

# NWEC

## NEWSLETTER

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

### ON THE NEW BEGINNING OF INDEPENDENT ADMINISTRATIVE INSTITUTION - NATIONAL WOMEN'S EDUCATION CENTER

As part of the Government's administrative reform, Independent Administrative Institution - National Women's Education Center was established on April 1, 2001. For 23 years and 9 months since the establishment of the former National Women's Education Center, we have enjoyed your generous support for which we are most grateful and would like to request your continued guidance and support.

On April 1, 2001 the Minister of Education, Culture, Sports, Science and Technology gave us an instruction regarding 'Medium-term Objectives of Independent Administrative Institution - National Women's Education Center' setting out our operational goals for the next five years. The same day, we applied for an approval of the Medium-term Plan and the Operational Manual. They were approved on April 2, 2001. On April 4, 2001 the Center submitted Plans for Administrative Operations for FY2001.

The Institution will carry out its operation based on the medium-term objectives (5 years) set out by the Minister. In these objectives, the Institution will play an important role as a national center to promote women's education and at the same time to contribute to the formation of a gender-equal society. The center is also expected to offer services that meet the needs of the nation in line with the objectives of the administrative reform, and to provide an effective and efficient administrative operation.

In the FY2001 program, we plan to organize and implement new programs including 'Comparative

International Research on Women's Interest in Learning and their Learning Behavior' and 'International Training Course on Processing Women's Information'. Additionally 'International Forum on Women's Information'

and 'Seminar on Support for Women's Empowerment' are being planned.

Regarding the buildings and facilities, we plan systematically to repair and renovate in order to ensure users more comfort and satisfaction.

The ground rules for using the Center's facilities were in principle for overnight stay, even though day users were accepted in order to meet their interests in pursuing lifelong learning activities. To coincide with National Women's Education Center becoming an Independent Administrative Institution, general public may now use the Center as long as it is in line with



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objectives set out by the Institution. We particularly encourage use for programs for high-school students, etc. that contribute to nurturing awareness for gender-equality such as study meetings on women's and educational issues, comprehensive learning and school trips planned and accompanied by parents and teachers.

We will do everything to further enhance women related issues including study and exchange among those related to the subject of women's education, special study and research on women's and home education, collecting and providing women's information and co-ordination

with other women related facilities. In other words, we will strengthen our function as the network base for organizations and groups in Japan and outside alike.

Our staff and I are determined to continue in our efforts to improve our operations. We look forward to your continued guidance, cooperation and support.

*Teruko OHNO, President*

Independent Administrative Institution  
- National Women's Education Center

## **STRENGTHENING OF THE NATIONAL MACHINERY IN CONJUNCTION WITH REFORMS INCLUDING THAT OF THE CENTRAL GOVERNMENT**

In the January 2001 reform of the Central Government a Cabinet Office headed by the Prime Minister was established in the cabinet as a means of strengthening the support system assisting the Prime Minister. The Cabinet Office is mandated to assist Cabinet Ministers in the planning and overall coordination of important policies of the cabinet and under the leadership of the Prime Minister, is responsible for diverse and far-reaching issues of national importance. The Cabinet Office is to be responsible for promoting the formation of a gender-equal society as an important issue closely related to citizens' lives and society in the 21<sup>st</sup> Century.

Reflecting the importance of the system to promote the formation of a gender-equal society, a Council for Gender Equality and a Gender Equality Bureau have been established within the Cabinet Office, markedly enhancing and strengthening conventional measures and systems.

### **Council for Gender Equality**

A Council for Gender Equality was established within the Cabinet Office as one of the councils concerned with important policies. The Council will inherit and further develop the functions of the former council bearing the same name. The Chief Cabinet Minister, who serves concurrently as Minister for Gender Equality, will preside over the Council, which is comprised of the ministers of each of the twelve ministries and twelve intellectuals. In addition to studying and deliberating important issues, basic measures and basic policies related to promoting the formation of a gender-equal society, the Council will monitor the implementation status of such measures and

survey the effects of government measures on the formation of a gender-equal society.

In February 2001, the Council established a specialist committee to study measures to support the harmonization of work and child raising. The Committee convened seven times to deliberate on the issue and submitted a final report to the Council in May of the same year and thus accomplished its task.

