

# NWEC

National Women's  
Education Center of JAPAN

## Newsletter

About NWEC's activities and the latest situation of women in Japan



NWEC Global Seminar



Disaster training



Information  
Center  
for Women's  
Education



Seminar on  
anti-trafficking



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## Issue Vol. 40

MARCH 2024

In this issue of NWEC NEWSLETTER, we have brief report of selected programs and researches NWEC conducted this fiscal year. We hope you enjoy reading the vol.40 NEWSLETTER.

Please be informed that this vol.40 issue will be the last printed newsletter to be delivered by mail. From next issue vol. 41 and after, newsletter will be published as Online E-Newsletter available end of March annually on our website.

# Message from the President



## Envisioning a Society Where Everyone Can Fully Demonstrate Their Individuality and Ability

The National Women's Education Center (NWECC) was founded in 1977 as Japan's only national educational institution for women, with the aim of promoting efforts to create a gender-equal society. Since then, NWECC has been working in collaboration with gender equality promotion centers, women's organizations, local governments, universities, schools, and companies across Japan. In addition, NWECC has continued to play a role as a focal point in creating a gender-equal society by holding seminars that promote women's education and gender equality, offering support for education and learning, conducting specialized research, and providing information and material. NWECC has been continuously working to strengthen the foundation of a gender-equal society by approaching not only instructors and stakeholders in women's education and leaders promoting gender equality in various fields, but also men and younger generations.

The Working Group for Enhancing Functions of the NWECC and Gender Equality Centers was established within the Cabinet Office in December 2022. It has been striving to create a gender equal society across the country by discussing various issues based on two policies. The first is to strengthen the center's functions of training skilled people as a hub by transferring the NWECC's management to the Cabinet Office (the Ministry of Education, Culture, Sports, Science and Technology has continued to have joint jurisdiction) in order to fully support all centers across Japan. The second is to enhance each center's functions of educating and securing professional talents, and reinforcing coordination between related institutions and organizations in order to fully perform its role in response to each region's issues. The report compiled in April 2023 clearly showed more than 40 issues that the NWECC would have to tackle after its transfer to the Cabinet Office based on the necessary fortification of workforce and an adjustment in budget. Following the release of this report, descriptions about these more than 40 issues have been included in the Intensive Policy for Gender Equality and the Empowerment of Women 2023 (the Basic Policy on Gender Equality and Empowerment of Women 2023) and the Basic Policy on Economic and Fiscal Management and Reform 2023 (the Basic Policy 2023), both of which were formulated by the government.

In the Global Gender Gap Report released in 2023, Japan ranked 125th among 146 countries, continuing to hit a new record low. To improve this situation, we at NWECC will swiftly address the issues shown in the 2023 report.

As for our activities, we will continue to provide people from different age groups across a wider area with online learning opportunities using ICT. That includes on-demand learning content and live-streaming seminars. We will also conduct face-to-face group seminars. Reinforcing coordination between gender equality centers across the country, we will strive to increase opportunities to collaborate and cooperate with as many stakeholders as possible, such as companies, universities, schools, and non-profit organizations.

We thank you for your continued support and cooperation.

March 31, 2024  
Natsuko Hagiwara  
President  
National Women's Education Center (NWECC)

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# RECENT NWEC ACTIVITIES

## FY2023 Training Course to Promote Gender Equality for Leaders



NWEC held a training course for leaders who promote gender equality from May 16 to June 12, 2023 (partly co-hosted by The National Council of Women's Centers), with the theme of "Building a Sustainable Community from a Gender Perspective." There were 437 participants, including leaders, managers, and directors from women's facilities, local governments, and groups across Japan. This course included a keynote address based on this year's theme, a policy explanation by the national government, a briefing session on actual projects, and a panel discussion. Participants learned the latest information and

actual cases on gender equality shared in the course, and had the opportunity to think about how to ascertain and tackle their regional situations and issues.

Prof. Nobuko Nagase (Ochanomizu University), who studies the relations between labor, family formation, and social institutions, delivered the keynote address, titled "Gender Equality—Future Policies for a Sustainable Society." In the first half, Prof. Nagase explained reasons why it is necessary to provide support for young people and children. In the second half, she showed many statistical data and illustrated the relations between the modern-day labor market, social security, falling birthrate, and the gender pay gap."

In the panel discussion, three people who have been taking measures from a gender-equal perspective in their worksites, such as a neighborhood association, a local government, and a gender equality center, shared their practices and efforts, as well as emerging results and issues with participants. After that, the panelists exchanged their opinions and answered questions from the participants.

Besides these programs, the national government's latest measures and collaborations between gender equality centers and related organizations were also shared during the training course. A lecture was given on actual cases to resolve three urgent, present-day issues common to all regions: participation of young generations and women; resolving the poverty of middle-aged, single women in non-regular employment; and changes in men's work style and lifestyle.

Participants made comments on this course, saying "I was able to understand various issues related to promoting gender equality from multiple angles," and "I was very inspired and realized that I need to review my work and restructure that process."

