

NWEC

NEWSLETTER

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

INTERNATIONAL SEMINAR ON FAMILY EDUCATION

The National Women's Education Centre (NWEC) organized an International Seminar on Family Education from Monday, 12 December to Thursday, 15 December, 1994. In recent years, the family and home in Japan has greatly changed due to diversification of values caused by rapid development of urbanization, information, consuming society and so on. The number of births has been decreasing, the phenomenon considered to be the result of non-marriage and late-marriage caused by gaps of values between men and women, diversification of men's and women's choices in life, changes of values of having children, and so on. This decrease has influenced not only the environment surrounding child's development but also adults.

The International Seminar aimed at exchanging research results with overseas countries from interdisciplinary perspectives with a the focus on the International Year of the Family. The Seminar having as its theme, "Family Education in the Era of Decreasing Births", aims at exchanging research results with overseas countries from interdisciplinary perspectives with regard to issues of family education against the background of diversifying contemporary home and family. A total of sixteen participants; experts and invited researchers from Japan and abroad; Australia, Korea, Sweden and the U. S. A. took part in the Seminar.

I. Gender and the Family

Presentation and discussion on the first agenda: Gender and the Family focused on diversification of choices of women's life styles, changes in the family and relations between women and men which have accelerated the de-



crease of births.

* In a way of providing a historical background, it was pointed out that the industrial revolution gave the family an opportunity to become an independent unit from the larger kinship system to which it belonged in the past. With the industrial revolution, the unit of labour shifted from the kin and family to the individual and also the place of work shifted from home to factory. This enabled the modern family to establish a private life based on romantic love between woman and man. At the same time, the public sphere of labour (production) and the private sphere of labour (reproduction) were separated leading inevitably to the production of so-called housewives.

* With regard to changes in gender relations and government's institutional and policy responses, there are three distinct regional patterns. The European pattern considers the family the target of public policy and children the domain of public issues, the American pattern ensures legal rights of women as individuals, and the Japanese pattern

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which still leaves housewife with a large burden of family chores despite changes in gender roles created by the onset of modern society.

* In America, the sustained economic growth and the accompanying increase in the demand for female labour, increase in the standard of living, rapid increase in the divorce rate, reduction in number of children and higher education of women have propelled them towards the labour market, as reflected in the statistics. However, women are suffering from the difficulty of balancing work and family as they must meet requirements of work as well as child care, care of grand-children and nursing of older members of the family.

In Japan too, as a result of the change in the family there are, while still small in number, men who are actively participated in childbirth and child caring.

After the presentation of reports, as summarized, discussion focused on identifying what constituted a family. It was recognized that the family was changing so much so that the conventional definition of family, as people living under the same roof, no longer explains it as it exists in reality. Accordingly, a broader concept of family was introduced which included such notions as family as a network and as a circle.

II. Children and the Family

Session II focused on what children mean to parents; what parents mean for children, and human rights of children and parents.

* According to a survey which targeted mothers and fathers, it was clarified that fathers who were more involved in child rearing had similar attitudes and took similar behaviors with regard to child care as mothers. In other words, child-caring behaviors do not depend so much on gender difference but reflect how a parent relates to child, his or her position, or the role played by a parent responsible for child-caring and the degree of that responsibility.

* The coexistence today of nuclear family bonded by strong affectionate ties, paternalistic institutional family, and post modern family, is a cause of many conflicts and tension. Confusion rising from changing role relations and declining authority tends to result in excessive control or arbitrary and haphazard control of children by parent.

* An enormous change is also taking place in Korea with regard to the role expectation and role playing in relation to child rearing activities within the family. Therefore, it is no longer possible to apply a single conventional perspective of Confucianistic pattern of family.

The presentation and discussion led to a questioning of the conventional stereotyping of child, as an object of protection, unilateral disciplining or nurturing by parent. The apparent immaturity and vulnerability of a newborn babe may result in a wrong perception which tends to remain throughout her childhood. There is a need, however, to realize once and for all that a child is an individual with inalienable rights just as her parents.

III. Social Support

Session III focused on the sense of values of the family and children which constitutes the essential element in the deliberation of policies including social policies.

* The principle of the UN International Year of the Family is to pursue gender equity within the family. What is important is to change the traditional family where man exercises control over woman. What is needed is the support for the family underwritten by concrete social policies based on the basic notion of the tolerance for diverse patterns of family and gender equity.

* Australia which is one of the first countries that gave women her suffrage is, by tradition, supportive of women. Australian men assert their rights to share child-caring and there is a clear indication to demand companies to make them pro-family and accommodative to its new needs.

Family model in Sweden is character-

ized by: 1) the consideration of the welfare state as an ally of women, 2) adoption of a new concept of parenthood (as opposed to motherhood), 3) ensuring sufficient access to paid absence from work, and 4) acceptance of equality based on individualism and independence and autonomy.

* After these reports and the discussion that followed, a consensus emerged which pointed to the need of providing social support. Recognizing that while each nation has different history and, therefore, a different approach, in order to advance social support, two things are at least necessary: the need to formulate policies for family, community and business from a gender perspective as well as strategy.

IV. Case Session

In addition to the three sessions, reports were made on international comparison of women, family and family education, clinical and practical cases in the session: "Population Issues and Women", "International Comparative Research on Home Education", "Violence in the Family" and "Child-Rearing in a Community".

The International Seminar on Family Education reaffirmed that the family education cannot be considered merely within the confines of the family. It must be related with community, school and the larger society. The family should no longer be considered merely as members living under a single roof but redefined from a broader perspective. In this regard, concepts such as family network and family circle were introduced.



Clearly the family is changing. In the process of the change of gender relations and how parents see children, there is a need for a new concept of family education. Particularly, there is clearly a need to consider family education based on gender equity and generational equity, giving due recognition to equality between women and men as well as between generations.