At present, the Specialist Committee on Basic Issues, the Specialist Committee on Violence against Women, the Specialist Committee on Monitoring and Dealing with Complaints and the Specialist Committee on Surveying Effects have been established within the Council. Within these four specialist committees specialized investigations on a variety of issues related to promoting the formation of a gender-equal society are underway.

### **Gender Equality Bureau, Cabinet Office**

In addition to functioning as the secretariat for the Council for Gender Equality, the Gender Equality Bureau is responsible for formulating and coordinating the overall plans of the government relating to the promotion of the formation of a gender-equal society. It is also responsible for promoting measures based on the Basic Plan for Gender Equality; compiling an annual report on the state of the formation of the gender-equal society and related measures. It is also responsible for promoting gender equality in measures and policy decision-making processes such as promoting the appointment as well as promoting in general female national public servants and the appointment of women to national advisory councils

and committees. Enlightening the public and popularizing the Basic Law for a Gender-equal Society falls within its mandate as organizing various enlightenment programs in collaboration with local government entities and private organizations and engaging in international cooperation and collaborating with international organizations concerned with gender equality.

### Minister for Gender Equality

As a means of strengthening the structure in conjunction with central government reform and with the aim of expeditiously and effectively coordinating measures, the position of Minister for Gender Equality was established as a minister of state with a special mission.

### Headquarters for the Promotion of Gender Equality

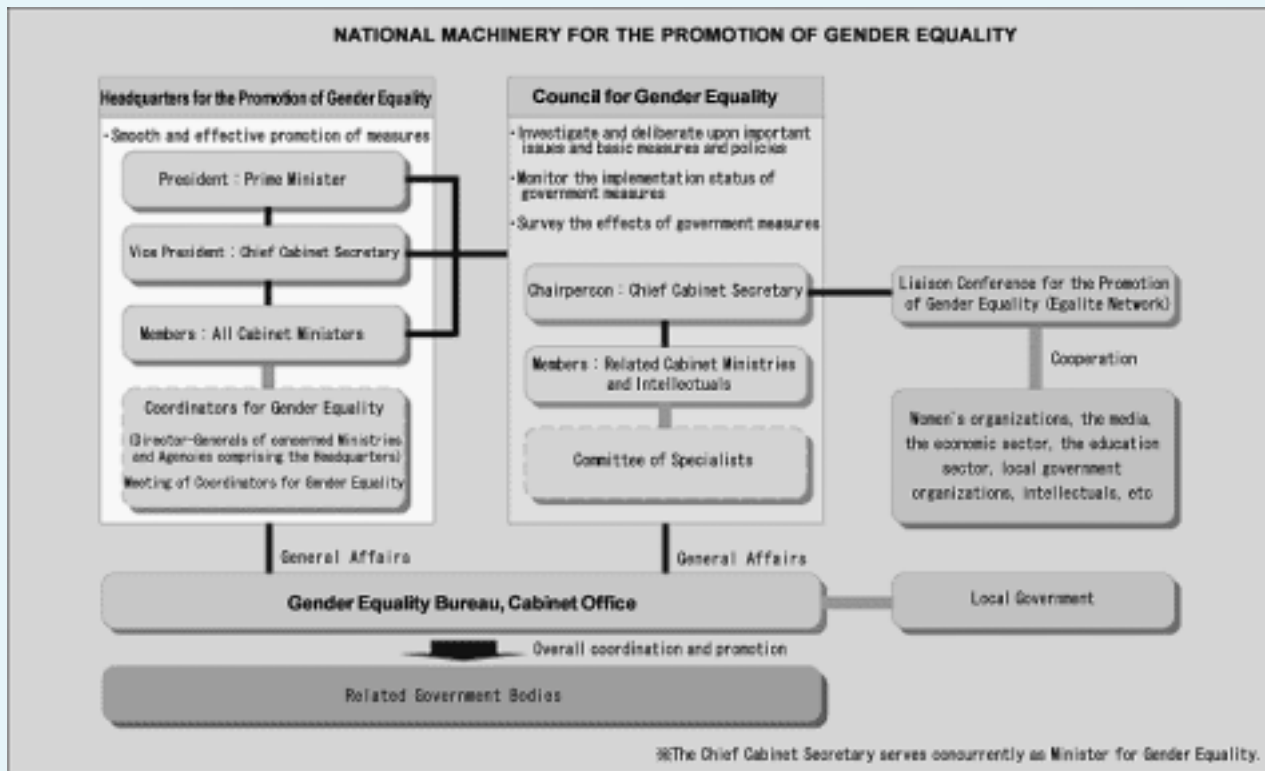
With the aim of facilitating smooth and effective implementation of measures related to promoting the formation of a gender-equal society, the Headquarters

