written into Japan's Basic Disaster Management Plan and its Fifth Basic Plan for Gender Equality, as well as some international guidelines such as the Sendai Framework for Disaster Risk Reduction and Goal 11 of the Sustainable Development Goals (SDGs), necessary measures have not been taken to reform the system. For that reason, this training program was designed for sharing useful information with those in charge of regional disaster management, such as local government officials, school staff members, and disaster relief specialists, that would encourage them to work together for effective regional disaster risk reduction and lead to building a helpful platform.

In the keynote speech, Keiko Ikeda, Professor at Faculty of Education, Shizuoka University, a member of the Shizuoka University Center for Integrated Research and Education of Natural Hazards, and Co-chair of the Training Center for Gender & Disaster Risk Reduction, pointed out that in the face of disaster, people suffer different difficulties at different levels depending on gender differences and social status. She also explained it was crucial to give appropriate support according to each individual's needs, and to do so, people in many different fields needed to take part in the policy-making stage at local governments. Prof. Ikeda then clarified the role of the gender equality sector in collaborating with a diverse range of entities.

After the explanation of the measures taken by the Gender Equality Bureau Cabinet Office, Ms. Sekiko Osanai, Chief Director of General Incorporated Association Gender Equality Community Mirai Net, lectured on how to build a platform where diverse individuals could interact and connect, raising an example of simulating the operation of an evacuation center at a junior high school in Aomori. Taking into account Ms. Osanai's lecture, Mr. Naofumi Yoshida, an assistant fellow of the Training Production Office at the Tsukuba Training Center, National Institute for School Teachers and Staff Development, gave a lecture about the possibilities of collaboration between schools and local governments from the perspective of education on disaster prevention.



Keynote speech: Building a platform for connecting diverse players in local communities



Q&A session

The video of this training program was archived and provided online for about one-and-a-half months and has been watched by around 1,300 viewers across Japan. Some viewers have given feedback, saying, "I realized it's important for administrators, local communities, and schools to work together, even in normal times," and "It's really instructive for when we reexamine our local disaster prevention plan in the future."

Knowledge Co-creation Program "Promotion of Networking among ASEAN Countries on Anti-Trafficking in Persons"

NWEC held a themed training course, called "Promotion of Networking among ASEAN Countries on Anti-Trafficking in Persons," commissioned by the Japan International Cooperation Agency (JICA), during the period from November 4, 2021 to January 27, 2022. Like last year, this course took place online. Thirteen participants from Cambodia, Laos, Malaysia, the Philippines, Thailand, and Vietnam took part, including counterparts of projects in the area of prevention, protection, and social rehabilitation of human trafficking victims in ASEAN countries as well as individuals engaging in anti-trafficking in persons in the region.

This training course comprised three parts: program orientation, an on-demand video lecture, and a live online session. The purposes of this course were: 1) to grasp each country's measures against human trafficking and the impact of the Covid-19 pandemic on the vulnerable, such as women, girls, and migrant workers; 2) to learn how each country's civic organizations care for survivors of human trafficking; 3) to delve into examples of human trafficking and prosecution of perpetrators, a series of processes from protecting and rescuing human trafficking victims to reentry to society, relevant organizations' roles, and good practices in each country; and 4) to identify important knowledge that helps strengthen the domestic and international information network through learning from 1) to 3). The on-demand lecture and the online exchange of opinions were powered by the Learning Management System (LMS).



In the Country Report Presentation held on December 7, each country, using its own statistics, reported on the current state of human trafficking and the support system for victims, especially the situation and issues in the face of Covid-19. Presenters shared information about cases of trafficking in persons that are made invisible due to the global pandemic, activities to raise awareness of human trafficking prevention during the lockdown period, and a new form of human trafficking taking place online.

On January 20, guest speakers from the Cambodia Women's Crisis Center (Cambodia), the Thailand Division of Anti-Trafficking in Persons (Thailand), the Batis Center for Women (The Philippines), and the Global Shepherds (Malaysia) reported on the measures each country is taking on the issue of human trafficking. In the In-Depth Report presentation, speakers had a spirited exchange of opinions on how governmental and private sectors have played their roles, good practices of their cooperation, challenges that female migrants often faced, the Multi-Disciplinary Team (MDT) approach for protecting and supporting human trafficking survivors, potentially effective job training, and counseling support.



