

# NWEC

## NEWSLETTER

A Biannual Publication of the National Women's Education Centre of Japan

### PROGRAMME RESEARCH FOR CHANGING STEREO-TYPED GENDER ROLES AMONG YOUNG MEN AND WOMEN

#### I. Purpose and Method of Implementation

Young people in Japan are currently educated on the basis of equality between the sexes, and superficially they recognize that men and women should have equal status in society. However, when it comes to the major decisions in life, such as further education, finding a job, getting married and so on, it is said that they tend to conform to widely accepted norms in society and base such decisions on traditional thinking that men should work and women should stay at home.

This tendency has been confirmed in various surveys into people's attitudes. Although the number of those who disagree with the traditional view that men work and women stay at home is relatively high in the 20 to 29 age-group, the attitudes this age-group holds are more traditional and rigid than those of other age-groups, in the actual everyday division of responsibilities within the home, and in issues such as women taking jobs or men involving themselves in family or community activities.

In response to this situation, the National Women's Education Centre, working with the cooperation of academics and the staff at facilities for women's or youth education, inaugurated last year a three-year project called Programme Research for Changing Stereo-typed Gender Roles among Young Men and Women. The aim was to research from interdisciplinary and practical viewpoints learning opportunities for young people to cultivate attitudes and capabilities to make their own independent decisions in diversities of life without feeling restricted by gender roles.

For the first year of the research, meetings for research co-workers were held under the chair of Professor Masako Amano of Chiba University. The results of surveys into young people's attitudes and related programmes were analyzed and guidelines for pilot programmes were drawn up.

This year, the second year of the research, pilot programmes based on these guidelines are being carried out at the National

Women's Education Centre and four other cooperating institutions: the National Akagi Youth House, Gunma; the National Yamaguchi Tokuji Children's Center, Yamaguchi; Hiroshima Women's Education Center; and the Women's Center in Adachi Ward, Tokyo. This is the first time the NWEC has linked up with youth organizations and requested their cooperation, and we have great expectations of the results.

As an interim report on this research, we will here set out the "guidelines for the pilot programmes" and give an outline of the pilot programmes that are currently being implemented at the above centres.



#### II. Guidelines for the Pilot Programmes

##### 1 Objective

The guidelines for the pilot programmes have the objective of enabling young people to make their own independent decisions in diversities of life without feeling restricted by gender roles.

This means firstly, becoming aware of stereo-typed gender roles in everyday life; secondly, learning how these gender roles have come about and why they are the cause of problems; thirdly, changing their own stereo-typed gender roles; and fourthly, identifying how they want to spend their lives, and developing wide-ranging life skills without regard to their gender.

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## 2 Participants

The programmes should be designed for 24 young men and women roughly between the ages of 18 and 24. They should in principle be single and may be employed, unemployed or students.

## 3 Collecting participants

Participants must agree to attend the whole programme. If possible, applicants should be screened by means of questionnaires etc. on their motivation for attending the programme, their expectations from the programme, their thinking on gender-based division of roles etc.

## 4 Timing of programmes

Whether to offer a short term intensive course or long term non-intensive course will depend on what each facility is able to provide. Times and days of the week should be as flexible as possible (including weekends and evenings) to make it easy for young people to attend. Also, it is recommended that the programme include a period of residential training to encourage participants to 'open up' and talk freely, and increase the programme's effectiveness in changing attitudes.

## 5 Overall programme direction and five study processes

In line with the programme objectives, five study processes—recognition; understanding; selection of issues; solving of issues; evaluation—have been determined. In this project, 'awareness' or 'knowledge' of problems alone is not sufficient; it is necessary to develop step by step a process involving active stages of recognition, understanding, selection and solving of issues, followed by evaluation of the results. Therefore, the objectives of the programmes cannot be readily accomplished by a single study cycle. Rather, new levels of 'recognition' and 'understanding' will be reached, in an ongoing and deepening process.

- A. Recognition : Becoming aware of stereo-typed gender roles in everyday life.
- B. Understanding : Learning how these gender roles are culturally and socially generated, and how they hamper individuals from making free choices in how they wish to live.
- C. Selection of issues : Clarifying the particular issues that they are currently faced with.
- D. Solving of issues : Practical exercises to change one's attitude towards gender-based division of roles.
- E. Evaluation : Evaluating the effectiveness of the programme for themselves.

During the first stage A, Recognition, it is important that the participants become aware of the 'tinted lenses' by which their perception of others is influenced by whether they are looking at a man or a woman.

Suggested procedure for A:

1. Try to bring out examples of thinking that is readily considered natural or normal, such as serving tea in the workplace being the role of women, or discuss how men and women might freely cooperate to complete tasks incurred at campsites, for example, where it is assumed that women should do the tasks involving water, such as cooking, whereas men should do the tasks related to fire such as collecting fuel.
2. Guide participants to recognize the difference based on

gender in the time spent contributing to home life, by thinking about how they themselves and their family members spend time at home.

3. Establish and discuss what men think of as 'masculine, manly' or 'feminine, womanly' and how women would define the same terms. The participants should become aware not only of the deeply rooted traditional views of men and women to be found at home, in school, in the workplace and in society at large, but how they themselves have biased views on what they perceive as being 'masculine' or 'feminine'.

In the second stage B, Understanding, it is important that the participants understand how the tinted lenses through which they themselves perceive the world have been created by the society and culture, and why these lenses cause problems.

Suggested procedure for B:

1. Through a talk, clarify the biological differences between men and women and concepts of social and cultural mores (gender), and guide the participants to recognize objectively that in reality, gender-based roles assigned to men and women far exceed the needs of biological differences and influence a wide range of human activity.
2. Through practical activities such as role plays or workshops, reaffirm how different are the social expectations of men and women at home, in school and in the workplace. Use of TV soap operas or films, or advertising to observe how men and women, as well as the relationships between them, are portrayed.



In the third stage C, Selection of Issues, the participants identify their own individual issues that will liberate them from these gender-based roles and allow them to be able to choose freely their own lifestyles. They should also understand that their individual issues are at the same time issues for society as a whole.