(Hiroe Nakano, Researcher, Programme Division, NWECC)



International Seminar on Family Education 1994: Programme

THEME: FAMILY EDUCATION IN THE ERA OF DECREASING BIRTHS

Monday, 12 December

Session I: Gender and the Family

- 1) "Gender and Family Change"
Dr. Yoriko MEGURO, Professor, Sophia University
- 2) "Women's Work in America: The Struggle to Balance Work and Family"
Dr. Mary C. MURPHREE, Regional Administrator, Women's Bureau, Region II, U. S. Department of Labor, U.S.A.
- 3) "Changing Gender Roles in Childbirth and Childcare"
Ms. Keiko FUNABASHI, Associate Professor, Obirin University

Tuesday, 13 December

Case Session

- 1) "Population Issues and Women"
Dr. Hiroko HARA, Professor, Ochanomizu University
- 2) "International Comparative Research on 'Home Education'"
Ms. Katsuko MAKINO, Associate

Professor, Ochanomizu University

- 3) "Violence in the Family"
Dr. Satoru SAITO, Director, Department of Sociopathology, Tokyo Institute of Psychiatry
- 4) "Child-Rearing in a Community"
Ms. Sanae UCHIDA, Staff Member, Federation of Private Day Nursery

Workshops

- 1) "Population Issues and Women"
- 2) "International Comparative Research on 'Home Education'"
- 3) "Violence in the Family"
- 4) "Child-Rearing in a Community"

Wednesday, 14 December

Session II: "Children and the Family"

- 1) "Value of a Child and the Meaning of Child Care"
Dr. Keiko KASHIWAGI, Professor, Shirayuri College
- 2) "Family Structure and Parent-Child Relations in the Changing Society"
Dr. Hidenori FUJITA, Professor, the University of Tokyo
- 3) "How Family Evolves with Changes in Society - Psychological Approach to Better Family Relationship"
Dr. Taelyon KIM, Professor, Ewha

Womans University, Korea

Session III: "Social Support"

- 1) "Social Policy towards Building Gender Equity in the Family - The Concept of UN International Year of the Family and the Situation in Japan"
Dr. Setsu ITO, Professor, Shawa Women's University
- 2) "Ways of Thinking about the Family, Children and Social Supports in Australia"
Dr. Donald E. EDGAR, Professor, Monash University, Australia
- 3) "Gender and Family in Sweden"
Dr. Rita LILJESTRÖM, Professor, Gothenburg University, Sweden

Thursday, 15 December

Conclusion

- Comment 1 Ms. Harueko KATO, Professor, Tokyo Woman's Christian University
- Comment 2 Dr. Koichi NEGAYAMA, Associate Professor, Mukogawa Women's University
- Comment 3 Ms. Yumiko MATSUMOTO, Deputy Editor, Cultural News Section, Kyodo News Service

ON NWECC INTERNATIONAL EXCHANGE PROGRAMMES

The National Women's Education Centre (NWECC) is the only national women's centre established in 1977 for the purpose of promoting women's education. The NWECC has an accommodation facility capable of accommodating 350 persons and since the establishment, the NWECC has provided a forum for various international exchanges. The NWECC has also implemented a broad range of international exchange programmes. It has particularly focused on the dissemination of information on Japanese women overseas, collection and dissemination of information on women and the family in both Japan and abroad and bringing to the attention of Japanese women important international issues relating to women thereby playing an essential role as one of the central organizations in Japan in the field of international exchange on women's issues.

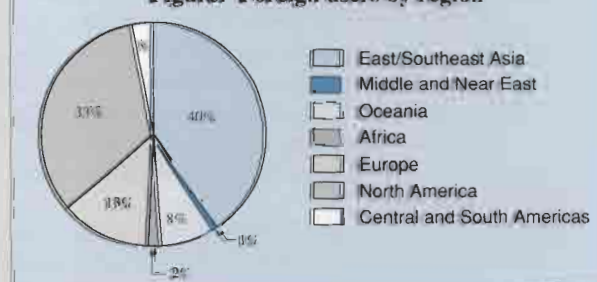
1. Foreign users

As of the end of 1994, a total of 30,000 people from 134

countries have visited the NWECC since its establishment. While 90% of foreign users are women, 10% are men.

By region, users from Asia, the closest to Japan, is the largest, followed by North America and Europe (see Figure). Breakdown by country shows that the Americans are the largest user, followed by Korea, China, Australia, En-

Figure: Foreign users by region



gland and Canada.

Breakdown by objective reveals that the most popular use recently is for training, followed by international conferences, international exchange, study and observation tours.

2. Information exchange with overseas counterparts

(1) Publication of English language newsletter

Since our first publication in 1984, NWEC Newsletter has been published biannually, mainly introducing activities at the NWEC and the situation concerning Japanese women. NWEC Newsletter is being sent to 1,305 organizations in 177 countries. In 1994, for the purpose of gaining greater audience to message from Japanese women and expanding sources of information on women around the world, we have expanded the number of subscribers adding 409 organizations to our list.

With a view to learning about local women's activities in every nation, and to strengthening networking through information exchange, NWEC Newsletter is sent mainly to women's groups and organizations, and to university and research organizations, and national liaison offices for the advancement of women.

By expanding the addressees and by using innovative ways, we have provided more information about the NWEC. Since then the materials on women received from various countries increased dramatically as well as requests for cooperation received at the NWEC, not just in quantitative terms but also qualitatively, i.e., greater sophistication in their contents.

Materials received have been stored in the NWEC's databases and are made available to Japanese users as valuable information.

(2) Publishing of English language materials

In addition to the Newsletter described above, the NWEC has compiled and published, between 1993 and 1994, the following materials introducing the NWEC.

"Introduction to National Women's Education Centre of Japan"

"Programmes Organised by the NWEC" (published every fiscal year)

"Welcome to National Women's Education Centre of Japan"

The NWEC also publishes English language reports on various programmes, disseminating the fruits of such programmes.

