

# NWEC

## NEWSLETTER

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

### INTERNATIONAL FORUM ON INTERCULTURAL EXCHANGE 1993

#### 1. Outline

The National Women's Education Centre held the 1993 International Forum on Intercultural Exchange from 17 to 19 November, 1993, under the theme of "Women in Development - we as agents of social change".

NWEC has held an annual International Forum on Women in Development since 1991, and the third Forum in 1993 dealt with four areas of great concern in developing countries—literacy education, environmental protection, economic activity and violence against women.

There were more than 200 applications for a planned audience of 120, and 178 people actually participated. Of the 22 foreign participants, 15 were participants from Asia, Africa, and Central and South America, beneficiaries of the '1993 Seminar for Senior Officers of National Machineries for the Advancement of Women' (National Machinery for the Advancement of Women is a central organization set up to liaise with those responsible for women's issues in different countries, in order to advance policies for women. The Japanese government invites senior officers from the national machineries of developing countries in the Asian region and elsewhere around the world, to spend a month in Japan and attend a seminar on raising the status of women.)

#### 2. Keynote Speech

On the first day, Dr. Hiroko Hara, Professor of Ochanomizu Women's University, gave a keynote speech on the theme of 'Women in Development: Women as Agents of Social Change' and discussed three main areas: an analysis of literacy prior to WID activities (functional literacy, technical literacy, political literacy, etc.); empowerment of women; and specific issues.



#### 3. Analysis of Present Circumstances

Following the Keynote Speech, an analysis of the present circumstances for women was made for the four areas of concern mentioned above.

##### (1) Literacy education

Mr. Akihiro Chiba, Professor of International Christian University, gave a report on 'Literacy and the Status of Women'. Mr. Chiba pointed out that literacy rates are lower among women than men, and women suffer considerable disadvantage in their lifestyles as a result, and concluded that literacy education is the first step towards women's gaining equal status.

##### (2) Environmental protection: women's participation in forestry

Ms. Yumiko Tanaka, Development Specialist of JICA, Japan International Cooperation Agency's Institute for International

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Cooperation, talked about present conditions for women in Nepal, under the title of 'Women's Participation in Social Forestry - A Case Study in Nepal'. Ms. Tanaka explained that women were more dependent on forest resources for their tasks of cooking and fetching water, and that there is a need to find a form of development in which men and women can be involved side by side in stopping the depletion of the forests.

### **(3) Economic activities**

Dr. Lorraine Corner, Research Fellow at Australian National University's National Centre for Development Studies, talked on 'Mainstreaming Women's Economic Activities in Developing Policy Making, Planning and Programming'. Dr. Corner showed with a comparison of modern and traditional societies, that WID is an issue relevant to all men and women, and how important it is to make an appropriate evaluation of women's economic activities and build such activities into the development planning process.

### **(4) Violence against women**

Ms. E.S. Nimalka Fernando, Regional Coordinator of the Asian Pacific Forum on Women, Law and Development (APWLD) gave an analysis entitled 'Development - Human Rights: Violence against Women'. Ms. Fernando focussed on the present situation of violence against women in the Asia-Pacific region, covering such issues as domestic violence, rape, prostitution, mail order brides and dowry murders, and she went on to talk about the aims of NGO activities tackling these issues and the problems involved.



## **4. Reports on Cases of Activities**

During the morning session of the second day, reports were given of actual activities taking place related to the four areas of concern.

### **(1) Literacy education**

Ms. Teresa Chukuma, a senior officer and Executive Chairman of National Commission for Women of the Nigerian government, reported on literacy education in Nigeria. The Nigerian government is promoting a 6-3-3-4 system of education throughout the country in which boys and girls alike take home-making as a compulsory subject. Nevertheless, there remain regions where the tradition of encouraging early marriage for girls, who are then kept in the home, persists. Nationwide, literacy rates are static at between 45% and 65%.

### **(2) Environmental protection: women's participation in forestry**

Dr. Eva M. Rathgeber, Director of the Regional Office for Eastern and Southern Africa of Canada's International Development and Research Centre (IDRC), gave a report entitled 'Women's Role in Natural Resource Management in Africa'.

She described a successful reforestation programme in Kenya called the Green Belt Movement, started under the auspices of the National Council of Women, and also a forestation programme in Uganda which failed because of a discrepancy between government targets and the targets of the women in the region. Through these cases she stressed the need for women's participation in natural resource management projects, and the need to utilize rural women's knowledge and skills in forestation programmes.

### **(3) Economic activities**

The report given by Mr. Hideki Yoshino, Researcher of Rural Life Research Institute, was called 'Economic Activities of Women in Rural Communities: Some Cases and Issues'. He gave examples of women's economic activities in rural areas in Bolivia, Thailand and Japan.

### **(4) Violence against women**

Ms. Yoko Hayashi, Legal Advisor to HELP Asian Women's Shelter, talked on 'Violence Against Women - Endeavours Made by Women in Japan'. She introduced various activities underway in the international community to combat violence against women, and then pointed out three issues related to the situation in Japan: sex tours and the trafficking of women, rape and sexual harassment, and the problem of the wartime 'comfort women'.

## **5. Discussions**

### **(1) Group Discussions**

Group discussions were held in the afternoon of the second day.

In the group looking at literacy education, discussion evolved along three lines: what it means to be unable to read; what sort of cooperation the countries involved expect; the history of literacy education in Japan, and Japan's current cooperation with developing countries. The coordinator of the group, Mr. Chiba, commented that Japan should tell the world that education was a great advantage for the development of a country like Japan, which has no natural resources, and that in international cooperation we should not forget the concept of sharing the joy of living.