Suggested procedure for C:

1. In order for participants to identify their own issues and determine how they want to live in the future, introduce life planning exercises.
2. Provide opportunities for participants to listen to the experiences of senior men and women who have chosen a variety of marriage relations or other lifestyles.
3. Show and discuss films on the subject of equal relations between men and women.
4. In order to further understanding on how much society's views on the gender-based division of roles interferes with individuals making a free choice on their preferred lifestyle, and also to show that this is an internationally recognized issue, use printed materials and give talks on Convention on the Abolition of All Forms of Discrimination Against Women,

Equal Employment Opportunity Law, and Childcare Leave Law, etc.

5. Using data from the results of surveys on pre-marital sexual relations, extra-marital relations and sexual harassment, discuss the problems involved in these issues and guide the participants to recognize the double standard of sexual morality—by which men are allowed considerable freedom in their sexual behaviour, but women are severely criticized if they behave in the same way as men—as an issue that hampers equality between men and women in their sexual relations.

In the fourth stage D, Solving of Issues, the participants should try to change their own attitude to the gender-based division of roles by experiencing the sense of release that comes from freeing themselves from the biased attitudes they hold inside, and by setting up some life planning goals free of any such biased attitudes.

Suggested procedure for D:

1. Participants create their personal plan for the future, each paying careful regard to what he or she really wants to do and is able to do, without being restricted by gender. This will necessitate moving away from gender-based roles to create a free choice approach.
2. Nurture the individual's wide-ranging abilities, and equal abilities in men and women, by creating opportunities in which women can participate actively in the planning of events.
3. Develop attitudes that respect the individual regardless of gender.

In the fifth stage E, Evaluation, the participants make a comparison of the results of questionnaires made at the begin-

ning and again at the end of the programme, to discover to what extent their own attitude towards gender-based division of roles and responsibilities has changed.

### III. Implementation of Pilot Programmes and Future Planning

Between July and November last year, programmes based on these guidelines were held at the Akagi (Gunma Prefecture), Tokyo (Adachi Ward) and Hiroshima Centers. At the National Akagi Youth Houses, 77 university students and other young people aiming to become teachers attended a programme called "Get-together for Young People Aiming to Become Teachers". At the Women's Center in Adachi Ward, 30 single young people between the ages of 15 and 29, all living locally, took part in 10 programmes considering the implications of masculinity and femininity, and at Hiroshima Women's Education Center, 30 3rd and 4th year students of both sexes attending universities in Hiroshima attended a programme called "A Revolution in Students' Attitudes - Exploring New Ways for Men and Women to Live their Lives Together".

Preparations are now underway for programmes in January and February 1994 at National Yamaguchi Tokuji Children's Center and at NWEC. The Yamaguchi programme is designed for high school students and is called "Get-together for New Leaders in High School", and the NWEC programme is for young teachers in Tokyo, Saitama and Chiba prefectures and called "Forum to Promote Sexual Equality in Education - How to set ourselves free from the traditional notion of masculinity and femininity".

Next year, the third year of the project, a report will be prepared on the results of these two years of research, to be distributed to individuals and organizations concerned.

(Chikako Uemura, Senior Researcher, NWEC)

## THE WOMEN'S INFORMATION NETWORK SYSTEM (WINET) AND REFERENCE SERVICE AT NWEC'S INFORMATION CENTRE FOR WOMEN'S EDUCATION

Two and a half years have passed since NWEC's Information Centre for Women's Education started an on-line service of databases produced by the NWEC, through the Women's Information Network System (WINET). By the end of 1993, 188 facilities and organizations had connected with it. Here we would like to introduce how the various databases of the Information Centre for Women's Education are used for NWEC's reference service, with some actual examples.

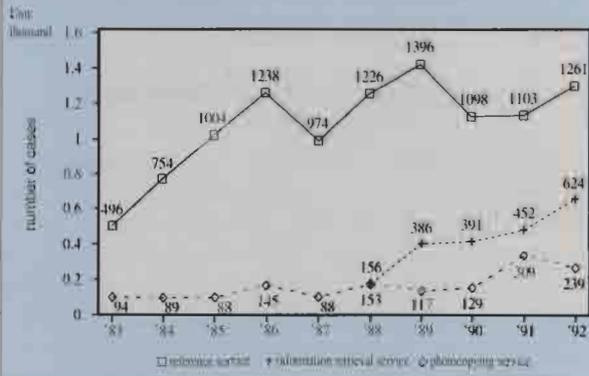
The Information Centre provides a reference service to answer many and varied enquiries made by visitors, as well as through phone calls and in writing. In FY 1992, 1,261 enquiries were received, and the databases were utilized to provide answers for 624 of them. Over the last ten years, the use of each of our services, including a photocopying service, has been growing, as shown in the Figure.

The reasons for this are thought to be that the NWEC and the Information Centre are gradually becoming known, and

with the New National Action Plan towards the Year 2000, comprehensive policies have been promoted to raise the status of women, and various new facilities for women have been built, and the number of courses at universities and colleges related to women's studies has been growing. It must also be due to the fact that the Information Centre's databases and other resources are well developed.

Characteristic features of the Information Centre's reference service are: the fact that we have more enquiries by telephone and letters than questions from visitors; a high proportion of them are bibliographic retrieval and fact retrieval; and the databases are used for about 50% of the responses. In many instances, the outcome of the bibliographic retrieval has resulted in the use of the photocopying service, and this accounted for 44% of the 239 times the photocopying service was used last year.

Change of number of cases of services by NWEC's Information Centre for Women's Education — last ten years



Here is a selection of questions we have recently received and our response procedure using WINET.

1. "Where and how was it decided that 1994 should be the International Year of the Family?"

Retrieving the database of books under the key phrase 'International Year of the Family' threw up 17 references, 16 in English and 1 in Japanese, that set out the events leading up to the decision on 8 December 1989, to make 1994 the International Year of the Family. A similar search of the database of Japanese periodical articles threw up 17 references. (These figures refer to references up to the end of 1993.)