3. International Forum on Intercultural Exchange and International Seminar

Since 1985, the NWEC has conducted the International Forum on Intercultural Exchange every year with the objective of providing a forum for information exchange to those interested in international exchange, international cooperation and cross-cultural understanding as well as contributing to networking. Hundred to hundred and some eighty participants spend two nights and three days together and at times they have exceeded 200.

During the three years from 1991 and 1993, the International Forum adopted for its theme: "Women in Develop-

ment", in an endeavour to disseminate in Japan perspectives of women in development. In 1994, the International Year of the Family, a joint programme was held on family education co-sponsored with the International Seminar.

In 1995, the International Forum will be held from 15 to 17 November, two nights and three days, with reference to the Fourth International World Conference on Women and NGO Forum to be held in Beijing in September.

Apart from the International Forum on Intercultural Exchange, the NWEC organizes international seminars on information, family education and women's studies.

Contents of the Forum and Seminars are reported in the Newsletter. Proceedings are also published for the benefit of those who are interested. Interested persons are invited to get in touch with the NWEC.

4. Collection and Dissemination of Information on Organizations for International Exchange

The NWEC receives increasing requests to function as an information station on intercultural exchange activities on women. To respond to this important request, the NWEC collects and provides information on intercultural exchange groups concerning women throughout Japan. A directory, "Women in International Cultural Exchange - A Guide to Activity Groups" was published in 1992.

We have conducted a detailed survey and received responses from nearly 400 groups. The results will be processed in NWEC database by March 1996 as well as published as a booklet. The booklet may be translated in English in the future for the benefit of interested persons and groups overseas.

5. Programme Introducing Japan

Volunteering is an important part of NWEC's various programmes. In programmes specifically designed to introduce foreign users to Japanese tradition and culture, including an experience in Japanese tea ceremony and flower arrangement, volunteers are important ingredients.

6. Transmitting message from Japan

We have referred in 2-(1) that the NWEC receives numerous requests for cooperation including many wishing to have information on Japanese women. The NWEC Information Centre works to respond to such requests. Examples include requests for "successful cases on social participation programmes for old women in their early years", "information concerning childcare holidays in Japan" and "number of elected women representatives in national parliament".

In another form of cooperation, a foreign organization included our survey data in its published directory of organizations.

Having connected to the Internet as of January 1995, we expect that information exchange using electronic mail will increase in addition to the conventional forms of exchange through letters and facsimile.

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

SURVEY REPORT

STATUS OF JAPANESE WOMEN: INTERNATIONAL COMPARISON

Present status of Japanese women and some government measures (White Paper on Women FY 1994)

The Prime Minister's Office, with the cooperation of the government ministries and agencies which are members of the Headquarters for the Promotion of Gender Equality, compiled the "Fourth Report Concerning the New National Plan of Action — Present Status of Women and Government Measures", (a so-called White Paper on Women), which was duly submitted to the conference at the Headquarters on 9 December, 1995 and then presented to the cabinet meeting on the same day.

In the first section of the White Paper, an international comparison was done on the status of Japanese women, in preparation of the Fourth United Nations World Conference on Women, 1995. In its second section, the report sketches the progress of government measures adopted and implemented between fiscal 1993 and the first half of fiscal 1994.

Section 1: Present status of women in Japan Increase of late-marriage and divorce rate:

Japanese women marry late even by world standards. The divorce rate, while lower compared to advanced countries, is gradually increasing. In many developing regions of the world, women are marrying at an extremely young age. For example, nearly 50% of women in Africa, 40% in Asia, and 30% of women in Latin America marry by the time they reach their eighteenth birthday. In contrast, most women in advanced countries marry between 20 and 27 years of age. For the Japanese couple, however, the average age of their first marriage was, 26.1 for wife and 28.4 for husband, in 1993. The wife's first marriage age was the highest in that year since the end of World War Two and among the highest in the world. (See Table)

Table International comparison of demography

	fertility (thousand people)		mortality (thousand people)		infant mortality (thousand births)		marriage rate (thousand people)		divorce rate (thousand people)		total fertility ratio (TFR)	
Japan	'93	9.6	'93	7.1	'93	4.3	'93	6.4	'93	1.52	'93	1.46
USA	'92	*15.9	'92	*8.5	'92	*8.5	'91	*9.4	'91	*4.73	'91	*2.01
France	'92	*12.9	'92	*9.1	'91	*7.2	'91	*5.0	'90	1.87	'91	1.77
Germany	'92	*11.1	'92	*10.7	'90	7.0	'91	*6.5	'90	1.94	'90	1.48
Sweden	'92	*14.2	'92	*10.9	'91	6.2	'91	*4.7	'91	*2.20	'91	2.11
Britain	'92	*13.5	'91	*11.3	'91	*7.4	'89	6.8	'90	2.88	'90	1.85
Italy	'92	*9.9	'92	*9.6	'92	*8.3	'90	5.4	'90	0.48	'91	1.26

Note: * Former West Germany — no data.
Material (1) — Vital Statistics of Japan
Source: (2) — Other countries: United Nations Population and Vital Statistics Report, October 1995 for birth rate, mortality and infant mortality.
UN Demographic Yearbook, 1991 for marriage and divorce rates, Council of Europe, Recent Demographic Developments in Europe and North America, 1992 for total fertility rate.
Source for US statistics is drawn from UN, Monthly Vital Statistics Report, Vol. 42, No. 8, Supplement Sep. 9, 1993. English data calculated by Institute of Population Problems, Ministry of Health and Welfare, Japan, from UN Demographic Yearbook, 1991.

Divorce rate (number of divorces per population of one thousand) was 1.52 in 1993, the highest since the record was taken, but was lower compared to the U.S.A., Britain, Sweden, former West Germany and France. Incidentally, the divorce rate in Italy is lower than in Japan.