In the group meeting on environmental protection, a video of forestation projects in Nepal made by JICA was shown, followed by a question and answer session. After that the group divided into four subgroups for discussion. A range of views were expressed, such as that environmental destruction is taking place at the national and regional level; both developing and advanced countries should exchange this sort of information; and stopping the destruction of the forests, a global resource, requires cooperation between the countries of the North and South. The advisor to this group, Dr. Rathgeber, commented that as citizens responsible for our global environment, we must each think of ways of protecting the environment.

In the group meeting on economic activities, three officials, one each from Fiji, Senegal and Tanzania, gave reports on economic activities in their countries, and then the group divided into seven subgroups for discussion, based on what sort of economic activities we ourselves could promote if it were our responsibility, and what we would need for such a task. A



focal point of the discussion was how to build networks at the grass roots level. For example, between advanced and developing countries, or within Japan, there is a need for us to get more closely involved in economic activities, by reforming the distribution system to bring the producers living in rural areas and the consumers living in cities together. The advisor to this group, Dr. Corner, commented that economic activities are undertaken by independent women and men. The independent standing of men and women is a basic condition, and for



this the family is the fundamental starting point. What is important is for each of us to promote change in our own countries and in our own families.

In the group meeting on violence against women, what became evident is that women are not aware that they have had their rights taken from them. For example, people who have grown up from childhood used to seeing father hit mother cannot comprehend that domestic violence is an infringement of basic human rights. Views were also exchanged on the following points: violence against women is not something that customarily occurs in unrelated places far away, violence against women is a problem for each one of us, and we must each actively work for the solution; more opportunities need to be created for men to study the issue of women's rights.

### *(2) Plenary Session*

On the final day of the Forum, reports were given on each of the previous day's group meetings, and then a general discussion ensued at the Plenary Session, voicing the need for women's role in development to be built in to Japan's ODA projects, and debating whether development is, in fact, necessary at all.

(Yuko Yuhara, Specialist, Information and International Exchange Division, NWEC)

## **SURVEY OF EDUCATION PROGRAMMES ON WOMEN AND FAMILY EDUCATION**

### **1. Introduction**

In Japan, local governments (prefectures, cities, towns and villages) and women's centers organize large numbers of workshops, courses and lectures to meet a desire on the part of their local populations for opportunities to study. A wide variety of subjects are offered, ranging from practical and technical courses to academic courses of university standard, and there are also many projects which are unique to their particular locality.

In May, 1992, the NWEC implemented a 'Survey of Education Programmes on Women and Family Education', in order to compile a comprehensive listing of such workshops, courses and lectures offered throughout the country.

The results of this survey were made available in May, 1993, through the WINET (Women's Information Network System) on-line retrieval service, and at the same time, its major points were selected from the database and published in the form of a report. The following is an outline of this survey.

### **2. Outline of Survey**

#### *(1) Scope of data collection*

- a. Workshops, courses and lectures on women and family education, offered in prefectures and designated cities throughout the country during fiscal 1991.
- b. Courses on women and family education run by cities, wards, towns and villages using grants provided by the Ministry of Education, Science and Culture during fiscal 1991.

#### *(2) Survey period and method*

May-August, 1992. Questionnaire sent out and returned by mail.

#### *(3) Survey details*

- a. Programme name and theme
- b. Objectives and target of programme
- c. Name, address, telephone and fax numbers of organizing body
- d. Running period (dates, total number of hours, times of day)
- e. Target students (targeted population, conditions for entry, numbers of men and women participating)
- f. Fees (whether or not charged; amount) Qualifications obtained
- g. Planning committee (yes/no, number of members)
- h. Contact organization, address, telephone and fax numbers
- i. Contents (the following information about each course)  
Course name, field of study, method of study, name of instructor, occupation and title of instructor, location, allocated time

*(4) Number of responses: 3,093 (approx. 18,000 units)*

### **3. Outline of programmes, from survey results**

#### *(1) Themes*

Examples of the questionnaire are shown in the diagram. Number of units refers to number of lectures in a given programme. Lectures on a particular subject is counted as one unit. Most units (more than 60%) were 120mins in length, followed by 150mins and 90mins.



Programme name: 1991 Creative Life University (Kobe) Women's Issues Study Evening Course  
 Organizer: Life Enhancement Division, Lifestyle and Culture Department, Hyogo Prefecture  
 Objectives: To answer women's desire for higher level and more varied courses of study; to underpin the transformation of lifestyles in the light of social changes such as the ageing society of the 21st century; to raise women's status and promote social welfare.  
 Running period: 30 May - 19 December 1991  
 Number of units: 21 Total no. of hours: 42  
 Time: 18:30 - 20:30  
 Participants: 54 (women) Total: 54  
 Fee: ¥3,000  
 Child-care available? No

Course name: Creating New Roles for Women  
 Subject field: Women's Issues (90101) Society/Labour (10208)  
 Method of study: Lectures Allocated time: 120mins  
 Location: Kobe Home Life Science Center  
 Name of instructor: Shinko Takashima (professor)  
 Contact organization: Kobe College

Course name: Women Looking to the Year 2001  
 Subject field: Women's Issues (90101) Society/Labour (10208)  
 Method of study: Lectures Allocated time: 120mins  
 Location: Kobe Home Life Science Center  
 Name of instructor: Hiroko Hagiwara (lecturer)  
 Contact organization: Osaka Women's University  
 ... cont'd

Programme name: 2nd Asia Seminar  
 Theme: Women in Development  
 Organizer: Kitakyushu Forum on Asian Women  
 Objective: Through seminars, to study the situation of women in Asia, and to reconsider women's role in the development of countries of Asia, in light of the importance of women's contribution to the success of the development process. Also to reexamine the role of Japanese women in the future.  
 Running period: 10 August to 21 September, 1991  
 Number of units: 7  
 Time: 14:00 to 15:30  
 Participants: 79 (women) Total: 79  
 Child-care available? Yes

Course name: Women's Economic Participation in Development  
 Field: Women's Issues (90101) Society/Labour (10208)  
 Method of study: Lectures Allocated time: 90mins  
 Location: Kitakyushu International Conference Center  
 Name of instructor: Kiyoko Fujii (Deputy Director)  
 Contact organization: International Labour Organization (ILO), Tokyo Branch Office  
 ... cont'd

### (2) Length of courses and numbers of students

One course totalled more than 1,000 hours, while most (59%) offered between 10 and 100 hours, and 889 courses (29%) were less than 10 hours in length.