Group photo

The outcome of this training course will be shared with future training participants in the next fiscal year, and will be used when JICA implements some project plans to combat human trafficking in ASEAN member states.



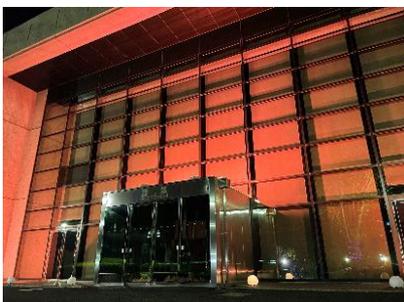
Illumination Campaigns to End Violence Against Women

NWEC participated in a national and an international illumination campaign to end violence against women.

One was the campaign to eliminate violence against women, which was organized by the Cabinet Office and took place from November 12 to 25, 2021. With the aim of urging the public to end violence against women, the NWEC building was lit up in purple, the color associated with the purple ribbon, for raising awareness of violence that many women suffer.



Illuminated in purple



Illuminated in orange

Similarly, during the period from November 25 to December 10, when the United Nations ran a global campaign called "Orange the World: End Violence Against Women Now!," the NWEC building was illuminated in orange.

Forum on the Promotion of Gender Equality

During the period from December 1 to 21, 2021, NWEC held an online event called Forum on the Promotion of Gender Equality. With many advocates for gender equality coming together from all over the country, regardless of discipline and organization, this forum is the largest project among other training courses conducted by NWEC, which has continued to promote interactive learning for solving problems. Owing to the continued impact of Covid-19, this forum was held over the specially launched website, just like last year. Despite these challenges, NWEC provided a wide range of programs as well as workshop-style lectures and panel exhibitions by inviting entries from the public. The event attracted around 1,600 participants, far more than last year.



Homepage of the special website



Keynote speech by Izumi Nakamitsu

The forum's main theme was "Achieve Gender Equality," which is the same as Goal 5 of the Sustainable Development Goals (SDGs). In the keynote speech, which was aired from the U.S., Ms. Izumi Nakamitsu, United Nations Under-Secretary-General and High Representative for Disarmament Affairs, delivered a strong message that "gender equality must be achieved, especially in this time of crisis." In the trialogue program under the theme of "To Change Society—What Do We Need to Overcome Barriers in Achieving Gender Equality," three

speakers of different generations from different disciplines concluded through the discussion that the key to changing society was active advocacy, learning through conversations, and everyday action.

We saw many civic groups with fascinating program ideas apply for the event from all over Japan, and the number of applicants exceeded our limit. Eventually, we selected 45 organizations, and conducted virtual workshop-style lectures and panel exhibitions. Among them, 17 of the groups—including groups of university students—were participating in this event for the first time. The virtual exhibit pages had a total of more than 12,000 page views.

Both the Women's Empowerment Promotion Seminar and the NWECE Global Seminar were held on this same website during this period, enabling participants to reach a diverse range of topics that they might not normally encounter. As a result, compared to last year the number of participants working in the corporate and academic sectors, men, and twentysomethings and thirtysomethings



Triologue: To Change Society—What Do We Need to Overcome Barriers in Achieving Gender Equality

increased. Participants provided feedback such as, "The event was so rich in content that I could learn about overseas examples and different companies' projects," and "I am determined to strive for a gender-equal society, without turning a blind eye to a sense of discomfort."

The Women's Empowerment Promotion Seminar

On December 10, 2021, NWEC held an online seminar under the theme of "Work Strategies in the With-COVID-19 Era—More Diverse Work Styles Enabled by Telework" to encourage thought-provoking discussion on empowering women and diverse talent as well as organizational development.