## Women's Archives Center Collection Exhibit, "History of Working Women"

In fiscal 2022, the Ministry of Health, Labour and Welfare donated to NWEAC roughly 4,500 materials, including reports, brochures, and posters, that had long been owned by the Center for the Advancement of Working Women (CAWW).

CAWW was founded in Minato Ward, Tokyo, in January 2000 by the then Labor Ministry as an institution to support working women. The center had a hall, seminar rooms, a library, exhibit rooms, and consultation rooms. The center carried out their activities comprehensively based on six pillars: empowerment, consultation, library, exhibition, information, and interaction.



In the exhibition area, there was an exhibition called "History of Working Women," where scale models and photos are used to show the paths that working women have taken since the end of the 19th century and their daily lives. The center also had an exhibition called "History of Administrative Policies Concerning Working Women" that presented a variety of informational materials on administrative policies related to working women after 1947 when the Ministry of Labor was established.

In October 2010, the government's budget screening concluded that CAWW should be closed. The Ministry of Health, Labour and Welfare decided to close CAWW at the end of March 2011. In April of that year, CAWW relaunched as the "Women's employment support center." In 2014, a public employment office (Hello Work) was placed in the Women's employment support center and the exhibition room was closed. After the closure of the library in March 2022, a collection of administrative materials such as brochures, leaflets, posters, wall newspapers, and reports, which had long been stored and provided by the library, were handed over to NWEAC in 2022.

Using these materials, the Women's Archives Center held an exhibition called "History of Working Women," from May 17 (Wed.), 2023 to March 10 (Sun.), 2024. The exhibition traced the history of working women from the postwar period to the present day.



## FY2023 Training Course for Counselors and Managers at Women's Centers



NWEC held a training course for counselors and staff members in charge of counseling service at women's centers, and workers in charge of counseling service at local governments from June 20 to August 26, 2023. This year's course was comprised of two sections: the online basic training section aimed at teaching the fundamental knowledge and skills needed to provide counseling service and the face-to-face step-up training section aimed at teaching counseling service and management from a gender perspective and how to handle difficult cases. In total, 650 people participated in the basic training section and 48 people in the step-up section.

In the basic training section, participants learned how the Act on Support for Women in Difficult Situations was legislated and how they should support women in counseling ahead of the enforcement of the act next year. They also deepened their understanding on how to identify regional issues and needs from individual consultations and reflect them in their service and administrative measures, as well as the significance of this process. They actively exchanged information on many different themes, such as how to provide counseling, counseling via social media, issues and good ideas on male clients, and how to secure and train skilled people.

The step-up training section was carried out face-to-face so that participants can learn how to manage counseling service from a gender perspective and to acquire the skills to deal with difficult cases. In this section, they were able to focus on learning, interact actively, and share their opinions and knowledge on their daily service with other participants and lecturers, by making full use of this face-to-face opportunity.

From their daily concerns on how to deal with individual counseling cases and flaws in their organizations' systems, to changes in society such as amendments of laws, participants were able to talk about various issues and establish relations that could last even after the training course. They said they were satisfied with the outcome of this training course. "This course specialized in the management of counseling service at women's centers, which was very rare. It was good to get a lot of information that was unavailable online and to make many connections through face-to-face interaction," one participant said. Another also said, "I learned many technical things and realized many things through my interaction with people from different organizations and shared the same concerns with them. I'm glad I joined the course."

## FY2023 Gender Equality Training for Teachers and Staff

From July 25 to September 25, 2023, NWECC held a training course for directors and committee members of school boards, members of boards of education or education centers, school managers, and school staff, with the theme of "Aiming to Promote Women to Managerial Positions." The aim of this course was to give our society momentum to encourage women to participate in the decision-



making process in the field of school and education. There were 431 participants from across the country.

In school education, the proportion of women in management positions is growing, but it is not high enough. In addition, it varies depending on the region and type of school. In the training course, lecturers with rich experience and expertise explained why it was necessary to encourage women to hold executive positions now, as well as the basic principle of gender equality and the role of schools and school staff in creating a gender-equal society. They also mentioned several challenges, such as barriers that women faced when they try to build their careers at school or in the field of education and an entrenched notion of fixed male and female roles behind the lack of female leaders.

In the round-table talk, panelists discussed how to build an organization where diverse workers display their abilities, foster female leaders, and promote them to management positions, emphasizing the significance of women's participation in the decision-making process. Following the round-table talk, participants were divided into groups and discussed advantages of having women in management positions and the support and process needed to increase the number of female leaders, from three perspectives: the reform of working style and review of conventions, balancing work and life and supporting women's career growth, and the workplace climate and personnel training.

For the rest of the training course, the Ministry of Education, Culture, Sports, Science and Technology shared information on personnel training and career growth at schools and on organizational reform, while boards of education spoke about their attempts. Lecturers also shared the viewpoints needed to approach issues at schools going forward and actual cases.