In terms of attendance, 72 courses had fewer than 10 participants, while 2,304 (75%) had between 10 and 100 participants, and 609 had more than 100 participants. The largest number of participants in a single programme was 9,059, and the smallest was 3.

### (3) Fees and qualifications obtained

There were 649 programmes (21%) in which fees were collected from participants. In 235 cases (36.2%) this was between ¥100 and ¥1,000, and in 378 cases (58.2%) between ¥1,000 and ¥10,000. There were 33 programmes charging more than ¥10,000 and the most expensive cost each participant ¥778,000. This programme involved travel overseas, and the fee included travel costs. The cheapest fee was ¥100.

Very few education programmes (47) offered any sort of qualification based on participation.

(Nanako Aoshima, Specialist, Information and International Exchange Division, NWEC)

Each unit was given a subject code, and the distribution of subjects, from the most common, was [Child Care and General Family Education] (1,267) [Growth and Development in Children] (823), [Food, Clothing and Housing] (725), [Sports and Recreation] (572), [General Women's Issues] (515) and so on. This indicates that many courses there are on aspects of home life.

The specialities of instructors were, from the most common, [General Lifelong Learning] (734), [Nursery and Infant Education] (546), [Juvenile Education] (670), [Medicine; Pharmacology] (523), [Food and Diet] (705), indicating that many instructors come from education-related fields. In terms of occupation, the largest single group of instructors were university teachers.

## THE JAPANESE FAMILY AS DEPICTED IN WOMEN'S STUDIES — A REPORT ON THE RESEARCH AND PRACTICAL ACTIVITIES COMPRISING NWEC'S SEMINAR ON WOMEN'S STUDIES, AND FUTURE DIRECTIONS

### 1. Seminar on Women's Studies

Women's studies accelerated in popularity in the West, particularly the US, from the beginning of the 1970s, and the trend spread to Japan, where research groups for women's studies began to appear in the second half of the decade. In 1978, a conference under the title 'Tokyo Symposium on

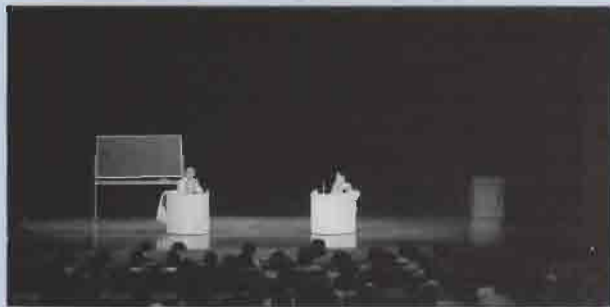
Women', held at NWEC, was attended by researchers from Japan and overseas. The Conference received heavy media coverage, and was very significant as an opportunity to stimulate greater interest in women's studies, but the main research topic of "The Japanese Housewife" attracted great attention.



NWEC's Seminar on Women's Studies was launched in 1980, the year that other major research groups into women's studies embarked on more activities, not least the International Group for the Study of Women, and the programme will celebrate its 14th anniversary in August, 1994. The Seminar forms one part of our research programmes, which is designed as an interdisciplinary study of womanhood and the various issues affecting women, with the purpose of providing useful information for the development of studies and practical activities. A new topic is selected every three years for research and practical application, as explained below:

- 1st session (1980-82) "What are Women's Studies?"
- 2nd session (1983-85) "Rigidity or Flexibility in Gender Roles"
- 3rd session (1986-88) "Sex, gender differences, and gender roles"
- 1989 International Seminar on Women's Studies  
"Global Perspectives on Changing Sex-role"
- 4th session (1990-92) "Human Rights and the Sexes"
- 5th session (1993-) "Empowerment for Social Change"

Summarized from the research and practical exercises undertaken by the participants of NWEC's Seminar on Women's Studies over the last 14 years, the following points show how the Seminar has depicted the Japanese family.



### **(1) Family and gender roles**

The modern Japanese family is based on the principle of gender role allocation in the democratic family system, and during Japan's period of high economic growth in the 1960s and 70s was generally accepted as essential for the free market economic system of that time. The idea of gender role allocation became standard in the value system of Japanese society, and through various media has been reproduced in many aspects of Japanese life, causing sexual discrimination.

### **(2) Women in society and men in the home**

To eliminate discrimination and liberate women, women's increased participation in society, and men's increased participation in home life must proceed. This will open the way for men to develop homemaking skills and become independent, and will deepen family ties. In addition, more organizations outside the family to support child rearing, such as nurseries and child care networks, need to be set up. Concrete proposals on such issues were outlined.

### **(3) From 'motherhood' and 'fatherhood' to 'parenthood'**

'Motherhood' was considered from several different angles, as one concept obstructing flexibility in gender roles, and the 'mothering instinct' and 'mother's love', which have always been thought to come naturally to mothers, were shown to be social ideals which have developed over long periods of history. The concept of 'parenthood' to replace 'motherhood' and 'fa-

therhood' was proposed.