2. "I would like to know of any cases of men taking childcare leave, after the enactment of the Childcare Leave Law."

First, the database of Japanese newspaper articles was retrieved. This produced 1,055 articles on childcare leave. Next, articles on 'men' and 'fathers' were retrieved, and this produced 2,523. The number of articles thrown up in both searches was 112. Finally, limiting the articles to those appearing after 1992, when the Childcare Leave Law took effect in Japan, left 64 references. Besides national papers, articles published in local newspapers can also be located.

3. "How many women's facilities are operating a counselling service for women? Which facilities receive large numbers of requests for counselling?"

The database created of women's centres and organizations, produced by conducting a survey on all women's facilities throughout Japan, has data on the content and number of services that women's facilities are operating. Of 490 facilities, counselling services are provided at 218. A hundred facilities dealt with more than 100 counselling cases per year, 33 handled more than 1,000, and we discovered that the maximum number of cases handled by a women's facility is 10,000.

4. "I would like information about the situation of women in the Islamic countries of the Middle East."

Inputting the various Islamic countries' names, "Islam" and "Muslim" as keywords in the database of books threw up 61 references. As our reference materials are focussed on women and the family, we scanned the 61 and selected the appropriate references. A similar search of the database of Japanese periodical articles threw up 15 references.

5. "I would like to know some actual examples of elementary and junior high schools where boys' and girls' names are mixed together in class registers."

In Japan, it was the practice for many years to list the boys first and the girls next in class registers. But the thinking that equal rights for men and women should be taught right from children's classrooms has led to campaigns to correct this preferential treatment for boys. The Information Centre has received this type of question from boards of education of local governments. A search of the database of Japanese newspaper articles produced 44 references to this subject.

This gives an outline of the reference service of the Information Centre. The Information Centre also responds to enquiries from overseas. Our service is based on materials held at the Information Centre. To upgrade our service, we would appreciate contribution and exchange of materials from overseas.

(Yumiko Kurano, Chief of System Management Unit, NWEC)

## NWEC PROGRAMMES CONCERNING STATISTICS ON WOMEN

Accurate statistical data on women help to identify the condition of women and to facilitate the analysis of obstacles on the path to equality. As has often been pointed out in the United Nations Decade for Women, indispensable factors in the infrastructure for raising the status of women are collection of statistical data and construction of a system to provide data as well as improvement of existing statistics and creation of new indices.

The National Women's Education Centre carries out two programmes concerning statistics on women. A brief outline of the programmes is shown below:

### 1. Publication of the Present Condition of Women as Seen in Statistics (in Japanese)

The NWEC first published a statistical book titled *the Present Condition of Women as Seen in Statistics* (see the photo) in 1987

to survey conditions surrounding Japanese women for distribution to people interested in women's issues. To make it easier for non-experts to understand the condition of women, the book uses numerous charts and tables to illustrate basic statistical data as well as explanations in plain language. The book has been revised twice since its publication. After going through addition and updating of data in FY 1993, the third version will be published in March 1994 (see the figure).

The contents in the 1993 book are composed of the following seven chapters, introduced here:

- (1) Population, Demographics, Life Cycle
- (2) Family and Home
- (3) Health
- (4) Education and Learning
- (5) Labour
- (6) Social Life
- (7) Attitudes towards Women's Education / Family Education

The book uses as many as 125 different charts and tables (164 in all): for instance, the first chapter on Population, Demographics and Life Cycle carries six charts including the Population Pyramid, and the second chapter on Family and Home shows 17 charts (totaling 24) including the Total Fertility Rate that has recently become a focus of attention in Japan. Each chapter is preceded by an introductory note on matters specific to the field.



## 2. Programmes on the Survey and Research on Statistics on Women and the Family

With the complexities and rapid change in society, it has been found that it will not be able to sufficiently monitor the conditions of women and promptly provide data by relying solely on the distribution of printed matter. This is because the necessary data have become more diversified and the time lag would be too big with the printed media. Also, it has been pointed out that existing statistics do not always accurately represent the status of women and their contribution to society. As reflected in the inappropriate concept of the 'head of a household' and the issue of giving economic evaluation to housework, some conventional statistics contain sex-based bias rooted in fixed ideas while others lack essential data. This brings up two tasks: review of the data dissemination system and reexamination of the content of data.

In FY 1992, the NWEC began a programme to study statistical data on women from a comprehensive perspective. Under this programme titled the Survey and Research on Statistics on Women and the Family, preparations will be launched on a five-year plan to develop a statistical system on women and the family and examine the statistical indices on the subject.

The statistical system will be developed to promptly provide the necessary data and enable the user to retrieve the wanted

data by the use of keywords from the immense pile of statistics. After the development of the prototype version in FY 1992, details are being worked out at present to open parts of the experimental database to the public in 1994. When this system is fully operational, the NWEC will be able to send statistical data on women to people concerned faster than at present. One of the suggestions for the future is to compile a database in the English language to send the data to other countries.

The figure shows an example of the pictures from the prototype version. English words in the Figure 1 were translated from the original Japanese text to give readers a rough idea of the contents of the example.

The Development of Statistical Indices on Women has been under study by a group named the Statistical Database Committee on Women and the Family, comprising researchers in statistics, women's issues and information. The committee seeks to establish indices that are deemed theoretically necessary from the gender analysis perspective beyond the definitions in conventional statistics.

**Number of Births Classified by Mother's Age (vital statistics)**

Mother's age group	Total number of births	Number of births (1st child)	Number of births (2nd child)	Number of births (3rd child)
Total number	1221563	528120	457888	195032
~19	17496	16017	1420	56
20~24	191859	139580	46343	5502
25~29	550994	269610	220555	5503
30~34	356026	82021	154606	101032
35~39	92377	17953	31152	30243
40~44	12587	2887	3764	3127
45~	224	52	48	41

At the meetings of the committee in FY 1992, suggestions were made on 11 broad classifications as tentative indices. In FY 1993, the committee examined the concrete data for each classification and mapped out the indices. These operations will continue into FY1994.