A participant commented, "I was inspired to make more efforts to promote a reform of the school climate and working style, raise female teachers' awareness, and enhance their motivation."

## FY2023 Knowledge Co-creation Program "Eradicating Sexual and Gender-Based Violence (SGBV)"



NWEC held the FY2023 Knowledge Co-Creation Program (KCCP) course, titled "Eradicating Sexual and Gender-Based Violence (SGBV)," online and in-person, from September 4 to October 11, 2023. It was commissioned by the Japan International Cooperation Agency (JICA). There were 14 participants, who are engaged in SGBV measures at government offices, local governments, NGOs and NPOs in Bangladesh, Bhutan, Botswana, the Democratic Republic of the Congo, Kyrgyz Republic, the Marshall Islands, Mexico, Mongolia, Nigeria, Nepal, Pakistan,

the Solomon Islands, South Sudan, and Sri Lanka.

Prior to their visit to Japan, an online orientation session was held where participants presented their inception reports explaining about the organizations they each belong and their duties and roles in tackling the issue.

Upon starting the In-person program in Japan on September 24, lawyer and former CEDAW expert Yoko Hayashi gave a keynote lecture about the international trend on SGBV and measures taken by the Japan's national and local governments to eradicate sexual and gender-based violence (SGBV) were explained by the relative ministries.

A series of lectures were given by civil society women's organizations providing support for survivors which covered the support for SGBV victims based on a survivor-centered approach, counseling work via phone and social media, provision of shelter and how to handle survivors' trauma.

During an overnight stay in NWEC, an officer from the Ministry of Education, Culture, Sports, Science and Technology explained their program "Life Safety Education." International NGO and experts were invited to present about women support facilities and shelter management in Japan's southern prefectures of Fukuoka and Saga; a survivor-centered approach taken by JICA in Myanmar; and the maternal and child health support among communities and projects to end violence against women in Africa conducted by the Japanese Organization for International Cooperation in Family Planning (JOICFP).

Participants visited several Japanese private organizations providing support for sexual minorities, survivors of sexual and gender-based violence in cyber space, and young women who have no safe space, as well as programs aimed at perpetrators.

At the end of the program in Japan, each participant presented their own action plans upon return. On December 14, an online meeting was held for the participants to share the progress of their action plans.

## "It's a shame not to know about it! Summer Seminar on How to Research Gender-Related Information"

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NWEC held a seminar titled "It's shame not to know about it! Summer Seminar on How to Research Gender-Related Information" on September 7 and 8, 2023. The aim of this seminar was to provide younger generations with support for study and learning because they are expected to play a vital role in promoting gender equality. The seminar was designed to teach them how to do research and find documents when they write reports and theses on gender-related issues. In total, 24 university students and graduate students participated in this seminar.

On the first day of the seminar, participants were guided to find books and documents at the Information Center for Women's Education and the Women's Archives Center. And a lecture and a consultation on different themes were given to teach them how to write reports and theses on gender. In the exchange meeting, they shared documents what they found and had a relationship. On the second day, they made a worksheet they had collected and gave presentations.

From the participants who made positive comments, "It was a meaningful seminar because I was able to exchange opinions with people my age who are interested in gender issues.", "Thanks to this seminar, I was able to collect many gender-related documents."



## FY2023 Training on Gender Responsive Approach to Disaster Management



NWEC held the FY2023 Training on Gender Responsive Approach to Disaster Management, with the theme of "Making Your City Disaster-resistant—Connecting Diverse Actors for Local Disaster Prevention," from September 27 to November 13, 2023. There were 466 participants, including managers and workers from local governments and women's facilities who led disaster prevention measures in each region.

The basic training program held online started with a keynote address titled "What Diverse Viewpoints Are Needed for Disaster Prevention? — To Create a Society Where No One is Left Behind." In this speech, Visiting Professor at Kansai University of International Studies Yoko

Saito, who studies disasters and recoveries from a gender perspective, explains several possible approaches to provide quality support while considering the different perspectives of each individual. After that, participants gradually learned about disaster prevention from the basic knowledge to effective problem-solving approaches through a lecture by the national government, a lecture based on actual cases, and an online exchange of opinions. It was a good opportunity for them to explore possible approaches while considering regional circumstances.

In a step-up training program, 50 members, who had also participated in the basic program, came to NWEC to learn practical skills and build a network of people in charge of disaster prevention.

There were several lectures about actual cases given by local governments and organizations. They included Izumiotsu City, Osaka Prefecture, which has continued to build relationships with local and private organizations and work together to construct a system suitable for its regional character, and the Japan NPO Center (JNPOC), which has provided support for disaster-stricken areas by making full use of their networks. After listening to the lectures, participants had a discussion using the World Café method to exchange information about the type of organizations they usually worked with and how they worked with them, and to share ideas on how to coordinate with diverse parties. After that, a drill to accept a diverse range of local evacuees at an evacuation site was carried out in the gymnasium. Participants learned how to behave in such situations, and to build and operate an ideal evacuation center where every evacuee was equally respected while considering what diversity is and how to ensure every evacuee's safety and security.