### **(4) Diversification of the family and new gender role allocation**

The growth of the service industry starting from the end of the 1970s, and drop in the birth rate, and developments in reproductive technology have brought about changes to the typical gender role type of family, and the beginnings of more diversified types of families are visible. Gender roles are more flexible, and the individualization of the family has become apparent. This refers to the trend in which areas of activity for women outside the home, particularly in the labour market, have opened up, and these activities have expanded to surpass women's required duties in the home, leading to an individual identity for women.

However, this flexible situation is based on a new gender role allocation of "principal income earner is the man, and the woman supplements the family budget", which is supported by social policy in Japan. This is specifically Japanese in nature, and differs from the advanced countries of the West, where men and women may share economic responsibility. Further reform of social policy to promote women's economic independence is necessary.

NWEC's Seminar on Women's Studies, which started with a re-examination of "The Japanese Housewife", have offered a new framework for research from the feminist viewpoint, and have also proposed a range of concrete solutions for problems. To add to the research results so far accumulated, areas in which further research will be needed in the future are, for example, analysis of gender role allocation in agricultural households or those of self-run businesses, research into sexual discrimination and sexuality, into reproduction technology, and internationalization and the family, as well as research that includes children's reactions to their parents' divorce, etc.

## **2. Survey on curriculum and methods used in women's studies education as out-of-school education**

A new direction for women's studies at NWEC is the questionnaire research project that began in 1993. This is a four-year project to collect, analyze and compile the results of research, education and practical activities relating to women's studies, and construct a curriculum and methodology for women's studies education as out-of-school education, with the objective of upgrading various women's studies courses in order to rectify people's attitudes on gender role allocation. In FY1994, a project team comprising NWEC researchers and other scholars of women's studies is to be created to proceed with research work. This research will look at some samples of courses, in order to gain a thorough appreciation of women's studies courses run by public bodies and women's centres in various parts of the Japan. It has the following objectives:

- 1: to clarify topics covered by women's studies courses as out-of-school education,
- 2: to provide a core curriculum,
- 3: to provide detailed course content to suit men and women at various stages of adult life, including actual examples, and
- 4: to develop different methods of learning, such as consciousness raising.

(Chikako Uemura, Senior Researcher, NWEC)



# SURVEY REPORT

## 1994 Status of Women as Seen in Statistics

Women's social circumstances are currently undergoing significant change, and women's lifestyles are becoming more diversified. At such a time, it is important to get an overall grasp of the basic circumstances in which women are placed, as guidance for those women who are actively making choices for their own lifestyles.

To this end, this paper has selected some basic data from a range of statistical information for reference purposes when considering the present state of, and issues involved in, women's education and family education. The paper covers the following 7 areas:

- 1: Population, population trends, life cycles etc.
- 2: Family, household

- 3: Health, welfare
- 4: Education, study
- 5: Labour
- 6: Community life
- 7: Women- and family-related attitudes etc.

The paper provides 167 items of information in 125 categories, with an outline summary to introduce each topic, and whatever explanation of its features is thought necessary for an understanding of the characteristics of the topic and the statistical material.

In order to get a grasp of the changes for women in the 49 years since the end of World War II, in principle, trends from 1945 to the present are shown, and also where appropriate,

comparisons between men and women or with other countries have been made.

For this International Year of the Family, an examination of information related to Japanese families and households highlights the following points:

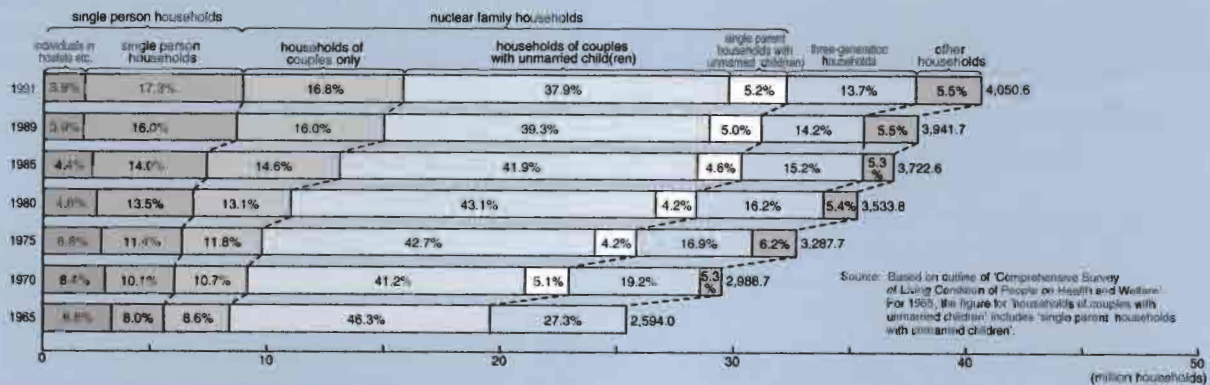
**Table 1**

Year	1940	1950	1955	1960	1965	1966	1970	1975	1980	1985	1989	1990	1991	1992
Total Fertility Rate	4.12	3.65	2.37	2.00	2.14	1.58	2.13	1.91	1.75	1.76	1.57	1.54	1.53	1.50

Source: Ministry of Health and Welfare [Vital Statistics for Japan]