The NWEC plans to issue a report on the progress and results of deliberations by the committee and the statistical indices obtained.

(Nanako Aoshima, Information Specialist, NWEC)

## JAPANESE WOMEN TODAY

### *On The Labour Conditions of Women, 1993*

#### Introduction

In October 1993, the Women's Bureau, Ministry of Labour issued the annual Labour Conditions of Women, 1993, which outlines the trends of working women on the basis of statistical data published by various governmental agencies. The Labour Conditions of Women, 1993 is composed of three parts. The first section outlines the condition of working women in 1992, based mainly on data from that year. The second section, whose theme varies from year to year, deals with the condition of part-time work on the theme of towards Better Welfare of Part-Time Workers following the enactment of the Act on Part-Time Work. Titled the General Condition of Measures on Working Women, the third section carries at the end of the volume statistical charts mentioned in the text and legal cases

involving female labour.

The next section shows an outline of conditions on working women in Japan as described in the Labour Conditions of Women, 1993.

#### Working Population

The female labour force (employed persons + totally unemployed persons) in 1992 was 26.79 million, an increase of 280,000 from 1991. The ratio of women to the total labour force dropped by 0.1 percentage point to 40.7%. The female non-working population reached 25.9 million, up 290,000 from 1991. The number of homemakers rebounded for the first time in seven years, increasing by 410,000 (up 2.7% from the year before) to 15.53 million. They constitute 60.0% of non-working population.

**Table 1 Trends in the Number of Employed Persons**

Year	Female		Male		Ratio of women to the total number of employed persons (%)
	Number of employed persons (10,000)	Changes from the preceding year (same period) (%)	Number of employed persons (10,000)	Changes from the preceding year (same period) (%)	
1975	1,167	-0.4	2,479	0.5	32.0
1980	1,354	3.4	2,617	2.0	34.1
1985	1,548	2.0	2,764	0.6	35.9
1989	1,749	4.7	2,929	2.1	37.4
1990	1,834	4.9	3,001	2.5	37.9
1991	1,918	4.6	3,084	2.8	38.3
1992	1,974	2.9	3,145	2.0	38.6
First half of 1992	1,955	2.9	3,121	2.0	38.5
Second half of 1992	1,993	2.9	3,169	1.9	38.6
First half of 1993	1,989	1.7	3,178	1.8	38.4

Source: Annual Report on the Labour Force Survey, Statistics Bureau, Management and Coordination Agency

## Employed Persons

The number of female employed persons in 1992 rose by 560,000 from the preceding year to 19.74 million. The ratio of women to the total number of employed persons climbed by 0.3 percentage points to 38.6% (Table 1).

The share occupied by those aged 35 and over among the total number of female employed persons has risen each year, to 59.8% in 1992, up 0.3 percentage points from 1991.

83.6% of female workers are employed in three industries: 6.18 million (31.3% of all female employed workers) work in service industry, 5.38 million (27.3%) in wholesale, retail and restaurant business, and 4.94 million (25.0%) in manufacturing.

Female workers account for 50.4% of the total number of persons employed in finance, insurance and real estate. Their proportion is 50.2% in service industry and 48.8% in wholesale, retail and restaurant business (Fig. 1).

## Wages

In June 1992, basic monthly cash salary paid to general female workers excluding part-time workers was 203,600 yen (up 4.0% from 1991), compared with 345,600 yen (up 1.5%) for their male counterparts.

A simple comparison of the average contracted salary of male and female workers in 1992 reveals that women's salary for all age groups comes to 61.5 (60.7 in 1991) when the men's salary is taken as 100. The figure falls in inverse proportion to age: from 92.2 in age 18-19 to 51.7 in age 50-54, the lowest of all age groups (Table 2).

## Working Hours

In 1992, the total monthly hours worked by regular female worker was an average 150.2 (down 1.6% from 1991) compared with 174.6 (down 2.1%) for their male counterparts.

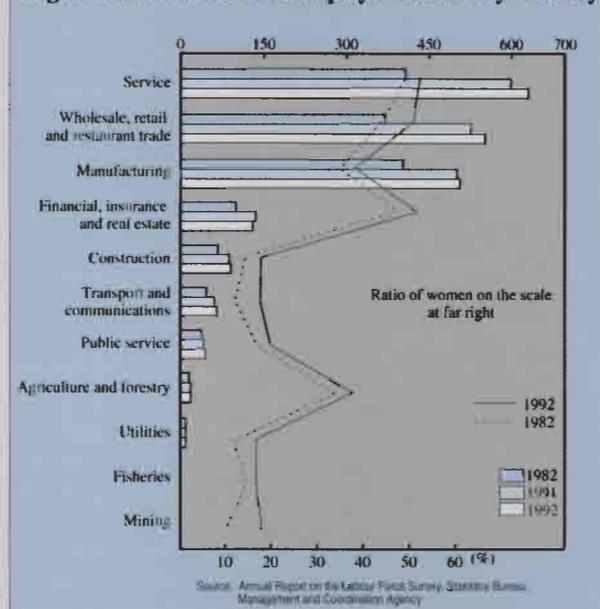
The number of days worked per month by female workers was an average 20.6, down 0.2 days from 1991, compared with 21.2 for men, down 0.2 days.

## Promotion

54.7% of enterprises surveyed had women in management posts of sub-section chief or higher. By title, 7.2% had a female employee in the general manager or equivalent post, while 19.1% had a female section chief or equivalent and 38.2% had a female sub-section chief or equivalent. Among companies with no or only a small number of female managers, the most popular reason cited was that they had

no female worker with the required knowledge, experience and judgment (Fig. 2).