One participant said, "I was able to learn how to prepare disaster prevention measures daily from a gender-equal perspective."

## FY2023 Knowledge Co-creation Program "Promotion of Networking among ASEAN Countries on Anti-Trafficking in Persons"

NWEC held JICA entrusted Knowledge Co-Creation Program titled "Promotion of Networking among ASEAN Countries on Anti-Trafficking in Persons" from October 18 to November 18, 2023, the program was attended by eight people in total. The participants were in charge of human trafficking prevention at government ministries and agencies, the police, and private organizations in five ASEAN countries (Cambodia, Laos, Malaysia, Thailand, and Vietnam).



The seminar focused on human trafficking measures taken by these five countries and Japan, focusing on gender-sensitive prevention and protection measures.

Prior to their visit to Japan, an online orientation session was held where the participants shared about the organizations they work for, their duties and what they expected out of this program.

After arriving in Japan on November 7, the Cabinet Secretariat explained about the situation of human trafficking in Japan and prevention measures taken by the government. Visit to the facilities of the Tokyo Regional Immigration Bureau and lectures given by the National Police Agency deepened their understanding about the human trafficking measures taken by the Japanese government.

While participants stayed at NWEC, two experts gave lectures. One is about the support provided to victims of human trafficking based on a victim-centered approach delivered by the International Organization for Migration (IOM) in Japan. The other is about measures taken by a civil society organization that is supporting Thai trafficking victims in the U.S., delivered by a person who has transnational experience in the field. Participants also presented the current situation surrounding human trafficking in each country including victim protection, labor exploitation and cyber exploitation.

Onsite visits to NGOs and civil society organizations providing phone and social media consultation; support victims of sexual exploitation on cyber space, including requesting for the removal of sexually explicit images or videos of individuals who were forced to appear; and support for foreign immigrant workers, including technical intern training program trainees who often face delayed payment of wages and harsh work environments.

On the final day, participants shared what they learned through the course and their countries' challenges, and presented their action plans, including detailed concrete plans and timelines to achieve their goals.

## Campaign to Promote a Movement to End Violence against Women

NWEC conducted a campaign in response to the Cabinet Office promoting a movement to end violence against women, from November 12 to 25, 2023.

This campaign was designed to raise public awareness of human rights and to encourage improvement in education, claiming that violence against women was a serious human rights violation and a critical problem to be solved in order to realize a gender-equal society.

The movement to end violence against women is also called the Purple Ribbon campaign, because the purple ribbon has become a symbol of this campaign to increase awareness about the unacceptability of all forms of violence against women.

As part of the campaign, NWEC illuminated its building in purple. NWEC volunteer staff members displayed a campaign banner and posters to call for the eradication of violence against women to a wider audience.

NWEC staff members conducted a running event called Purple Ribbon Run where participants ran wearing purple clothes and live-streamed the event to raise public awareness.

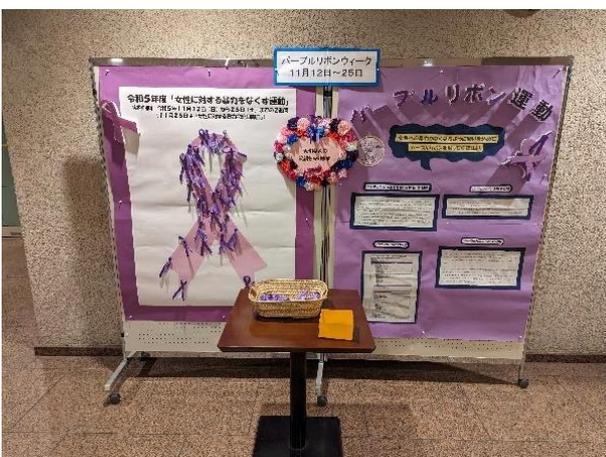
These campaign events were very inspiring and are expected to further expand in the coming years.



Purple light up



Campaign banner



Informative campaign posters



Purple ribbon run

# FY2023 Gender Equality Promotion Forum



NWEC held the FY2023 Gender Equality Promotion Forum from November 15 to December 21, 2023, with the aim of prompting participants engaging in gender equality promotion to interact regardless of region, organization, and discipline, and to create a wider network. While NWEC provided a keynote speech, 46 organizations that had publicly applied, such as gender equality centers across Japan, NPOs, NGOs, companies, university seminars, and groups of scholars, published online what they had achieved in their daily activities and studies. They were divided into eight groups by theme such as "expansion of women's participation in the policy and decision-making process," "education and media," "activities of gender equality centers," and "scientific technology and gender." Throughout the forum, diverse and quality programs were held with approximately 1,200 people taking part.