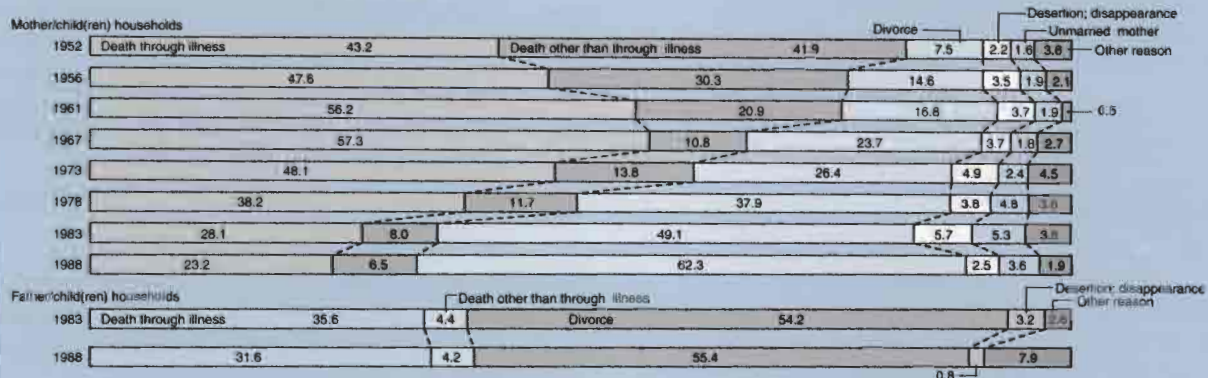
Note: This is a sum of the fertility rates for women of a specific age, between 15 and 49, and represents the average number of children a woman is likely to bear in her lifetime, at the fertility rate for the particular year.

**Figure 1 Changes in Numbers of Households, by Type of Household**



Source: Based on outline of 'Comprehensive Survey of Living Condition of People on Health and Welfare' For 1991, the figure for 'households of couples with unmarried children' includes 'single parent households with unmarried children'.

**Figure 2 Reasons for Existence of Single Parent Households, and Recent Trends**

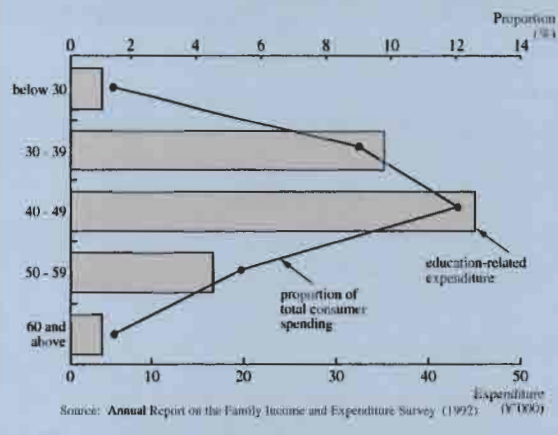


Source: Ministry of Health and Welfare [National Survey of Single Parent Households] (1 November, 1988), and March, 1990



1. The total fertility rate has continued to decline from 4.12 in 1940 to 1.50 in 1992, the lowest rate ever recorded, underlining the marked trend to decreasing births. The average age of giving birth is also rising year by year. (Table 1)
2. Family structures have diversified, with an increase in the number of households of married couples without other family members, and single member households of young men, or young or elderly women. By contrast the number of three-generation households has halved in the last 25 years. (Figure 1)
3. Single parent households, both of single mothers and single fathers, are increasing. The main reason is the growth in the number of divorces, which accounted for 62.3% of single mother households, and 55.4% of single father households in 1988. (Figure 2)
4. Education-related expenses account for a steadily increasing proportion of consumer spending, and this is one reason for the trend to smaller families. By age-group, the proportion is highest in the 40-49 age group. (Figure 3)
5. Accompanying the recent rise in the percentage of women in the work force, there is a corresponding decline in the proportion of full-time housewives.
6. An analysis of time spent on everyday activities, for men and women, indicates that men still do few household chores, and the traditional view of gender roles, 'men out at work and women in the home', remains firmly rooted. (Table 2)

**Figure 3 Education-related Expenditure and Its Proportion of Total Consumer Spending, by Age Groups**



7. Many more women than men would like to use household related services

This paper has been edited by the Women's Education Study Group, which is part of the NWEC, and was first published in 1987. Since then, new statistical data has been substituted to match recent changes, and other efforts have been made to improve the contents. The paper is distributed to boards of education in prefectures and designated cities throughout Japan, as well as all types of women's centres. It is also for sale from Kakiuchi Shoten publishers, priced ¥1,545 per copy (including sales tax).

**Table 2 Time Spent on Everyday Activities (for men, women)**

(mins)

Type of activity	Men				Women			
	1976	1981	1986	1991	1976	1981	1986	1991
1. Sub total	10.41	10.44	10.20	10.19	10.42	10.44	10.30	10.30
Sleeping	8.15	8.06	7.56	7.50	7.56	7.48	7.39	7.34
Bathing, personal care	0.52	0.50	0.51	0.56	1.07	1.03	1.10	1.15
Meals	1.34	1.48	1.34	1.33	1.40	1.52	1.41	1.41
2. Sub total	7.38	7.43	7.41	7.33	8.04	8.01	7.54	7.46
Commuting	0.43	0.50	0.47	0.47	0.21	0.23	0.23	0.25
Job	6.03	6.04	5.58	5.46	3.21	3.11	3.02	2.59
Study	0.39	0.35	0.38	0.36	0.31	0.28	0.30	0.30
Housework	0.08	0.08	0.09	0.11	3.18	3.23	3.01	2.52
Care of elderly	-	-	-	0.01	-	-	-	0.05
Care of children	-	-	0.02	0.03	-	-	0.27	0.22
Shopping	0.04	0.06	0.07	0.09	0.34	0.36	0.32	0.33
3. Sub total	5.41	5.33	5.59	6.08	5.14	5.15	5.36	5.44
Travel (besides commuting)	0.18	0.13	0.22	0.21	0.14	0.11	0.21	0.22
TV, radio, newspapers, magazines	2.26	2.14	2.22	2.28	2.22	2.12	2.14	2.18
Rest	0.56	1.17	1.20	1.20	0.58	1.20	1.23	1.23
Study, research	0.11	0.13	0.13	0.13	0.08	0.11	0.10	0.11
Hobby, pastime	0.35	0.36	0.34	0.40	0.25	0.30	0.28	0.31
Sport	0.12	0.14	0.14	0.14	0.05	0.06	0.07	0.08
Community activity	0.05	0.02	0.02	0.05	0.04	0.02	0.02	0.05
Social gathering	0.29	0.26	0.31	0.31	0.27	0.22	0.26	0.27
Medical treatment	0.12	0.07	0.08	0.08	0.13	0.09	0.10	0.10
Other	0.17	0.10	0.12	0.09	0.19	0.11	0.14	0.11