**Fig. 1 Number of Female Employed Persons by Industry**



## Increase in Part-time Workers

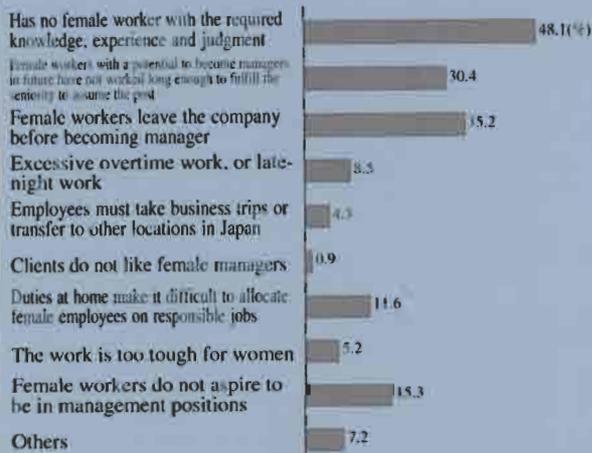
The number of part-time workers has risen sharply in recent years with the advance of the service economy and changes in attitudes towards work. Part-timers now play an important role in Japan's economic society.

**Table 2 Differences in Contracted Wages and Rate of Increase in Wages by Age and Differential among Age Groups (Total of industry, enterprises and academic background)**

Age	Contracted wages		Rate of increase over previous year (%)		Differential by age (age 20-24 = 100)		Differential between sex (men = 100)
	Female	Male	Female	Male	Female	Male	
Total	192.8	313.5	4.6	3.2	-	-	61.5
17 and under age	122.5	140.1	4.1	6.8	72.0	72.6	87.4
18-19	147.9	160.4	4.7	3.6	86.9	83.1	92.2
20-24	170.1	193.0	4.9	4.0	100.0	100.0	88.1
25-29	195.4	236.8	4.7	4.4	114.9	122.7	82.5
30-34	209.2	284.8	5.3	3.6	123.0	147.6	73.5
35-39	211.2	328.2	6.3	3.4	124.2	170.1	64.4
40-44	209.1	369.0	4.3	3.6	122.9	191.2	56.7
45-49	211.8	398.4	4.6	3.1	124.5	206.4	53.2
50-54	206.6	399.5	4.7	3.5	121.5	207.0	51.7
55-59	199.1	356.2	2.9	4.4	117.0	184.6	55.9

Source: Basic Survey on Wage Structure (June 1992), Ministry of Labour  
Note: The total includes those aged 60 and over.

**Fig. 2 Reasons for Having No or Only a Small Number of Female Managers (M.A.)**



Source: Survey on Women Workers' Employment Management (FY 1992), Ministry of Labour

In 1992, part-timers totaled 8.68 million, composed of 5.92 million women and 2.76 million men. The rate of increase in female part-time workers in the past decade far exceeds the annual rate of increase for general female workers of 3.4%. The ratio of part-time workers to the total number of female workers, therefore, has grown to 30.7% in 1992, an increase of 10.2 percentage points from 20.5% in 1982 (Fig. 3).

Average numbers of years of service of female part-timers at enterprises where more than 10 people are employed increased much to 4.8, from 2.9 in 1976 (Table 3).

### Working Hours and Wages of Part-time Workers

Female part-timers' regular working hours per day and days worked per month were 5.8 hours and 20.9 days in 1992. The number of hours worked by part-timers has been on the decline in recent years partly due to the decrease in the number of hours worked by general workers.

In June 1992, the regular hourly wage of female part-time workers was 809 yen, up 39 yen from 1991.

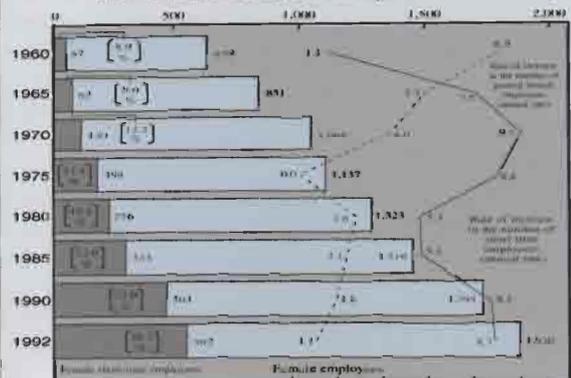
### Part-time Workers' Attitudes towards Work

In a 1992 survey, 43.7% of the women said they started working part-time to supplement household income while 15.6% said they wanted to improve their living standard. For 14.9% of the respondents, part-time work was their main source of income, and 14.2% said they started working to make the best use of their leisure time. 11.6% of the respondents cited other reasons (Table 4).

### Act on Part-time Work

Under these circumstances, the Act on the Improving Management of Employment of Short-time Workers (or the Act on Part-time Work) was enacted in June 1993 to improve the management of part-time workers and to develop an appropriate and healthy market for part-time workers. The Ministry of Labour has identified part-time work as an important mode of work and is seeking to further promote the welfare of part-time workers.

**Fig. 3 Trends in the Number of Female Short-time Employees and Their Rate of Increase (excludes agriculture and forestry)**



Source: Annual Report on Labour Force Survey, Statistics Bureau, Management and Coordination Agency.  
 Note: 1. Employees refer to employed persons (full-time, part-time and daily employed) and directors of companies and organizations. Those on leave are excluded.  
 2. Short-time employees refer to persons whose weekly working hours total 35 or less.  
 3. General employees refer to persons whose weekly working hours exceed 35.  
 4. Figures in the parenthesis indicate the ratio of short-time employees to the total number of employed persons.  
 5. Figures for 1960 and 1965 are not adjusted for a time series conjunction.