The keynote address was delivered online by Satoko Kishimoto, Mayor of Sugunami Ward in Tokyo, on the theme of empowerment of women in the field of politics. Mayor Kishimoto used to work as a public policy researcher at an international non-governmental organization. After agreeing to a request by a citizens' group

in Sugunami Ward, she came back to Japan from Belgium where she had lived and worked, and ran for the mayoral election. She was determined to carry out an unprecedented election campaign and focused on solidarity and cooperation under the banner of "conversations with people." Gaining support from the majority of citizens, especially women, Mayor Kishimoto won the election in the summer of 2022 and became the first female leader in Sugunami Ward. Showing video footages of her election campaigns, Mayor Kishimoto explained how supporters brought another like-minded cooperator, and called the process a "cycle of empowerment." After she became Sugunami's mayor, she created many opportunities to get her citizens interested in the government, such as calling for people to vote to participate in Sugunami's politics directly by driving along the street. In the election for ward assembly members in 2023, not only did the overall voting rate increase, but roughly 30% of incumbents were replaced with challengers and the proportion of female members reached 50%. Mayor Kishimoto celebrated this achievement by saying, "Just a few percentages point increase in the voting rate has changed the political landscape."

In the latter half of the lecture, she explained ongoing projects for citizens to join, including a participatory budgeting process where citizens are allowed to directly take part in the crucial process of budgetary allocations, and a town meeting where participants think about what public facilities should be like.

Viewers seemed to be interested in Mayor Kishimoto's policy that focused on local sovereignty, respect for human rights, and gender equality, and sent many questions to her. Kishimoto responded to their questions and spoke about her opinions and future visions. In the viewers' questionnaires, one said, "The issue of women's participation in politics seemed to be difficult. But it is not a problem to be solved only by women. Thinking of younger generations and the distance between politicians and us, I feel that we need to make some changes in politics." "I realized that the community was able to change with a citizen-centered policy," another said.

The keynote speech is available on NWEC's official YouTube Channel.

## FY2023 Women's Empowerment Promotion Seminar



NWEC held the FY2023 Women's Empowerment Promotion Seminar with the theme of "Promoting Diversity, Equity & Inclusion to Make Your Work More Fulfilling—New Working Styles That Open up the Future of Organizations" on November 17, 2023. There were 345 participants from across Japan, including workers in companies, government offices, and universities, as well as those in charge of promoting diversity, gender equality, and women's empowerment.

In a briefing session of actual cases, participants from three companies, which had set out to train people and restructure their organizations, shared their effective strategies to improve the workers' sense of fulfillment and their outcomes. They said they made efforts to improve the workplace environment, let their executives give an order to change, and to overhaul the workplace culture as a project based on gender equality to promote diversity, equity & inclusion (DE&I). They explained how they conducted in-company career-supporting training courses and study meetings, visualized each job as a module, introduced flexible working hours, and set up a harassment prevention committee.

In the round-table talk, participants held an enthusiastic discussion about barriers and resistance in offices when promoting DE&I, expenses to implement DE&I and executives' commitment, and how to deal with the claim that gender equality gives women privileges and creates reverse discrimination against men.

The coordinator summarized the discussion and presented these two issues that Japanese companies have to address immediately: (1) to ascertain the degree of unexplainable inequality and redress it, and (2) to defeat unconscious biases.

One participant said, "The seminar was useful. I could see how the companies have made great efforts. Before, a company that introduced a new system was regarded as advanced, but now, we are entering a phase where efforts with no results and benefits are not praised. I really feel that our society is changing. Someone pointed out that when people currently under 40 start to play a key role, our society will change remarkably. I'm looking forward to seeing it happen."

## FY2023 Project Planning Training in Communities to Promote Gender Equality

NWEC held the FY2023 Project Planning Training in Communities to Promote Gender Equality from January 16 to February 13, 2024, for workers in charge of project planning and operation at government offices, women's facilities, and community centers. In this training course, participants were expected to learn the knowledge and skills to sort out regional issues and draw up a draft of a project (program design). There were 182 participants in the on-demand course that included various lectures, and those who wished to participate in the group work course had the option to do so. Some programs were distributed on-demand and others were live-streamed.



To carry out training and learning projects in your community effectively from a gender-equal perspective while promoting gender equality, it is important to plan, implement, and evaluate the projects.

In the lectures, NWEC staff members explained how to plan and carry out projects from a gender-equal perspective, as well as how to confirm today's gender-related issues and take possible measures to solve them, and how to get statistics and information on gender to properly identify local issues.

Mitsue Matsushita, President of the NPO Gender Equality Forum Shizuoka gave a lecture about "the art of planning, implementing, and evaluating learning programs," and shared knowledge about how to carry out projects based on her own experiences. In a briefing session about actual cases, two presenters, who had participated in the training course last year, shared their experiences of project planning and operation by making use of what they had learned last year. They also explained which part of the process they really struggled with and what they achieved.

The group work session was live-streamed every two weeks, for three times in total. Participants elaborated on their ideas and refined their plans, exchanging opinions with each other. Over the three weeks, by thoroughly working on the plans they wanted to achieve, they improved their project planning skills, widened their perspectives, and acquired experience and insight, thanks to advisers' and other participants' suggestions. On the final day of the course, all participants created extraordinarily elaborate programs. They shared their outcomes and praised one another on their great efforts.