Source: Management and Coordination Agency: 'Survey on Time Use and Leisure Activities'

Notes: 1: For 1976, 1981, 'housework' includes 'child care'.

2: 'Care of elderly' was included as separate category from 1991.

3: Prior to 1986 'community activity' was known as 'community service'.



## JAPANESE WOMEN TODAY

### **Legislation to Improve Management of Part-Time Workers**

In June, 1993, the Law to Improve Management of Part-Time Workers was enacted, to take effect from 1 December, 1993. (The section related to part-time workers' assistance centres was to take effect from 1 April, 1994)

The following gives the background to this legislation and a brief summary of its main points.

#### **1. Background**

With the development of the service sector, and the diversification of people's attitudes to work, the numbers of part-time workers has increased rapidly over the past few years. Also, with changes in the nature of part-time work, such as the extending periods of time part-time workers are employed for, and increasing number of fields in which part-time work opportunities arise, part-time work is now playing an important role in the Japanese economy.

However, various problems have been highlighted, such as the lack of appropriate management in light of part-time workers' very different attitudes to their jobs and the situations they find themselves in, causing part-time workers to have considerable anxieties about their employment.

Against this background, the above legislation was enacted to enable part-time workers to make full use of their abilities, as well as to improve their welfare entitlements, by putting in place measures to improve management.

#### **2. Outline**

##### *(1) Definition*

In this legislation, part-time workers refers to workers who work a lower number of hours per week than the regular workers in the same place of business.

##### *(2) Responsibility of employer*

Taking into consideration the working situation of their part-time workers and the appropriate balance of regular and part-

time workers, employers should improve their management of part-time workers by taking the necessary measures to secure fair working conditions, providing job training, good fringe benefits, etc.

##### *(3) Improving the management of part-time employment*

- a) Employers should provide written contracts setting out working conditions when employing part-time workers, and when drawing up or amending regulations applying to part-time workers, employers should take into account the views of those considered to represent the majority of part-time workers employed in the place of business.
- b) The Minister of Labour will set out and publish necessary guidelines, other than those in (1) above, for the appropriate and effective implementation of measures designed to improve the management of part-time workers.  
In accordance with this, 'Guidelines to Employers on Measures to Improve Management of Part-Time Workers' were enacted in December, 1993.
- c) The Minister of Labour may require an employer to provide a report, or may give advice, guidance or direction as necessary.

##### *(4) Part-time workers' support centres*

The Minister of Labour designates part-time workers' support centres as the overall supporting organization to promote the welfare of part-time workers. These centres are to: 1: provide government funds to employers or employing organizations, 2: support employers by giving advice on improvement of management practices, and 3: support part-time workers by giving advice on their working lives.

On 1 April, 1994, the Japan Institute of Workers' Evolution was designated as a part-time workers' assistance centre, and has started providing information and consultations on part-time work to both employers and workers.

### **Preparations in Japan for the 4th World Conference on Women**

The 4th World Conference on Women, aiming at 'Taking Action for Equality, Development and Peace', is to be held in Beijing, China from 4 to 15 September, 1995. This Conference has three main objectives:

- (1) To evaluate the work already done in implementing the 1985 Nairobi Strategy for the Future for the Raising of

Women's Status.

- (2) To identify the major problems that are regarded as representative of the obstacles to the raising of status of the great majority of women in the world, such as effective participation in decision-making, poverty, health, education, violence, women's rights, women and peace etc.



(3) To make adequate preparation to meet the challenges and demands for political, economic, scientific and technical development in the 21st century, and create momentum for women's social progress.

In Japan, we are making the following preparations for this Conference:

### 1 Setting up a Japanese National Committee for the 4th World Conference on Women

The UN's Secretariat for the World Conferences on Women requests governments of participating countries to set up national preparatory committees to assist in preparations for the Conference, or to identify national focal points.

In response to this request, the government set up the Japan National Committee for the 4th World Conference on Women under the chairmanship of the Prime Minister on 12 October, 1993, on the basis of the decision of the chairperson of the Center for Planning and Promotion of Women's Issues.

The Committee is made up of the chairperson, deputy chairperson and members of the Center for Planning and Promotion of Women's Issues, and members of the Experts Group for Planning and Promotion of Women's Issues, and the first meeting was held on 16 December, 1993.

### 2 NGO Sectional Meetings for the Japanese National Committee for the 4th World Conference on Women

The UN Secretariat also requested that a wide range of opinions, including those of non-governmental organizations (NGOs) should be reflected in the Country Report that participating countries are asked to draw up for the Conference, and in response the chairperson of the Japanese National Committee arranged for an NGO Sectional Meeting to be held to gain views from all layers of Japanese society.

This Meeting is comprised of the experts attending the National Committee (members of the Experts Group for Planning and Promotion of Women's Issues). Its first meeting was held on 18 February, 1994.