**Table 3 Average Number of Years of Service of Female Part-time Workers by the Type of Industry and Size of Establishment** (Unit: Year)

Year	Total	Industry				Number of employees		
		Manufacturing	Wholesale, retail and restaurant business	Finance and insurance	Service	More than 1,000	100-999	10-99
1976	2.9	3.0	2.8	-	-	2.9	2.8	2.9
1980	3.3	3.4	3.0	-	3.6	3.3	3.3	3.4
1982	3.4	3.6	3.1	-	3.4	3.6	3.3	3.4
1985	3.9	4.0	3.9	-	3.6	4.3	3.8	3.9
1987	4.2	4.5	4.2	-	4.0	4.6	4.1	4.2
1988	4.1	4.5	4.0	-	3.7	4.3	4.1	4.0
1989	4.3	4.7	4.1	3.0	3.7	4.3	4.3	4.2
1990	4.5	5.0	4.5	2.9	4.0	4.9	4.4	4.4
1991	4.6	5.2	4.5	3.0	4.1	4.9	4.6	4.5
1992	4.8	5.6	4.5	3.4	4.0	5.1	4.7	4.6

Source: Basic Survey on Wage Structure (conducted in June every year), Ministry of Labour.  
 Note: 1. The classification by industry is shown here by special permission.  
 2. Recreation is included in the 1976 figures under the wholesale, retail and restaurant trade sector.

**Table 4 Female Part-time Workers' Reasons for Starting Work** (Unit: %)

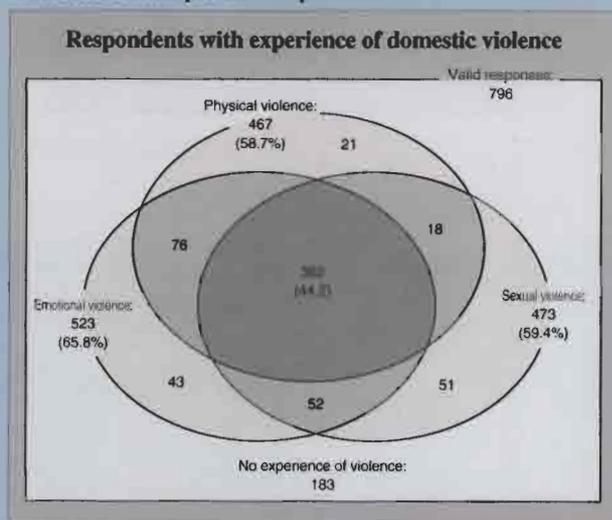
Classification	Total	Main source of income	To supplement household income	To improve living standard	To make a better use of leisure time	Other reasons
Total number of entrants	100.0	19.7	26.9	14.4	7.5	11.6
General workers	100.0	50.8	17.9	13.8	4.6	12.9
Part-time workers	100.0	18.6	45.5	15.5	13.5	8.9
Total number of non-employed persons	100.0	22.4	39.1	16.1	12.9	9.5
General workers	100.0	36.2	30.7	15.7	6.7	10.1
Part-time workers	100.0	10.8	45.9	16.5	17.8	9.9
Total number of workers who quit another job to start work	100.0	41.5	29.0	14.8	5.3	9.5
General workers	100.0	50.0	21.0	14.8	3.8	10.5
Part-time workers	100.0	22.2	47.2	14.7	8.6	7.3
Total number of entrants	100.0	40.4	30.8	15.5	12.0	2.9
General workers	100.0	53.8	20.9	14.3	7.5	3.5
Part-time workers	100.0	14.6	49.9	12.8	20.8	1.9
Total number of non-employed persons	100.0	23.6	43.0	13.6	18.0	1.8
General workers	100.0	42.6	29.3	16.4	9.4	2.4
Part-time workers	100.0	7.5	54.3	11.2	25.4	7.4
Total number of workers who quit another job to start work	100.0	42.7	32.4	14.0	8.6	2.4
General workers	100.0	52.0	15.0	13.9	6.2	2.8
Part-time workers	100.0	22.3	46.4	14.1	13.7	1.5
Total number of entrants	100.0	38.7	27.5	13.2	10.7	10.9
General workers	100.0	51.5	18.7	12.0	8.7	9.1
Part-time workers	100.0	14.9	41.7	15.6	14.2	11.6
Total number of non-employed persons	100.0	20.5	38.9	15.3	13.0	12.4
General workers	100.0	38.3	27.9	15.0	8.8	9.5
Part-time workers	100.0	7.2	46.8	15.4	16.0	14.5
Total number of workers who quit another job to start work	100.0	41.3	30.4	1.2	7.8	8.1
General workers	100.0	50.8	24.1	10.8	5.7	8.5
Part-time workers	100.0	22.8	42.6	15.4	11.9	7.3

Source: Survey on Employment Trends, Ministry of Labour.  
 Note: 1. The figures include only those on the payroll at the time of the survey.  
 2. Figures in the 1990 survey excludes persons engaged in construction.

## Domestic Violence Surveyed

The Domestic Violence Action & Research Group conducted a survey on domestic violence between July and December 1992 and recently compiled an interim report.

In Japanese society, injuries as the result of domestic violence have mostly been played down, termed 'lovers' quarrels' and dismissed as an individual problem. The Research Group believes that to change this situation it is first necessary to bring to light the real situation regarding husbands' violence, and after conducting a preliminary study, they undertook a nationwide survey through women's groups and organizations, welfare and counselling services, attorneys, adult education courses, and through the mass media. They were able to gain the cooperation of large numbers of women, and the final number of responses exceeded expectations and reached over 800, coming from all parts of Japan. (Overall response rate was 17%). Analysis has not yet been completed, but an interim report was published in April 1993, based on the simple compilation of the multiple choice questions.



According to the report, 80% of respondents reported that they had experienced abuse of at least one of three types—physical abuse, emotional abuse and sexual abuse—and more than 40% reported that they had suffered all three forms of abuse.

Looking at the nature of the abuse itself, of the 467 women reporting physical abuse, 85.2% had been "slapped or punched on the face or body", 67.5% had been "kicked or pushed violently", and others reported attempted strangling, being burnt with cigarettes and being knocked down and nearly killed by a car. Of the 523 women reporting emotional abuse, 74.2% had been subjected to "demeaning or abusive language, or were addressed only in terms of orders", 44.2% had been "intimidated with threats of physical violence", and many reported being restricted or forbidden to meet family or friends, or having treasured possessions broken or thrown away. Of the 473 women reporting sexual abuse, 81.2% were "forced to have sex against their will", 40.2% were "forced to have sex despite their embarrassment because of the presence of other family members" and 16.3% were forced to have abortions.