## FY2023 NWEC Global Seminar



NWEC held the FY2023 Global Seminar on January 25, 2024, with the theme of "Gender Mainstreaming & Strengthening Institutional Mechanism with Gender Perspective." There was a keynote speech and a panel discussion during the event, which was live-streamed.

Silla Kakkola, Secretary General of the Coalition of Finnish Women's Associations (NYTKIS), delivered the keynote speech. She spoke about a wide range of topics, such as how gender was mainstreamed in Finland, its historical background, NYTKIS activities, and the challenges they faced.

A panelist Dr. Jongsoog Kim, senior research fellow of the Korean Women's Development Institute (KWDI), delivered a pre-recorded video about the digital transformation in the Korean labor market and its impact on gender gap.

A panelist from Japan, Kazuho Tsuchiya, senior program coordinator of the Japan NPO Center, gave a lecture about key findings from a research project on "financial health" focusing on single mothers' financial difficulties in Japan.

The other panelist, Atsuko Miwa, Director of the Asia-Pacific Human Rights Information Center, pointed out that women were disproportionately affected by poverty due to gender gap in the health and care industry, and proposed the idea of "care economy," which positions care work as the core of economic policy making.

In the panel discussion, all panelists proposed measures to shed light on gender issues, after having a question-and-answer session. Ms. Kakkola argued that collecting data by gender must be done first to achieve gender mainstreaming. Dr. Jiso Yoon, Director, Center for International Development and Cooperation, KWDI pointed out that it was necessary to raise public awareness that gender mainstreaming should be high on the government's agenda. Ms. Miwa said that to bring gender issues into the mainstream, it was essential to incorporate a gender perspective into economic policies. Mr. Tsuchiya proposed that it was vital to make efforts to transform the current social structure.

The seminar was successfully participated by many online viewers.



## Training Course for Women's Archives (Online)

NWEC conducted a Training Course for Women's Archives 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 networks on women's archives.

The training session was live-streamed on January 11, 2024, and 19 people watched it live. The recorded event was available online from January 18 to February 18. In total, 146 people participated in this online training course.

The online training course started with a program titled "Preserve Women's History - From the Initiatives by Showa Living History Museum." The Showa Life History Museum is a repurposed ordinary house built in the suburbs of Tokyo in 1951. Furniture and household items that tell the history of Showa period (1926-1989) life are preserved and exhibited to the public. The lecturer Kazuko Koizumi, who was born in this house as the eldest daughter, opened this house to the public as a museum in 1999. Since then, she has served as the head of the museum and has held lectures, workshops, hands-on learning events, and exhibitions. Exhibitions titled "The Showa Period Where Housemaids Worked" and "Craftswomen in the Showa Period" illustrated women's occupations at that time. In the exhibitions of "The Age of Dressmaking," and "Kimono Clothing in the Showa Period," she showed many materials related to women's lifestyles that have died out, featuring the clothing revolution of the shift from kimono to Western clothing. She published the exhibition as a book and gave a lecture on recording and preserving women's history.

一般財団法人大阪男女いきいき財団

国立女性教育会館 女性アーカイブ研修  
令和6年1月11日

-アーカイブ-  
OSAKAウーマン  
あなたわたし、そして未来

「少子化対策の  
原点としての、性の平等の育み」  
加藤 治子さん

「母親が夢を語って、  
それが子供に伝わる瞬間」  
三輪 昌子さん

大坂男女いきいき財団は、  
30周年を迎えました。  
30周年を契機に立ち上げた  
アーカイブ「OSAKAウーマン」。

5人のOSAKAウーマンに  
企画編集部が直接  
インタビューしました。

「母に夢を伝えていくから、  
早く創れないでほしいこと」  
野々村 節子さん

一般財団法人  
大阪男女いきいき財団  
理事兼事務局次長 沢田薫

The reports on practical archival activities featured two organizations: the Osaka Gender-Equal Community Foundation, which was established in 1993 and marked its 30th anniversary in 2023, and the Niigata Women's History Club, which was founded in 1973 and marked its 50th anniversary last year. The Osaka Gender-Equal Community Foundation gave a lecture about their project of creating an archival book and moving image, called "OSAKA Women" to celebrate its 30th anniversary. The Niigata Women's History Club spoke about how they had published a chronological table of women's history in Niigata, by looking into newspaper articles on women from 1872 to 1959 and compiling the information into a book as fundamental data on women's history in Niigata.

In the lecture of "Archives and Copyright," the lecturer explained the basic knowledge on copyright and image right issues relating to digital archives.

# NWEC Gender Statistics Leaflet 2023

Every year NWEC publishes a gender statistics leaflet. 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 leaflet include population/household, education, time use, labor and income, health, safety and social security, international status index, decision-making, and the leaflet provides at total of 25 indicators. The leaflet for 2023 can be downloaded from the NWEC website. In addition to the leaflet, an e-booklet that provides detailed explanations of the data contained in the leaflet is published (Japanese language only).