Fertility rate (total fertility rate TFR) is five to six in the

developing countries, among advanced countries, the fertility is low in Italy and the former West Germany while it is high in Sweden and the U.S.A. In Japan the TFR declined in 1993 to 1.46, the lowest since 1899 and belongs to an extremely low group even among the advanced countries.

Men's participation in household chores and child rearing:

An increasing number of Japanese men consider their families important compared to ten years ago. In contrast, however, to the situation in the West where the care of small children is considered the responsibility of the whole family, Japanese husbands consider the job the responsibility of their wives and consequently few take part in it.

Young people's attitudes about marriage, family and divorce:

Our survey revealed that more than 70% of youth questioned responded positively to marriage compared to the Western societies where the favourable ratio is not so high. Approximately one third of those questioned affirmed the notion that basically "man should work outside the home while women should stay at home". Half, however, did not agree with this concept. In contrast, in western countries the majority is opposed to this notion. In Sweden, in particular, 90% is against. On the question of divorce, Japanese society is more lenient compared to Korea and the Philippines but not to the extent in the Western countries.

International comparison of attitudes on gender equality:

In every country the sense of equality is high while at school. There are, however, many women who feel that men are given preferential treatment in the field of politics, social custom, habits and mores, and at work. Comparison by country showed that the women in Korea and Japan felt that men were treated with greater privilege in general. The sense of equality between gender was high in the Western countries, and the Philippines among the countries of Asia.

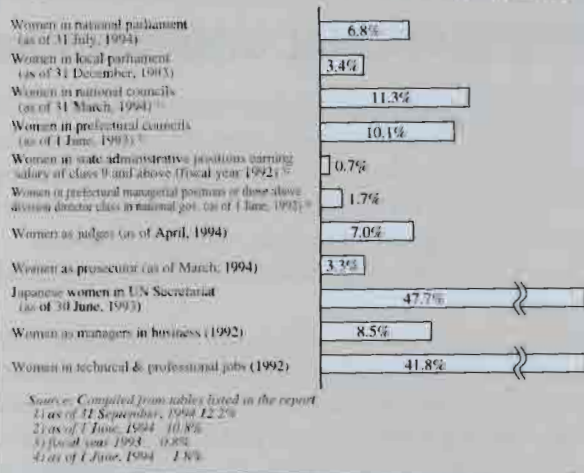
High level of participation of women in public sector in Northern Europe:

In Scandinavian countries there is an extremely high ratio of women who are elected to sit in national parliaments, take office as ministers of the cabinet and occupy managerial positions in central government offices. In contrast, the level of participation of Japanese women is still low. In 1994, however, for the first time a woman was appointed judge in the Supreme Court, Director-General (Cabinet Minister) of the Agency of Cultural Affairs and Director-General of the Social Insurance Agency. (See Figure 1)

Women's advance into higher education:

In Japan more female, compared to male, advance to university and two-year colleges. There is a clear trend

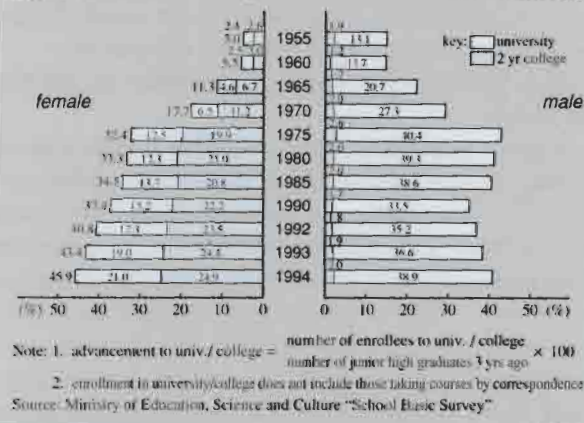
Figure 1 Ratio of women in respective fields of activity



towards a narrowing gap between male and female students advancing to university. While the system of education and method of taking statistics differ, there is a substantially higher rate of female students (as opposed to male) advancing to university in the U.S.A. (See Figure 2)

Female students are concentrated in Humanities and Home Economics departments, in Britain and the former West Germany, however, there is less concentration between male and female students in their choice of field of studies compared to Japan.

Figure 2 Enrollment in higher education (university and college)



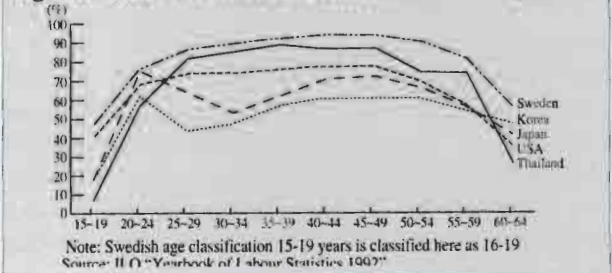
Women's re-entry into labour market:

Japanese women re-enter labour market after they complete child rearing (M curve). Among advanced societies, women's labour participation rate remains more or less the same from the age of 20 to 49. In Japan, there is a peak in female labour participation at 20 to 25 years of age and another between 45 to 49 years of age. The participation rate dips between the age of 30 to 34 showing a typical M curve. (See Figure 3)

In 1994, the labour market participation of Japanese women was 50.3%, and the unemployment rate was 2.6%. Among the non-working population, housewives are on the increase.

The number of working women was 26.1 million, which shows a decrease after 18 years. Women in employment stood at 20.09 million, or 77% of the total employment, showing a steady and constant increase. Women now account for 38.6% of the total number of those gainfully employed.

Figure 3 Female labour rate (International Comparison)



Working conditions:

Wage discrepancy among sexes broken down by age group shows that the discrepancy is small in young age groups but expands in middle and senior age groups. Working hours are shorter for women.

Women work in diverse working patterns:

Recently there is an increasing number of part-time workers centered mainly around women. In non-agriculture-forestry sectors, women workers who work less than 35 hours a week accounted for 31.8% in 1993.