During the seminar, staff managers at a wide range of entities, from small to large, such as Fujitsu Ltd., Pola Inc., Kouyo Electric Equipment Co. Ltd., the Saga prefectural government, and the Finnish Embassy were invited as speakers. This symposium was managed by the NWEC President as a coordinator, alongside Ms. Yoko Yajima, executive officer and chief researcher at Mitsubishi UFJ Research and Consulting Co., Ltd., as a commentator. In this symposium that explored the possibilities of telework, which is one flexible working style that can suit particular types of work, participants held a productive discussion on future prospects and issues surrounding more flexible work styles as well as the empowerment of women and diverse talents and organizational



*Symposium: Work Strategies in the Pandemic Era
—More Diverse Work Styles Enabled by Telework*

development, referring to the latest case reports. Approximately 100 viewers from all over Japan, including company executives and managers, government officials, staff trainers, team leaders, and staff in charge of diversity, gender equality, and women's empowerment, watched the live online discussion on that day. As the symposium was archived online, many other viewers have since also watched the video. The number of viewers totaled about 430.

Viewer feedback included such comments as, "The speakers clearly explained efforts for teleworking at their companies and local governments"; "It was a rare opportunity to hear stories from various types of business. Their stories were very instructive. All organizations, private or public, have to feel their way through a trial-and-error process, so this discussion has been inspiring for every participant. I will continue to explore the possibilities, and incorporate other organizations' ideas and measures"; "I realize that it is critical to eliminate fixed biases based on gender differences in the workplace and we need flexible work styles for the ever-changing stages in a woman's life"; and "I have a clearer picture of women at work."

NWEC Global Seminar

FY2021 NWEC Global Seminar was held on the theme of "Combating Gender-Based Violence: 'Building Back Better' from the Covid-19 Crisis" from December 1 to 21, 2021. This year's seminar featured on-demand videos of the keynote presentations and reports on overseas initiatives, and live streaming of the panel discussion.

For the first keynote presentation, Ms. Chanchanit (Chancee) Martorell, Founder and Executive Director, and Ms. Panida Rzonca, Directing Attorney of Thai Community Development Center (Thai CDC), gave a presentation entitled "Thai Community Development Center: Protecting the Vulnerable since 1994". The presentation introduced Thai CDC's long-standing activities to protect the human rights of minority residents, including undocumented Thai nationals; legal support activities for sexually exploited trafficking victims; and activities to promote social and economic empowerment of community members.



Keynote Presentation 1 (USA)

The second keynote presentation was delivered by Ms. Karen Bentley, CEO of the Women's Service Network (WESNET). In the presentation entitled "Violence against Women and Girls in a Digital World", she reported on cases of digital violence and its impact on women and girls and introduced the ICT-facilitated initiatives for survivors of violence against women, and other support initiatives undertaken during the Covid-19 pandemic in Australia. She concluded by noting that each of us have a role to play in the prevention of violence against women and not only do we need to support women and girls who have suffered violence and intervene in a timely manner to prevent violence before it worsens, but that it was imperative to promote gender equality.

Two overseas initiatives were also introduced: The rap song "Ask him why" performed by the survivor group from the Netherlands and the female drum group "Ingoma Nshya" (New Drum, New Power). Ms. Gakire Katese, founder of Rwanda's first women's drumming group "Ingoma Nshya", introduced the background to the group's creation, changes in mindsets achieved through drumming, and the gender discrimination and gender norms that exist in Rwandan society. Ms. Katese continues working to make Rwanda's cultural landscape more women-friendly.



Panel Discussion

In the panel discussion entitled "Combating Violence against Women and Girls - Beyond Covid-19 Crisis", the panelists from organizations working in various fields (such as human trafficking, international cooperation, and migrant issues) convened to consider the issue of how to eliminate violence against women and girls. Together, the group also reflected on the keynote

presentations and overseas initiatives. At the end of the seminar, looking ahead to the post-Covid-19 society, the participants reaffirmed that in order to eliminate gender-based violence, it would be necessary to take measures to change the social inequalities that underlie gender-based violence, to provide support that ensures no one is left behind, and to collaborate with various actors both domestically and internationally.

This event was held in collaboration with the Japan International Cooperation Agency (JICA) and All Japan Women's Shelter Network.



Project Planning Training in Communities to Promote Gender Equality

During the period from January 18 to February 10, 2022, NWEC held an online training course for staff in charge of project planning in local governments, women's centers, etc. across Japan. This course was designed to help participants identify issues in each community from a perspective of gender equality and provide the knowledge and skills required to develop a project blueprint for solving problems.