### 3 Country Report

The Secretariat for the 4th World Conference on Women has requested that Country Reports for the Conference be submitted before a preparatory meeting in the Asia-Pacific region takes place in June 1994. This is because the Country Reports are to be used for a regional update and evaluation.

The Japanese National Committee plans to prepare the Country Report based on private opinions expressed at upcoming NGO Sectional Meetings.

## WOMEN'S GROUPS IN JAPAN

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

### Japan Women's Council

Japan Women's Council (JWC) was established on 14 April, 1962, with the objectives of gaining the democratic rights and affluent living standards guaranteed by the Japanese Constitution, and fighting for world peace and full liberation for women.

We believe that in order to accomplish these objectives, political activities are essential, and many of our members have become elected representatives of the central government or local government bodies. This is a major feature of JWC.

#### JWC ACTIVITIES

##### 1. Protecting people's livelihoods and promoting welfare

Japan's ageing society means that in the 21st century, one in four Japanese people will be 65 or older. In order to improve welfare, which is still poorly developed in Japan, and ensure that people can face their old age without worry, we are working on setting up systems to care for the elderly at home, by increasing numbers of home helpers, and so on.

No-one can survive without the natural environment. Thinking about both present and future generations, we are working on a number of issues, such as campaigning for the banning of synthetic detergents to safeguard the water supply and protect people's health, as well as other pollution problems of drinking water, the provision of wholesome food, and problems confronting agriculture.





## 2. Protecting women's rights and eliminating discrimination

In this International Year of the Family, we have been looking at issues related to the Japanese family system. We are actively promoting women's self liberation, through the study of womanhood, from both the medical and social viewpoints.

We oppose all forms of discrimination, including discrimination against Buraku people (social discrimination routed from the class system created in the feudal era), and discrimination against the handicapped, and we tackle issues such as child care and children's education, in the drive for equality of the sexes in the workplace, at school and in the home.

## 3. Supporting Japan's Constitution, promoting peace and disarmament

There are moves to amend that part of the Japanese Constitution promising that Japan will never maintain military forces or use weapons. We will fight any such move, and are actively

promoting a network of women who deeply appreciate the importance of peace. In the past, Japan has invaded Korea, China and other Asian countries and submitted them to its colonial rule. We are conscious of Japan's wartime responsibility, and have been working on compensation issues, particularly for the wartime 'comfort women' who were used as sex slaves. In order to restore the dignity of such victims, we are demanding a full apology and compensation from the Japanese government.

*For further information, please contact:*

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FAX: 03-3816-1824*

## National Liaison Council of Retired Women Teachers

The National Liaison Council of Retired Women Teachers was formed in 1968 as a central liaison organization to serve branches set up in each prefecture in Japan. At that time, there was no other organization for retired teachers, and elderly people were in general regarded somewhat negatively in society. Thus, the founding members started out with the mission of pioneers, ready to forge new attitudes and practices for the ageing society.

Women teachers who retired in the 1960s had suffered many forms of discrimination—in their basic salaries and salary increases, in opportunities for promotion and in the allocation of school duties—and after retirement their pension levels were extremely low. Thus the organization's activities were concentrated in three main areas: to raise pensions, preserve women's dignity and follow through on the pledge of never again allowing the children they had taught to go to war.

Several surveys have been carried out since the Council was

formed, and they have revealed that 50% of members have no spouse, and of those, 75% are living entirely alone. This testifies to the fact that many who were of marriageable age during the World War II either never married, or else lost their husband in the War, and perhaps because of other family members killed, they were forced to go on working to support a parent and sometimes younger brothers and sisters. As many as 43% responded that they were concerned about their own health and had no-one on whom they could rely to take care of them in their old age. In 1990, through the Japanese government's '10-year Plan for Regional Provision of Welfare for the Elderly', care of the elderly became the responsibility of local government. Bringing welfare administration closer to hand is no doubt good, however the differing financial situations and sizes of local governments could lead to discrepancies in welfare benefits. The Council's lobbying activities are now directed to local government agencies rather than the central government. We are working hard, trying to build up studies of welfare provisions to clarify the actual circumstances in the towns and villages in which members live, and to collate our members' various needs in order to achieve a humane welfare system. It will soon be 50 years since Japanese women first gained the right to vote, but women politicians in central and local governments represent only 4% of the total. The Council is striving to increase the number of women politicians, and though the actual number is small, 40% of women politicians are members of the Council. An important task for the Council, we believe, is to bring about change in Japanese politics through working at local government level.

*For further information, please contact:*

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TEL: 03-5275-2196*





**PUBLICATION**

**ENGLISH BOOK ON JAPANESE WOMEN**

**1. WOMEN AND THE ECONOMIC MIRACLE**

(by Mary C. Brinton. Published by University of California Press in 1993. 299 pages. ISBN 0-520-07536-6.)

The author is Associate Professor of Sociology at the University of Chicago.

This book explores a central paradox of the Japanese economy: the relegation of women to low-paying and dead-end jobs in a workforce that depends on their labour to maintain its status as a world economic leader.

The construction of this book is as follows:

1. Introduction, 2. Women in the Japanese and U.S. Economies, 3. Human Capital Development Systems, 4. The Evolution of a Gendered Employment System, 5. Gendered Work Lives, 6. Gendered Education, 7. Conclusion.

Drawing upon historical materials, survey and statistical data, and extensive interviews in Japan, the author provides an in-depth and original examination of the role of gender in Japan's phenomenal postwar economic growth.

**2. WOMEN AND JAPANESE MANAGEMENT: DISCRIMINATION AND REFORM**

(by Alice Lam. Published by Routledge in 1992. 281 pages. ISBN 0-415-06335-3.)