Female university graduates have difficulty finding employment:

While employment rate of female graduates from junior and senior high schools has been declining as a trend, the employment rate of university graduates has also marked a decrease after 1992. In 1993, the employment rate of university graduates was 67.6% for women and 71.8% for men.

Increase in one-generation households of older people:

Compared to Western countries, although there are more senior citizens who live with their children, the number of households of senior citizens living alone is increasing. Against the backdrop of rapid aging process in Japan, there is today a shift from the three-generation households prevalent in Asia, to a single household of senior people or couples prevalent in the West.

Japanese men, at advanced age, are also less involved in house work:

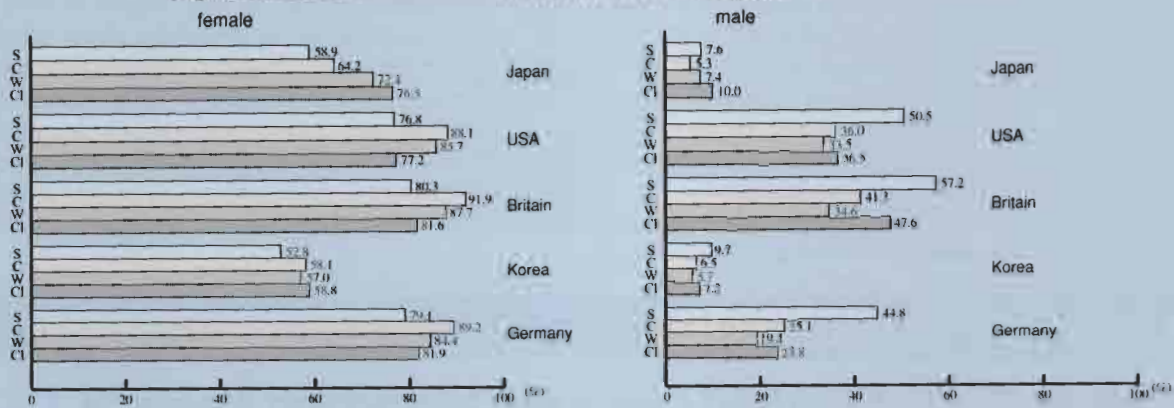
Among older people, men do little house work in Japan and Korea but 20 to 50% of men in the U.S.A., Britain and Germany say they do their own housework. (See Figure 4)

Section Two: Government measures

Based on the New National Plan of Action towards the Year 2000" (First revision in 1991), various measures were put in place. In 1994, the Headquarters for the Planning and Promoting of Policies Relating to Women was replaced by the Headquarters for the Promotion of Gender Equality as part of improving the institutional set-up.

(Office for Gender Equality, Prime Minister's Office)

Figure 4: Household division of labour in selected countries



S: shopping, C: cooking, W: washing, Cl: cleaning
Source: General Affairs Agency "Third International Survey on Life and Attitudes of Senior Citizens"

ON THE REPORT OF SURVEY CONCERNING LIFE AND WORKING CONDITIONS OF MOTHERS WITH PRE-SCHOOL CHILDREN

The survey was conducted for the purpose of understanding the present situation of work and child rearing of female workers who are caring of pre-school children in order to contribute to the implementing measures that will ensure harmony and balance between their working life and family life. The survey was commissioned by the Ministry of Labour and carried out by the Japan Women and Young Workers Society.

The survey was conducted on individual as well as enterprise basis. The survey targeted all industries except agriculture and forestry and geographically covered the whole of Japan with the exception of some isolated islands. The 6,500 female workers with pre-school children (ages 1 to 6) employed at 2,200 enterprises listed in the first or second sections of securities exchange in Tokyo, Osaka and Nagoya were sent questionnaire. The number of effective responses were 792 enterprises (effective rate of response of 36.8%) and 1,371 persons (effective response

rate of 21.3%).

Some data gleaned from surveying enterprises are shown in Figures 1 and 2. Figure 1 shows breakdown by industry and Figure 2, the size of business. High percentage of enterprises (96.3%) had a provision for childcare leave. In terms of enterprise welfare system for workers with childcare responsibilities, the greatest number of companies "offered shorter working hours" (50.5%), followed by "exemption from overtime work" (43.1%). A few companies had childcare facilities on business grounds (0.6%).

Table: Use of Childcare Leave Rights by Age of Child, Length of Childcare Leave (%)

Breakdown	Total	Used childcare leave rights	Length of childcare leave:					Did not use childcare leave rights	No availability of childcare leave	No response
			Up to six months	From 6 months to age 1	Up to age 1	Until after the 1st birthday	No response			
			(%)	(%)	(%)	(%)	(%)			
Age of child										
1 to 1.5 years	100.0	74.9 (100.0)	(36.7)	(34.4)	(27.0)	(1.9)	(-)	24.0	1.2	-
1.5 to 2 years	100.0	68.5 (100.0)	(23.6)	(36.4)	(33.9)	(6.1)	(-)	27.8	2.5	1.2
2 years	100.0	37.1 (100.0)	(23.9)	(37.6)	(29.4)	(9.2)	(-)	29.6	33.0	0.3
3 years	100.0	23.1 (100.0)	(40.5)	(19.0)	(35.7)	(4.8)	(-)	20.3	56.0	0.6
4 years	100.0	14.2 (100.0)	(52.6)	(15.8)	(15.8)	(15.8)	(-)	14.2	70.9	0.8
5 years	100.0	9.9 (100.0)	(70.0)	(20.0)	(10.0)	(-)	(-)	15.8	71.3	3.0
6 years	100.0	14.3 (100.0)	(66.7)	(22.2)	(11.1)	(-)	(-)	12.7	73.0	-

Osaka and Nagoya were sent questionnaire. The number of effective responses were 792 enterprises (effective rate of response of 36.8%) and 1,371 persons (effective response

rate of 21.3%). Surveys on individuals had the following results. 44.9% of female workers benefited from childcare leave system. The breakdown by age of dependent children revealed (as of 1 December, 1993) that 74.9% used the scheme when their children were "1 to less than 1.5 years old" and 68.5% used the scheme when their children were between the age of 1.5 to 2 (not inclusive). Only 37.1% of mothers used the scheme when their children reached age 2. This may reflect the fact that the Childcare Leave Law had gone into effect on 1 April, 1992. (please see the Table)