Japanese



English

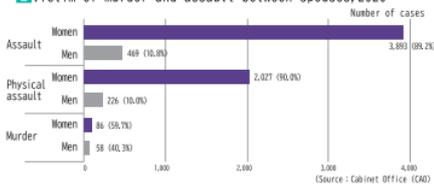
## E: Health, Safety and Social Security

### 1 Number of suicides

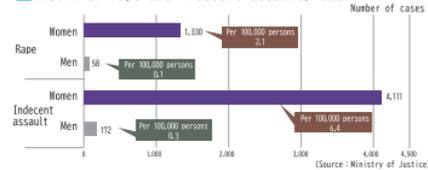
Year	Persons (Per 100,000 persons)		
	Total	Women	Men
2022	21,881 (17.5)	7,135 (11.1)	14,746 (24.3)
2021	21,007 (16.8)	7,068 (11.0)	13,939 (22.9)
2020	21,081 (16.7)	7,026 (10.9)	14,055 (22.9)
2019	20,169 (16.0)	6,091 (9.4)	14,078 (22.9)

(Source: MLIA, National Police Agency)

### 2 Victim of murder and assault between spouses, 2020



### 3 Victim of rape and indecent assault, 2021



### 4 Persons that received public livelihood aid, 2021

Total	65 years old and over		Total	65 years old and over	
	Men	Women		Men	Women
1,013,744	560,640 (55.3%)	453,104 (44.7%)	995,206	494,120 (49.7%)	501,086 (50.3%)

(Source: MLIA)

### 5 Number of consultation for child abuse cases

Year	1990	2000	2021
Number of cases	1,101	17,725	207,660

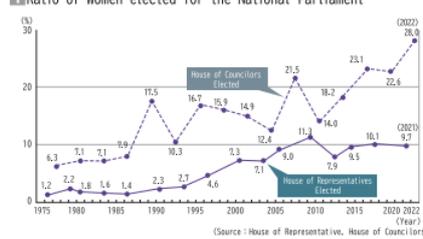
(Source: MLIA)

## F: International Status Index

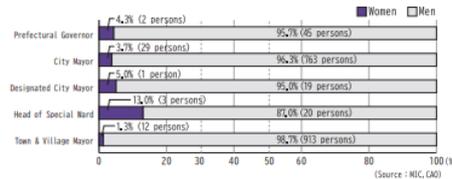
- Global Gender Gap Index, World Economic Forum, 2023  
Japan (0.647) is ranked 125th among 146 countries.
- Ratio of women members in lower or single house, Inter-Parliamentary Union (IPU), March 2023  
Japan (10.0%) is ranked 165th among 190 countries.
- SDGs Index, Sustainable Development Report, 2023  
Japan's Country Score is 79.4 (21st).

## G: Decision Making

### 1 Ratio of women elected for the National Parliament



### 2 Number and ratio of women head of local governments, 2022



### 3 Ratio of women legislators in local assemblies, 2022

Rankings	Prefecture		City & Ward		Town & Village	
	Prefecture	Ratio of women	Prefecture	Ratio of women	Prefecture	Ratio of women
1	Tokyo*	30.9	Tokyo*	31.6	Osaka	30.4
2	Kyoto*	21.7	Saitama*	24.6	Kanagawa	25.0
3	Kanagawa	18.8	Kyoto*	23.5	Saitama*	19.0
4	Shizu*	16.3	Kanagawa	23.1	Yamaguchi*	18.5
5	Hyogo*	15.2	Osaka	22.3	Niigata*	16.8
...	...	...	...	...	...	...
43	Yamagata*	5.1	Ishikawa*	10.9	Akita*	8.2
44	Kagawa	4.9	Fukushima*	10.5	Ishikawa*	8.1
45	Oita*	4.7	Kumamoto*	10.4	Kagoshima*	7.2
46	Yamanashi*	2.9	Oita*	9.9	Yamanashi*	5.7
47	Kumamoto*	2.1	Nagasaki*	8.2	Aomori*	5.3
Average		11.8		18.1		12.2

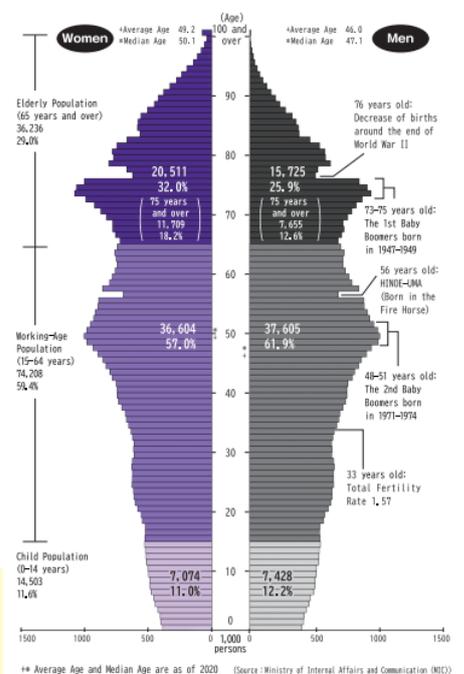
\* is a prefecture with local assembly with no women legislator (Source: CAO)

# National Women's Education Center Gender Statistics Leaflet 2023

This leaflet illustrates the state of women and men in some of the important areas in Japanese society. Data are primarily extracted from government official statistics.