When asked what was necessary to solve the problem of domestic violence, 69.6% mentioned greater concern in society about this issue, 69.3% suggested the setting up of shelters and places of refuge for abused women, 58.0% recommended counselling for the perpetrators of violence, and 46.9% mentioned the establishing of legal means to deal effectively with domestic violence.

An English version of this report was presented at the NGO Asian Pacific Regional Symposium held in Manila in November 1993. Enquiries may be addressed to:

Domestic Violence Action & Research Group  
c/o Law Office of Ms. Yukiko Tsunoda  
Asian Bldg. 5th Fl., 1-9-3 Hirakawa-cho  
Chiyoda-ku, Tokyo 102, Japan  
Fax: Japan: +81-3-3207-4941 USA: +1-310-575-4553

## WOMEN'S GROUPS IN JAPAN

The Women's Group Section is written by representatives of the groups introduced.

### JAPAN DEMOCRATIC WOMEN'S ASSOCIATION

1. Established on 13 April 1961

#### 2. Purpose

Women's skills should be utilized in all forums in the making of the new Japan. Women at all levels should join hands to build a national movement, in women's organizations and through activities close at hand in everyday life. The following practices were agreed to achieve this purpose:

- (1) To aim for maturity as an individual and the creation of better human relations.
- (2) To improve the quality and enjoyment of life, and revise feudal customs.
- (3) To spread democracy, promote freedom, peace and honesty, and build a new society. (In 1969, it was decided to support the Democratic Socialist Party.)

#### 3. Chairperson

(5th) Ms. Yoshiko Niida.

#### 4. Regular Events

- An annual national conference is held, the 34th to be held in 1993.
- Study groups and research groups meet (to discuss peace keeping operations, problems of the elderly and others).
- A journal called Nichi-Fu Dayori (Japan Women's Journal) is published.
- Participation in events organized by the Democratic Socialist Party and supporting activities.
- Participation in study tours abroad.
- Tie-ups with friendship organizations (support activities through the Indochinese refugees support committee; collecting funds for victims of nuclear bombing at conferences on banning nuclear weapons. Study groups and lectures with movement to protect the Japanese Constitution.
- Meetings of NHK women consumers and labour organizations.

- Participation in activities of Liaison Group for International Women's Year. (We adopted a resolution that the National Committee for UNIFEM should be inaugurated and a resolution that Chief Cabinet Secretary should also hold the position of Minister for Women's Affairs.)

**5. Achievements**

- (1) A system has been established whereby severely handicapped people can take a test to gain a certificate of completion of compulsory education, and a further system enables the physically handicapped to get driving licences.
- (2) Having the costs of giving birth covered by national health insurance. Currently ¥240,000 is provided for a mother. Together with this we demanded the enactment of the Motherhood Protection Law. In 1975, with a 10 million signature petition, legislation on childcare leave was enacted.
- (3) Collection of donations to help people affected by the 1964 Niigata earthquake, the 1965 Great Fire of Oshima and the 1991 Mt. Unzen volcanic eruption.
- (4) Community campaigns (recycling empty cans, and old newspapers, and encouraging people say thank you and sorry) with a seal for campaigners to be distributed nationwide.
- (5) Petitions to lobby parliament for the return of the northern territories, and tax reductions on education expenses.



*For further information, please contact:  
Japan Democratic Women's Association  
(Nihon Minshu Fujin-no-kai)  
c/o Headquarters of the Japan Democratic Socialist Party,  
No. 18 Mori Building 6F,  
Toranomon 2-3-13, Minato-ku, Tokyo 105  
Tel: 03-3501-5112 Fax: 03-3580-6357*

**THE SINGLE WOMEN'S ASSOCIATION OF JAPAN**

The Single Women's Association of Japan was established on 3 September 1967 at the Nissei Hall in Hibiya, Tokyo. 50 single women were present. It was a day for middle-aged women who had suffered alone, muttering their grievances on the sidelines of society, to band together and take a stand against the undeserved mockery and pity with which they were regarded.

*Why was the organization started?*

Single women who were between the ages of 35-45 in 1967 had missed out on marriage largely because an estimated 2.6 million potential husbands had been killed in the Second World War (assumed on the basis of the 1965 census). Although these women contributed significantly to national recovery after the war, working hard and looking after their families, they have continued to be the subject of strong prejudice in the Japanese society because of their single status.

"The war has turned us into society's widows. This should be recognized in the family, in the workplace and in society at large, to stamp out prejudice and allow us to be accepted as individuals."



*What activities are there?*

We have activities for mutual support, and also under the slogan of "Supporting ourselves, petitioning, and enjoying life" we involve ourselves in such activities as helping members who wish to get married.

Regarding plans for approaching old age, we are petitioning: 1. to have the same degree of tax relief afforded to widows, because single people are heavily taxed, and to have long years of caring for elderly parents considered to lessen the burden of inheritance tax on single women, 2. to improve the poor housing policy by making single people eligible for public housing (This was provisionally granted in 1980.), 3. Together with other like-minded groups, to petition central and local governments and political parties to have the laws affecting elderly people's welfare revised and to use every opportunity to ensure legal status of small sized old people's homes.

There are currently about 300 members, in four branches around Japan, and the average age of members is mid sixties. Many have looked after their parents to the end and now live alone. Efforts centred on the Kansai branch have succeeded in 1979 in the erection of a memorial dedicated to women which the following words were carved in: "Women live alone and prayed for peace here." With the final resting place for women built, the group will now focus its energy on improving their life in old age.

*For further information, please contact:  
Single Women's Association of Japan  
(Dokushin Fujin Renmei)  
1-7-3 Koishikawa  
Bunkyo-ku, Tokyo  
Tel: 03-3816-1605  
Chairperson: Sawako Okubo  
Secretary: Etsu Murakami*

## PUBLICATION

### ENGLISH BOOK ON JAPANESE WOMEN

**JAPANESE WOMEN WRITERS IN ENGLISH TRANSLATION  
VOLUME II: AN ANNOTATED BIBLIOGRAPHY**

(by Dr. Claire Zebroski Mamola. Published in December 1992 by Garland Publishing, Inc., 717 Fifth Avenue, Suite 2500, New York, NY 10022, U. S. A., Telephone: (212) 751-7447, Fax: (212) 308-9399. 460 pages. \$72.00. ISBN 0-8240-7077-1.)