Fifty per cent of mothers left their children in the care of "public childcare centers" and "private licensed childcare centers" but nearly forty per cent left their children with their parent(s) or in-laws or other relatives. For working mothers in three generation families, (living with child, her husband

Figure 1 Breakdown of Enterprises by Industry

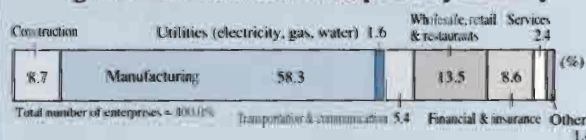
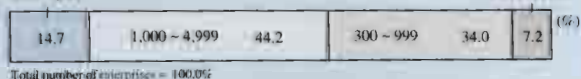


Figure 2 Breakdown of Enterprises by Number of Employees over 5,000



and his or her parents), sixty per cent replied that they left their children in the care of relatives. In nuclear families ("mother and child" or "mother and child and husband") more than sixty per cent depended on childcare centers.

How many husbands participated in childcare? More than eighty per cent of their husbands were taking care of their child in one way or another. Some needed "to be asked" while others "did it at their own initiative."

What did the working mothers think were needed to help them carry out both responsibilities at work as well as caring

for their child. Many women (63.3%) replied that they wanted "extension of service time at childcare facilities as well as services extended on holidays". Other popular requests were financial: "financial assistance to cover childcare expenses", "tax reduction for families with children". Other high request items concerned childcare facilities: "improvement of childcare facilities (greater capacity as well as extension of services to include infant nursing)" and "location of childcare facilities on business grounds".

JAPANESE WOMEN TODAY

Tentative Draft of Revised Civil Law Concerning Marriage System Made Public

The Civil Law Committee of the Legal Council is engaged in deliberation for the purpose of generally reviewing the institution of marriage and divorce as well as the current institution regarding inheritance of child born out of lawful wedlock. The Committee agreed on 12 July, 1994 to make public the results of the deliberation up to that date by compiling a report by its secretariat titled: "Tentative Draft of Revised Civil Law Concerning Marriage etc." The draft was opened to public review and inquiry in the name of the Office of the Councilors, Civil Affairs Bureau, Ministry of Justice, and a large number of various opinions were submitted.

The Committee has been engaged in the work of reviewing the legal system concerning marriage and divorce since January 1991. The review is based on 1) the government policy concerning promotion of the status of women, 2) the need to dissolve disadvantages to women as a result of changing her surname due to marriage, 3) the Supreme Court judgement concerning claim for divorce filed by responsible spouse and 4) changes made in legal systems in other countries. At the same time, it had taken up for deliberation issues concerning inheritance of nonlegitimate child which has been the subject of growing national debate as well as the international trend against distinguishing legitimate and nonlegitimate child in inheritance.

In the future the Committee will refer to opinions regarding the tentative draft of revision and reopen deliberation for the purpose of drafting a revised outline.

OUTLINE OF TENTATIVE DRAFT:

1. Direction of tentative draft

The current law will be revised from the perspective of the respect for freedom of individuals in family life, and of the respect for individuals in marriage relations as well as building equal relations between men and women.

2. Substance of the tentative draft

(1) Requirements of marriage

- a) Minimum age of marriage should be eighteen years

for both men and women from the position of the equality of sexes.

- b) Regarding prohibition of the period of remarriage, from the point of view of guaranteeing freedom of marriage of women, the period prohibiting marriage shall be hundred days which is the minimum period required to avoid duplication of presumed legitimacy of birth.
- c) Remarriage of spouse following the adjudication of disappearance and cancellation of the said adjudication shall not, from the point of view of ensuring stable social relations, impact remarriage in the case of cancellation of report for the missing.

(2) Effectiveness of marriage

- a) With regard to the surname of the married couple, from the point of view of improving the status of women, the selective separate name system will be adopted recognizing that married couple may choose to continue to use his or her name prior to marriage. However, with regard to how the system will be implemented and how the name of the couple's child will be treated, three possibilities are shown and this point will be continued to be studied:

Plan A : While the couple will, in principle, determine the surname to be used at the time of marriage, the couple may choose not to make that decision and use their prior respective names. However, there shall be a common name for the offspring and the couple shall determine such surname at the time of marriage.

Plan B : In principle, surname shall not be changed by marriage. The couple, therefore, may by agreement share a common surname. Child's surname shall be determined by the couple for each child. In which case it is recognized that brothers and sisters may have different surnames.

Plan C: The couple shall determine their surname at the time of marriage, but the spouse whose surname is not chosen as the surname, may use the pre-marriage surname as an alternative as an indication of self in accordance with the notification provided for in the Family Registration Law. Child's surname shall be the same as the couple's as under the present law.

b) With regard to the right of the couple to cancel their contract, from the point of view of respecting equal relations between the sexes, the current system which enables one of the spouses to cancel the contract any time shall be abrogated.

(3) On divorce:

a) Regarding the access to children following divorce, from the point of view of the welfare of the child after the divorce, a clear provision will be made to recognize the right of the non-custodian parent to have relations with the child.

b) With regard to settlement of property following divorce, from the point of view of ensuring equity of property between the couple following divorce, concrete factors to be considered in settlement shall be listed.

c) With regard to causes of divorce, from the point of view of recognizing that the welfare of the spouses comes from their liberation from broken marriage relations, it shall be made clear that breakdown alone is a sufficient cause of divorce. At the same time, the absence of common life over five years, which is an objective symptom of broken marriage relations, will be added to the cause of divorce.