This training course comprised of two sections: on-demand lectures powered by the Learning Management System (LMS), and four live online programs for workshops in groups. Approximately 130 viewers watched the on-demand lectures and some 30 viewers took part in each live-streamed program.

The on-demand lectures included a wide range of topics: 1) necessary perspectives for project planning, objective and significance of project blueprint, and method and tips for developing project blueprint; 2) basic knowledge on gender equality, such as the current states in Japan and overseas and statistics on gender; 3) advice for planning, implementing, and assessing projects based on the PDCA cycle, as well as examples of other projects; and 4) introduction of archives and databases available at NWEC Information Center for Women's Education and Winet that have been helpful for gathering information on actual situations in communities.

The live online programs included workshops in groups with each addressing one of six themes: Raising Awareness in Communities; Gender Equality in Households; Local People's Participation; Sex Education, Dating, and Domestic Violence; Diversity (Sexual Minorities and LGBTQ); and Disaster Prevention and Gender Equality. Participants presented the project blueprint they had developed based on the themes, their ideas and improvements, and worked for the betterment of each project blueprint through the exchange of opinions.

During the training course period, NWEC provided an online chat system to encourage interaction and connection building, which led to a spirited exchange of opinions.



Participants in a live-streamed program

Feedback from participants included comments such as, "The lectures were easy to grasp and provided a wide range of information, such as the suggestions on how to plan projects and continue to improve," and "I could learn comprehensive knowledge about international trends in gender equality, how to become aware of regional issues and read statistics, and how to put a plan into practice through the real-life examples."

Training Course for Women's Archives (online)

In FY2008, NWEAC established the Women's Archives Center, and since FY2009 it has been holding a training course on how to preserve archives. From FY2016 to FY2020, the training course was called "Archive Preservation and Restoration Training". When launching the fifth mid-term plan in FY2021, we renamed it as the "Training Course for Women's Archives". We aim to give those who collect women's archives an opportunity to learn useful knowledge and information, and to help them contribute to the formation of network on women's archives.

This year, training course took place online, with live online lectures watched by about 20 viewers on January 28. From February 2 to March 2, about 140 viewers watched the lectures on demand.



"Collecting and Studying Historical Records on Women and Gender—Looking Back on the Exhibition on Gender in Japanese History"

The first program presented was titled "Collecting and Studying Historical Records on Women and Gender—Looking Back on the Exhibition on Gender in Japanese History." The exhibition "Gender in Japanese History," which was held at the National Museum of Japanese History from October to December 2020, hit the headlines as their first exhibition featuring the topic of gender in full scale. The exhibition was a great success, with its catalog being reprinted. In addition, the exhibition's content was also compiled into a new book.

The director of this exhibition project, Dr. Yuriko Yokoyama, gave a detailed lecture on overseas examples of gender history exhibition, which she had studied during the preparation stage, as well as the concept underlying this exhibition, how to put the plan into practice, and the tremendous response to it.

Two examples of archive practice were reported. One involved the Girl Scouts of Japan, an organization that marked its 100th anniversary in 2020, and the other involved the Rikkyo Research Center for Cooperative Civil Societies, which holds the "Nerima Mothers' Network" as a women's archive material. The Girl Scouts of Japan gave a lecture on how to launch a history book and website in commemoration of its 100th anniversary. The Rikkyo Research Center for Cooperative Civil Societies showed the historical records of the Nerima Mothers' Network, and explained



A case report on archiving historical sources

how they are cataloged and how they have been used. Both lectures were well-received by the viewers owing to the detailed and useful presentations.

The lecture on "Archives and Copyright" provided clear and abundant information including basic knowledge of copyright laws and their amendments in light of the Covid-19 pandemic, and also offered useful advice on how to handle archives.

INFORMATION FROM NVEC

Project for Next-generation Life Planning Education Promotion—Commissioned by the Ministry of Education, Culture, Sports, Science and Technology: Development and Promotion of Teacher Training Model Programs for Promoting Gender Equality

Commissioned by the Ministry of Education, Culture, Sports, Science and Technology to create "projects for Next-generation Life Planning Education Promotion" in FY2020, NVEC developed a model program for training teachers to help them become aware of unconscious biases.