The author is Fellow in Management Development at Manchester Business School, University of Manchester. She was a Japanese government research scholar at Waseda University.

This book explores the present condition of employment of women and efforts for equal employment opportunities for women in the mail-dominated business society of Japan.

The construction of this book is as follows:

1. Introduction, 2. Discrimination against women in employment: theory and practice, 3. Legislation and reform, 3. A case study, 4. Conclusions.

The author conducted a case study at Seibu Department Stores Ltd which is one of the biggest department stores in Japan. She met many Seibu women through the interviews and during the month when she worked as a shop assistant.

**3. HIDDEN DIALOGUE: A DISCUSSION BETWEEN WOMEN IN JAPAN AND THE U.S.**

(by Japan Society. Published by Japan Society, New York in 1992. Telephone (212) 832-1155. 69 pages.)

This book was produced being based on a symposium of Japanese and American women leaders organized by the Japan Society in the U.S.A. in 1992.

Main chapters include Fragile Differences, Alternative Strategies, Women at Home, Women at Work, Women in the Community etc., and a chronological table and bibliographies are attached at the end of this book.



Although their means and final goals necessarily reflect the very basic differences of the cultures in which they live, Japanese and American women face a common challenge: how to achieve a more fulfilling balance of work, family and community responsibilities. The meaning of the title "Hidden Dialogue" is derived from a sentence in this book: "Women in Japan and the United States have always been in a dialogue, albeit a silent one."

**4. THE PRISON MEMOIRS OF A JAPANESE WOMAN**

(by Fumiko Kaneko. Translated by Jean Inglis. Published by M.E. Sharpe, Inc. in 1991. 253 pages. ISBN 0-87332-801-9.)

The author, Fumiko Kaneko (1903-1926), was an anarchist who was convicted of plotting to assassinate the Japanese emperor and hanged herself in prison.

This book was an English translation of the memoir which the author wrote while in prison. The original was published in 1980 as a sequel to "Nihonjin no jiden (Autobiographies of the Japanese)".

The book describes the author's early childhood of misery, her girlhood in Korea, her life in Tokyo after returning to Japan where she worked as a waitress after many changes of work.

The author produced this memoir as an indictment of the society that oppressed her, the family that abused and neglected her, and the emperor system that drove her to her death.

**5. WOMEN OF THE MITO DOMAIN: RECOLLECTIONS OF SAMURAI FAMILY LIFE**

(by Kikue Yamakawa. Translated by Kate Wildman Nakai. Published by University of Tokyo Press in 1992. 253 pages. ISBN 4-13-27028-1.)

The author, Kikue Yamakawa (1890-1980), is known for her contributions to the modern feminist and socialist movements.

This book consists from the following two parts: a complete translation of "Buke no josei (Women of the Mito Domain)" published in 1943 and a partial translation of "Oboegaki bakumatsu no Mito han (Notes on Late-Tokugawa Mito)" published in 1974.

The first part "Women of the Mito Domain" includes the following chapters: Needlework School, Dress, Grooming, Food, Dwellings, Amusements, Marriage and Divorce, The Restoration, etc. They introduce the life of women of samurai family in the mid-1800s. The second part "Notes on Late-Tokugawa Mito" includes the following chapters: The Economics of Bushi Life, Concubines, Abortion, and Infanticide, A Match Arranged by the Lord, The Fate of a Runaway Daughter, etc. They give readers the vivid picture of the material life and daily routine of a samurai household.

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## INTRODUCING NWEC

### NWEC PUBLICATIONS

#### 1. JAPANESE JOURNAL OF EDUCATION FOR WOMEN (IN JAPANESE)

Offers information about women's education from Japan and overseas. Number 29, which was published in March, 1994, contained a special feature on "Women and the Family in Flux". Through examining the points of contact between women's and family issues, and seeking a new image of the family seen from the woman's viewpoint, it set out topics, from the International Year of the Family to the World Conference on Women.



#### 2. SURVEY OF COURSES ON WOMEN'S STUDIES AND RELATED SUBJECTS IN INSTITUTIONS OF HIGHER EDUCATION IN JAPAN (FISCAL 1993)

This report is a compilation of the results of questionnaires designed to expand opportunities for women to study, and to promote surveys and research in fields related to women's studies. Information from these results is input in a database, and is available on-line throughout Japan.

#### 3. CATALOGUE OF BOOKS HELD AT NWEC (VOL. 10)

NWEC collects materials relating to women and the family, and now holds 68,000 books. This catalogue contains bibliographic records of the 4,647 books, including 894 foreign publications, received between April, 1989 and March, 1991. In the future we hope to collect many more materials from overseas. We would be very grateful to receive any books or other materials on women's and family issues from readers or organizations overseas.



#### 2. ADVANCED COURSE FOR LEADERS OF WOMEN'S EDUCATION

Between Tuesday, 25 and Friday, 28 January, 1994, the advanced course was held at NWEC with the objective of undertaking practical and specialist research on issues relating to women's and family education that have been identified through NWEC programmes.



### EDITOR'S NOTE

*As of May 1994, this Newsletter is distributed to 861 organizations and individuals in 134 countries. We would like more people to read our Newsletter. 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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### NWEC PROGRAMMES DURING FISCAL 1993

#### 1. NWEC EXTENSION PROGRAMME

To make available the information and results gained from NWEC sponsored programmes, we maintain links with boards of education in prefectures and designated cities all round Japan, and twice a year run courses in different locations round Japan. This year, courses were held on Thursday, 25 November, 1993 in Akita prefecture, and on Wednesday, 19 January, 1994, in Kagawa prefecture.