(4) On inheritance:

Inheritance of nonlegitimate child, from the point of view of protecting the rights of nonlegitimate child in inheritance, where both legitimate and nonlegitimate children are coinheritors, their portions of inheritance shall be the same. (*Office of the Councilor, Bureau of Civil Affairs, Ministry of Justice*)

On Appointment of Coordinator for Women's Education Policies

On 1 October, 1994, a coordinator for women's policies was appointed at the Women's Education Division, Lifelong Learning Bureau of the Ministry of Education, Science and Culture. This is the first officer among government ministries with the title of women's policy appearing in official legal document.

The appointment of a new administrative officer with a new mandate reflects the long years of efforts made by advocates of women's interests that realization of a society of gender equality, an important policy objective of Japan, requires an institutional setup which will promote women's policies in a comprehensive manner at the national level. Earlier, Headquarters for the Promotion of Gender Equality had been established with the Prime Minister at its head.

The Ministry of Education, Science and Culture which is one of the main governmental ministries and agencies responsible for the Headquarters, took the step towards strengthening its coordinating function with regard to women's education policies by appointing a position of the coordinator.

The mandate of the new coordinator is to plan and liaise/coordinate policies with regard to improvement and dissemination of women's education in connection to the building of a society of gender equality.

More specifically, the coordinator's responsibilities include 1) to conduct specialized research on educational policy/measures concerning women, 2) to communicate matters regarding educational policy/measures in relation to women (including liaison with the Headquarters for the Promotion of Gender Equality as well as other related gov-

ernment ministries and agencies, liaison/coordination under instructions from the officer in charge of gender equality programmes, 3) general planning for projects aimed at attitudinal changes required to build a society of gender equality, 4) guidance and advice to educational organizations and boards of education, 5) specialized survey on women's studies, and analysis and dissemination of survey results, and 6) collection and analysis of information concerning women's education and related policy/measures published by the United Nations, ESCAP and other international organizations as well as other countries. By taking these responsibilities, the coordinator will contribute to the promotion of women's educational policy/measures towards preparing conditions to enable women's full and equal participation in society as well as to encourage the most important attitudinal changes on the part of both women and men through the coordination and promotion of educational policy/measures related to the "New National Plan of Action towards the Year 2000" adopted by the Headquarters for the Promotion of Gender Equality.

The 4th World Conference on Women, the first to be held in Asia, is scheduled to be held later in the year in Beijing, China where its action platform is expected to be adopted. In following up the conference the platform must be translated into domestic policy/measures. There is a need to review measures related to women's education from the point of view of advancement of women's status and building a society of gender equality.

(*Women's Education Division, Lifelong Learning Bureau, Ministry of Education, Science and Culture*)

WOMEN'S GROUPS IN JAPAN

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

The Organization of Educational Scholars of Home Economy

The Organization of Educational Scholars of Home Economy began its activities in August 1966 at the initiative of seven scholars. It marks its thirtieth anniversary this year. The Organization has carried out activities with the objective of establishing home economy education which ensures protection of life and livelihood based on the concepts of equality, human rights and peace. Its membership consists of educators and scholars on home economy from primary school to university as well as many who are interested in the subject around the country.

Beginning in April 1994 all Japanese high schools offered courses on home economy for girl as well as boy students. This was an epoch-making event putting an end to an era when home economy was a compulsory subject for girl students alone. It is now part of the curriculum for all students regardless of gender. In retrospect, we can say that our activities in the last thirty years were geared to making home economy a compulsory subject for all students.

On the research side, the Organization compiled draft curriculum on "Home" intended for all pupils and students from primary to junior and senior high schools as a compulsory course. The curriculum was drafted from a practical approach to the question; what should students learn from the subject and how. The voices of children and youth were reflected in putting together subject on the workings and structure of the family life. In other words, curriculum was constructed to follow the development path of their perceptive process. The process of actual learning was theoretical as well as experimental, that is to say, students lived out at

home what they learned at school.

To make educational activities fruitful, the Organization participates in activities related to improving educational conditions and those related to family life.

The Organization organizes three-day study meetings in summer, residential study meetings in winter and spring as well as public seminars in spring and autumn. In addition there are numerous circle activities throughout the nation at prefectural and local levels.

The Organization also publishes bulletins and annual research reports as well as the monthly magazine "Home Economy" (A5, 80 pages) providing information to teachers of home economy throughout the nation. From time to time the Organization also publishes booklets on how classes, theoretical and practical, were given at schools, analyzed by school categories. Recipes useful as materials in classrooms as well as in the kitchen in many homes are also published.

The current president is Reiko Maruoka.

For further information, please contact:

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The Association of Working Women

The Association of Working Women was established in October 1968 with the express objective of improving women's attributes and status. It has consistently addressed and acted to resolve issues of middle-aged women working in non-union small enterprises.

Most of the members are working heads of one parent family, working single women and those who work to complement household income.

The objectives of their activities are: 1) to abolish all forms of discrimination against women and to pursue meaningful work in pleasant environment, 2) to create appropriate conditions to ensure a sense of security for women at work in an aging society, 3) to learn broad range of subjects to improve the status of working women and to aim at the realization of a society where both women and men participate as partners, and 4) to check environmental destruction

and protect our planet through networking.

One of the main activities of the Association was to conduct three surveys looking into the situation of middle-aged women working in non-union enterprises. The surveys revealed that women working in non-union enterprises were forced to work in terrible conditions which do not respect the Labour Standards Law nor the Equal Employment Opportunity Law. Women suffer from long working hours, low wages, and discrimination of both gender and age. Based on the result of the surveys the Association articulated the voice of working women in politics and demanded the revision of the Pension Law and enactment of the Care Respite Law.

It has also established women's classes to give women opportunities for self-development. This year is the nineteenth year since the classes were first established. In the nineteen years more than thousand women have graduated from the classes. Under the general theme of "working is

learning”, those who have attended the classes have been awakened to human rights protection as well as demanding other rights. They are standing up to change their working environment.