A lecture video developed by NVEC

This training program provides worksheets and four video lectures, including: 1) a video using animation to describe 11 scenes showing stereotypical gender roles and unconscious biases at school; 2) a lecture video on how to become aware of gender stereotypes from a gender equality perspective in those 11 scenes; 3) a lecture on the social backgrounds in which unconscious biases became problematic; and 4) a lecture on gender equality based on the perspective of the Sustainable Development Goals (SDGs). NVEC also provides a handbook on how to use the lectures and worksheets created by NVEC and what kind of knowledge is required of training operators.

Regarding the process of developing a training program, NVEC held an online training course for board of education members as well as teachers and school staff of elementary and secondary education during the period from November 27 to December 28, 2020.

First, participants had a group discussion using educational videos under development. While sharing information on the current situations in their respective schools and regions in relation to the daily scenes in the classrooms shown in the



Participants in the group discussion

videos, they came to realize the importance of gender-sensitive perspectives while noticing their own unconscious biases embedded in their own words and deeds as well as the environments surrounding their children.

NWEC also held some on-demand lectures and panel discussion to promote better understanding of gender equality. In the panel discussion, panelists introduced the results of an NWEC survey on teachers' life and career paths, and provided several examples of how teachers gave children guidance.

On the last day of the training course, the participants exchanged opinions on how they felt about the lectures and challenges facing each community in terms of gender equality, regardless of where they live, type of school, and position.

Roughly 250 viewers participated in this online course from across Japan, with feedback including comments such as, "I am now aware of my unconscious biases and realize teachers will be role models for children," and "From now on, I want to pay more attention to challenges peculiar to school, and take action."

NWEC Summary Gender Statistics - Women and Men in Japan 2021

7 Average length of Continuous employment (Years)

Year	50-54 years old		55-59 years old	
	Women	Men	Women	Men
2020	9.3	11.4	6.1	7.1
1994	6.5	11.6	7.3	7.4

8 Wage gap in monthly scheduled earnings (Monthly wage)

Year	1998		2000		2010		2020	
	Women	Men	Women	Men	Women	Men	Women	Men
2020	79.2	100.0	72.6	100.0	79.8	100.0	85.8	100.0
1998	65.2	100.0	65.2	100.0	65.2	100.0	65.2	100.0

1 Mortality rate by major diseases (For 100,000 persons)

Year	Heart disease		Cerebral vascular diseases		Pneumonia	
	Women	Men	Women	Men	Women	Men
2019	245.7	115.2	172.8	100.5	38.2	36.7
1990	265.5	115.3	153.1	121.1	36.5	33.8

2 Number of suicides (Persons in 10,000 persons)

Year	Total		Women		Men	
	Women	Men	Women	Men	Women	Men
2020	21,081	16,761	7,025	11,511	11,055	22,599
2019	20,149	16,161	6,991	9,816	11,079	22,599

3 Female victims of rape and indecent assault

Year	Rape		Physical assault		Assault	
	Women	Men	Women	Men	Women	Men
2020	96	96	2,827	526	1,894	869
2019	114	76	2,157	96	1,195	76

5 Persons that received public livelihood aid

Year	Total		Women		Men	
	Women	Men	Women	Men	Women	Men
2020	522,150	468,673	281,819	152,335	240,331	152,335
2000	522,150	468,673	281,819	152,335	240,331	152,335

6 Poverty rate among households with children

Year	Total		Women		Men	
	Women	Men	Women	Men	Women	Men
2020	10.3	10.3	10.3	10.3	10.3	10.3
2000	10.3	10.3	10.3	10.3	10.3	10.3

2 Number of Consultation for child abuse cases (Number of Cases)

Year	Total		Women		Men	
	Women	Men	Women	Men	Women	Men
1980	1,101	2,000	1,722	2,014	99,780	199,780
2020	6,983	46,411	27,419	7,211	1,000,000	1,000,000

3 Number of people qualified for long-term care insurance

Year	Total		Women		Men	
	Women	Men	Women	Men	Women	Men
1st. July, 2017	6,983	46,411	27,419	7,211	1,000,000	1,000,000
1st. July, 2021	7,211	18,518	48,712	7,411	1,000,000	1,000,000