## A: Population / Household

### 1 Population pyramid, 2022



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## Silla Kakkola (Secretary General of the Coalition of Finnish Women's Associations (NYTKIS)) Visiting the Gender Equality Center Yokohama

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Silla Kakkola, Secretary General of the Coalition of Finnish Women's Associations (NYTKIS), visited the Gender Equality Center Yokohama on January 23, 2024, before delivering a keynote speech at FY2023 NWEK Global Seminar.

The Gender Equality Center Yokohama conducts a wide range of activities, such as Information Resources, Outreach and Research Programs, Consultation Services, Career Empowerment Initiatives for Women, Work-Life Balance Support, Mind and Body Self-Care, and Violence Prevention against Women and Survivor Support.

After learning that the center provided an exercise class for fathers and babies to help men participate in child rearing, Ms.

Kakkola shared about Finland's experience in involving men in efforts to achieve gender equality.

The information library in the Centers hold 70,000 books on women and gender open to wide public use. Recently high school and college students utilize the center to learn about gender. When Ms. Kakkola asked Director Tsunemitsu about the most urgent challenge the Gender Equality Center Yokohama currently faced, she mentioned a gap in the awareness of gender between generations and argued that it was necessary to bridge the generation gap and to promote intergenerational interactions. Ms. Kakkola agreeing said that younger generations are facing a similar issue even if its form look different from that of former generations.

## Meeting with Korean Women's Development Institute (KWDI)

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On January 26, 2024, NWEK had a meeting with the Korean Women's Development Institute (KWDI) on cooperation and partnership agreement.

Dr. Jiso Yoon (Director of Center for International Development and Cooperation) and Yumin Kim (researcher of the same center) participated in the meeting from KWDI. Participants shared information on each of their organizations and planned projects.

NWEK looks forward to the possibilities of further cooperation with KWDI for future collaboration.



## Participation in the 68th United Nations Commission on the Status of Women (CSW)



The 68th United Nations Commission on the Status of Women (CSW) took place during the period from March 11 to 22, 2024. The CSW annual session has been held online or in a hybrid format (partly virtual and face-to-face) since 2020 due to the global COVID-19 pandemic. Last year, it finally returned to the first fully in-person session following three years of the COVID-19 pandemic and this year the Japanese delegation was formed including Gender Equality Bureau, Ministry of Foreign Affairs, Ministry of Health, Labour and Welfare, Ministry of Education,

Culture, Sports, Science and Technology , NGO representative, youth representative and NWEC staff.

The priority theme for this session was “Accelerating the achievement of gender equality and the empowerment of all women and girls by addressing poverty and strengthening institutions and financing with a gender perspective.” The session also reviewed the agreed conclusions of the 63rd session, “Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls.”

NWEC set up an online exhibit booth within the platform provided by the NGO Committee on the Status of Women, NY (NGO CSW/NY) during the 68th session, presenting statistical data on Japan’s current gender equality and reports on international seminars. NWEC also held its virtual open house and encouraged participants from Japan and outside of Japan to exchange their opinions based on the various civic attempts aiming for gender equality during the same period.

NWEC plans to publish the Quick Guide to CSW in May, explaining the overview and agreed conclusions of the 68th CSW, as well as reports on many side events and parallel events.

## EDITOR'S NOTE

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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 once 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.

★ Thank you for reading NWEC Newsletter.



## Notification of Ending the Mailing of Printed NWEC Newsletter

We are sorry to inform you that NWEC will stop mailing printed newsletters after volume 40, because we are shifting to digital media.

After that, we will publish the latest issue of our newsletter on our website every year at the end of March.

We greatly appreciate your understanding.

About NWEC / Publications / Newsletter

<https://www.nwec.go.jp/en/about/pr/newsletter.html>



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.

### Home Page (English)



NWEC

<https://www.nwec.go.jp/en/index.html>

### Newsletter Top Page



NWEC Newsletter

<https://www.nwec.go.jp/en/about/pr/newsletter.html>

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NWEC X(Twitter)

[https://twitter.com/nwec\\_official](https://twitter.com/nwec_official)

### YouTube channel



NWEC CHANNEL

[https://www.youtube.com/channel/UJkzeiI\\_hVEHEP-cw8gCnqw](https://www.youtube.com/channel/UJkzeiI_hVEHEP-cw8gCnqw)

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Published in Japan ISSN 1882-0697