A member of the Association who has been volunteering in the last twenty-six years is making an important social contribution by visiting nursing homes and facilities of physi-



cally handicapped persons offering her expertise, hair cut. The Association also publishes a biannual bulletin: “Working Women”. The latest is the 42nd issue.

The members of the Association have participated in many activities to promote peace and international cooperation with other women’s organizations. Representative members have participated in the United Nations World Conference on Women which takes place once in ten years from the first to third conferences and carried out active exchange.

The Association of Working Women will continue to develop grassroots activities from the perspective of human rights and as a new source of power, to usher in a new century where women have their rightful place in society.

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PUBLICATION

ENGLISH BOOKS ON JAPANESE WOMEN

1. INTERNATIONAL COMPARATIVE SURVEY CONCERNING ISSUES CONFRONTING WOMEN

(published by Tokyo Metropolitan Government, 2-8-1 Nishi-shinjuku, Shinjuku-ku, Tokyo 163-01 Japan. 1994. 269 pages.)

This book consists of two parts. The first part is the results of an international survey on women’s issues conducted by the Tokyo Metropolitan Government. The survey was carried out with women aged 20 or more years in the countries of France, Germany, Japan, Korea, the Philippines, Sweden, the United Kingdom, and the United States.

In the second part, the factors behind the survey findings were investigated through a study of documentation concerning the current status and policy related to women’s issues in the above-mentioned seven countries.

2. JAPANESE WOMEN WRITERS: A BIO-CRITICAL SOURCEBOOK

(published by Greenwood Press. 1994. 524 pages. ISBN 0-313-25486-9.)

This volume aims to serve a tandem purpose: first, as a bio-critical reference book to provide cultural and literary insights into the lives and works of major Japanese women writers; and second, as a guide to comparative studies of Japa-

nese women from various perspectives, focusing, for example, on life course, career pattern, social mobility, familial roles, and self-image.

The wide-ranging, in-depth coverage encompasses fifty-eight women writers from the 9th century to the present. All of them fall into the category of “main-stream” writers in that they occupy prominent places in Japan’s literacy history.

3. STAYING ON THE LINE: BLUE-COLLAR WOMEN IN CONTEMPORARY JAPAN

(by Glenda S. Roberts. Published by University of Hawaii Press. 1994. 198 pages. ISBN 0-8248-1531-9, 0-824-1579 (pbk.).)

As a portrayal of modern Japanese women, this book fills an important gap in the anthropology of Japan, enlarging our focus on working women rather than stay-at-home housewives, on blue- rather than white-collar workers, on permanent rather than part-time employees. A significant contribution to ethnographic literature on the workforce and to the field of Japanese studies, this work will be of great interest to both scholars and students of women’s studies, Japanese studies, and comparative labour studies.



INTRODUCING NWEC

1. APPOINTMENT OF THE NEW DIRECTOR-GENERAL

As of 1 April 1995, Ms. Teruko Ohno was appointed to the new Director-General of NWEC. She served from 1987 to 31 March 1995 as Head of Women's Education Division, Lifelong Learning Bureau, Ministry of Education, Science and Culture.

2. PUBLICATIONS

(1) JAPANESE JOURNAL OF WOMEN'S EDUCATION (IN JAPANESE)

The Journal is published with the objective of providing information relating to women's education in Japan and elsewhere. The latest issue, No. 31, was published in March, 1995. It featured a special theme: "Statistics and promotion of women-related policies". In order to effectively promote women-related policies, an objective data compiled by gender is essential. One cannot say, however, that there is sufficient statistical data on this matter. The United Nations and related agencies are now beginning to review national statistical systems. In Japan too, there is a visible move pointing to the need of compiling statistics by gender. The Journal focuses on the new moves surrounding statistics and highlights problems of existing statistical systems and studies desired statistical approach in the future.

婦人教育情報



(2) REPORT ON PROGRAMME RESEARCH FOR CHANGING STEREO-TYPED GENDER ROLES AMONG YOUNG MEN AND WOMEN (IN JAPANESE)

The NWEC implemented a three-year programme beginning fiscal 1992, with the objective of researching from interdisciplinary and practical perspectives, opportunities to nurture attitudes and ability to chose one's life, free from conventional restraints of stereo-typed gender roles. The programme research was conducted with the cooperation of scholars and staff personnel at women and youth education facilities. The Report compiles the results.

(3) REPORT ON THE 1994 NWEC TRAINING COURSE FOR INFORMATION PROCESSING ON WOMEN'S ISSUES (IN ENGLISH)

The 1994 NWEC Training Course for Information Processing on Women's Issues was conducted from 28 July to 7 September. The document compiles together reports filed by trainees from Macao, Papua New Guinea, China and Maldives. The theme for the training course



was: "Gender differences in daily time allocation and time structure". The Report analyzes the impact of differences; i.e., whether the wife works, whether the couple has children or differences in the forms of work, on allocation and use of time between married couples and between men and women. If you are interested in the Report, please contact us.

3. INTRODUCING FY1995 NWEC PROGRAMMES

(1) THE 1995 NWEC TRAINING COURSE FOR INFORMATION PROCESSING ON WOMEN'S ISSUES

The programme targets participants from the Asia-Pacific region. This year the programme will take place from 20 July to 30 August. This year the curriculum is revised with



a main focus on the acquisition of multimedia skills.

(2) INTERNATIONAL FORUM ON INTERCULTURAL EXCHANGE 1995

The 1995 Forum will be held from 15 to 17 November, with reference to the Fourth International World Conference on Women and NGO Forum.

EDITOR'S NOTE

Our Newsletter is sent to 1,305 organizations (including individuals) in 177 countries, as of March 1995. We are still considering ways to expand the number of addressees to promote greater exchange of information. If you know of any organization or organizations which today do not receive our Newsletter but should, in your opinion, please let us know at the following address.

We also welcome your views and questions regarding NWEC Newsletter.

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Visitors from Africa