4 Decision Making

1 Ratio of female elected for the national Parliament

2 Number and ratio of female local official employees

Year	Prefecture		City/Town/Village		Special ward		Special city		Special ward		Special city	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
2020	241	192	203	183	103	103	103	103	103	103	103	103
2010	185	145	163	145	103	103	103	103	103	103	103	103

3 Ratio of female legislators in local assemblies

Year	Prefecture		Special ward		City		Special city		Special ward		Special city	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
2020	11.5	30.2	16.2	26.0	11.2	11.2	11.2	11.2	11.2	11.2	11.2	11.2
2010	8.1	24.6	12.7	17.6	8.1	8.1	8.1	8.1	8.1	8.1	8.1	8.1

4 International Comparison of ratio of women members in Lower or single House (LPII)

Year	Japan	Other countries
2020	11.5	24.6
2010	8.1	24.6
2005	4.9	24.6

5 International Status Index

1 Global Gender Gap Index - World Economic Forum, 2021

Year	Japan
2021	86.1
2020	86.1
2019	86.1

2 Gender Inequality Index - UNDP, 2020

Year	Japan
2020	0.861
2019	0.861
2018	0.861



Every year, NWEC publishes "NWEC Summary Gender Statistics - Women and Men in Japan" in a 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 trifold 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 2021 can be downloaded from the NWEC website.

Japanese https://www.nwec.jp/research/cb4rt20000001kqy-att/B4_japan_2021.pdf

English <https://www.nwec.jp/en/research/lrfhnn0000000469-att/hbek4u0000000202.pdf>



The Sixty-sixth United Nations Commission on the Status of Women (CSW) and NGO CSW 66

The sixty-sixth session of the United Nations Commission on the Status of Women (CSW) is being held during the period from March 14 to 25, 2022. Due to the continued impact of the Covid-19 pandemic, CSW66 sessions are taking place in a hybrid format of both in-person and virtual.

The priority theme of the main session is "Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes." Meanwhile, the review theme is "Women's economic empowerment in the changing world of work" (agreed conclusions of the sixty-first CSW session). Ministerial round tables and Interactive dialogues are also taking place.

Various civil society organizations are engaging in active advocacy and networking activities during CSW sessions. Three NGOs from Japan (Japan Women's Watch, the National Women's Committee of the United Nations NGOs, and International Women's Year Liaison Group) held a side event themed "Our Ethical Consciousness and Actions Change the World: Towards the Participation of All People in Environmental Issues" on March 15 in partnership with Permanent Mission of Japan to the United Nations.

At CSW, active participation of civil society organizations is critical. NGO CSW/NY, an organization facilitating "a platform for the voices and leadership of feminists and women's rights organizations globally who lobby for their inclusion in the UN deliberations in pursuit of gender equality", set up an online platform where civil society organizations can host parallel events, set up exhibit booths and sell handmade goods. This year, almost 800 events are being held with more than 27,000 participants expected to attend. Additionally, Japanese civil society organizations and a university are hosting parallel events with themes such as climate justice and youth involvement, where participants can enjoy learning up-to-date information and best practices.

During the period of CSW, NWECC also set up a virtual exhibit booth to display various projects carried out by NWECC such as statistics on the current state of gender equality in Japan. Online Open House was held several times during the two weeks for NWECC staff to welcome visitors. Furthermore, this virtual booth featured video messages for CSW66 from various Japanese experts.

Visit the NGO CSW 66 exhibit booth.

<https://ngocsw66forum.us2.pathable.com/>



Visit the NWECC website

<https://www.nwec.jp/en/global/exchange/avpdm5000000016d.html>



Messages from Gender experts

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>
- NVEC facebook <https://www.facebook.com/NWECJapan>
- NVEC Twitter https://twitter.com/nwec_official
- NVEC CHANNEL https://www.youtube.com/channel/UckzeiT_hVEttEP-cw8gCnqw

★ Thank you for reading NVEC Newsletter.

National Women's Education Center (NVEC) of Japan

Address: 728 Sugaya, Ranzan-machi, Hiki-gun, Saitama-ken 355-0292, Japan

Tel: +81-493-62-6719 Fax: +81-493-62-9034 E-mail: admindiv@nwec.jp