The opportunity to teach a course in modern Japanese history at Appalachian State University about ten years ago was the starting point for the author's continuing research and writing efforts. She found that works by Japanese women writers were very different from those of Western writers and men writers. Then, she started to attempt to locate, read, and annotate everything written by native Japanese women which has been translated or originally written in English. She published the Volume I of "Japanese Women Writers in English Translation: An Annotated Bibliography" in 1989 with the hope that it will be of use to those interested in comparative literature and women's studies. This book is its sequel.

The Volume I is organized on the basis of works from the 19th century through 1987, and the Volume II includes 1,385 works which were published in and after 1987 or were not collected in the Volume I.



This book consists of the following four parts.

- Part I Fiction writings: 87 works by 46 writers.
- Part II Non-fiction writings: 423 works. (The major portion of this book is composed of this part which falls three fourth of the whole book.)
- Part III Listing of specialized works: 832 works.
- Part IV Listing of dissertations: 47 works. (43 of them were submitted to universities in the U. S. A., 2 to ones in Canada, 1 to one in Britain and 1 to one in Germany.)

The author do not include poetry nor books for very young children. Also she does not annotate works for the specialist. As for every work she annotates, she introduces its original Japanese title, author's name, English title, translator's name, publisher's name, year of publishing etc. and gives annotation of a few-dozens of lines. She also quotes a part of the work in an attempt to entice the reader to seek out the book for her/himself.

Various bibliographies have been used for this book such as "The Bibliography of Asian Studies" and "World Literature Today." One of them is "The Selected Bibliography on Japanese Women," which was compiled by the National Women's Education Centre in 1988. This bibliography is found in "Women in a Changing Society: The Japanese Scene," published in 1990 by UNESCO.

All the works included are available in large public and university libraries.

The author mentions that she is continuing her efforts to publish a third volume of this bibliography in 2002.

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- \* *The Latest Word on Women's Studies in the U. S.*

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- \* *Alcohol Survey: Drinking by Women Doubles in Last Two Decades*
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- \* *Workshop for Women's Education Centre Staff Stresses Self-awareness*
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- \* *International Meeting Promotes Understanding*  
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- \* *NWEC Training Course for Information Processing on Women's Issues*  
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- \* *Status of Women as Seen in Statistics: School Education in Japan*  
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- \* *'Non-family' Women are on the Increase: Report on the Opinion Survey on Women'*  
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- \* *Summary of Survey on Courses Related to Women's Studies in Institutions of Higher Education (Fiscal 1990)*
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## INTRODUCING NWEC

### INFORMATIVE MATERIALS

#### *JAPANESE JOURNAL OF EDUCATION FOR WOMEN (IN THE JAPANESE LANGUAGE)*

Published to provide information relating to women's education in Japan and overseas. Vol. 28 was published in September 1993, with a special feature on Women and Information. It clarifies the relationship between information and the improvement of women's status, and the necessary conditions to set up a women's information network, its current status and future issues.

Proceedings of International Forum on Intercultural Exchange 1992 "Women in Development - towards Development Making Women Visible" (English and Bilingual [Japanese/English] editions)

The International Forum on Intercultural Exchange 1992 was held from 30 September to 2 October 1992. Ten experts were invited from 5 countries including Japan, and 178 people attended. An outline was provided in the previous Newsletter, and now the full report has been published. It includes the full text of the experts' addresses, as well as a summary of the discussion sessions and symposium.



### INTERNATIONAL PROGRAMMES IN FY 1994

NWEC organizes some international programmes every fiscal year. In FY 1994, the following programmes will be held.

#### 1. 1994 NWEC TRAINING COURSE FOR INFORMATION PROCESSING ON WOMEN'S ISSUES

This course will be held for six weeks from 28 July to 7 September 1994 with the participation of four female trainees from Asia and the Pacific. The purpose of the course is to foster ability of applying personal computer technology to tackle problems on women's issues. NWEC is collecting applications from national machineries and/or focal points of countries in Asia and the Pacific.



#### 2. INTERNATIONAL SEMINAR ON FAMILY EDUCATION & INTERNATIONAL FORUM ON INTERCULTURAL EXCHANGE

This joint programme will be held in December 1994 under the theme of "Family Education in the Era of Decreasing Births." Researchers, educators, officials and other people will participate in this programme for study of factors of diverse families of today and/or interdisciplinary and practical research.

### FACILITIES

The Centre is located about 60 minutes by train from Tokyo in a beautiful rural setting. The site is close to a small river, with lush green hills around and mountains visible in the distance.

The Centre has a variety of study and training facilities as well as a residential wing that can accommodate more than 300 people. These facilities are available to any Japanese or overseas women's organizations, groups or individuals for study purposes or to make use of the NWEC's resources.

Of the training facilities, there is an auditorium seating 600, a large conference room (capacity 166) equipped with a simultaneous interpretation system, medium sized conference rooms accommodating about 40 people, and small conference rooms for up to 10 people. In the seminar hall, there are 23 training and back-up rooms of various sizes (holding from 20 up to 150 people) and there is a wing for practical studies including music, crafts and cooking, as well as sports facilities. Facilities may be used free of charge. Overnight accommodation is ¥1,400 per person per night.



*Seminar Hall*



*Main Building and Residence Hall*

### EDITOR'S NOTE

As of December 1993, this Newsletter is distributed to 871 organizations and individuals in 150 countries. In order to promote further information exchange we are studying how to broaden our distribution. If you know of any organization not yet receiving this Newsletter, but which would benefit from receiving it, please contact us at the address below. We would also welcome any comments or questions you may have relating to this Newsletter at the address below.

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