for the Promotion of Gender Equality (President: Prime Minister; Vice-President: Chief Cabinet Secretary; Members: all cabinet ministers) has been retained within the Cabinet notwithstanding the central government reform. Recent activities include decisions on “the promotion of the appointment of women to national advisory councils and committees” (August 2000); “Gender Equality Week” (December 2000); “promotion of the appointment and promotion of female national public servants” and “actions to eliminate violence against women” (June 2001).

### Conclusion

In accordance with the Basic Law for a Gender-equal Society promulgated in June 1999, the Basic Plan for Gender Equality was formulated in December 2000. The Government will make full use of the strengthened functions of the National Machinery to forcefully promote the formation of a gender-equal society in line with the Basic Law and the Basic Plan.

(Gender Equality Bureau, the Cabinet Office)



## SEMINAR FOR WOMEN'S INFORMATION

The Seminar for Women's Information was held on March 16, 2001 at which two distinguished speakers were invited. They were Ms. Marjet Douze, Deputy Manager/ Head Department, Information Service, International Information Centre and Archives for the Women's Movement (IIAV) based in the Netherlands and Ms. Edith Ofwona Adera of Kenya who serves as the Senior Program Officer of the International Development Research Centre, Canada, (IDRC) in charge of East and Southern Africa

The objectives of this Seminar were to learn from the expert guest speakers of the kinds of international activities their organizations were involved in with regard to women's information. An exchange of views concerning women's information and information and communication technology (ICT) would be encouraged with the thought of reflecting them in our future information related programs.

At the outset Ms. Douze shared with the participants the experience of IIAV in setting up its website and the development of their on-line database. The 'Mapping the World', in particular, plays an important role in the international operations of IIAV, providing the database for women's information worldwide. She then gave an outline of 'European Women's Thesaurus' (EWT), which is an information searching mechanism on the Internet. After referring to the organization and the outcome of the Know How Conference of 1998 at which women's information centers around the world were present, Ms. Douze went on to tell us about two of their future projects for the purpose of international co-operation. One such project was organizing and creating information on the Internet and the other was collecting new knowledge through the experts' network. ('European Women Action 2000', 'Gender and Water', 'Sharing Knowledge to Combat Violence against Women')

International Development Research Centre (IDRC) is an organization involved in development issues internationally. Ms. Adera outlined gender strategies employed by the centre, highlighting two approaches: one to make gender the mainstream for ICT related programs and the other to focus women through their empowerment. She then discussed plans and activities with gender dimensions that were implemented within the field of ICT related programs such as Pan Initiative, Bellanet and Acacia Initiative. Finally, Ms. Adera referred to the research conducted by ELSA (Evaluation and Learning System for Acacia) and concluded that policy on gender and ICT would need to be set up to enable



women to utilize new technology.

Despite it being held at the end of the fiscal year when everybody was frantically busy, the seminar provided an opportunity for lively discussions among 40 or so participants that included members of Research Committee of Thesaurus on Women's Education of this Center and members of the Support Project for Training of ICT for Staff at Women's Facilities as well as information officers of women's facilities.

The Center is planning a number of information related programs during this fiscal year. One of them is 'International Course on Women's Information Processing'. This is a new format of the twelve-year program, 'NWEC Training Course for Information Processing on Women's Issues'. The Study Course on information processing technology will take place from November 11 to 17, 2001, with thirty-five participants, administration officers of the Asia-Pacific regions including Japan and leaders of NGOs. Another is the annual International Forum, which is organized in November. This year, it will take place on November 17 and 18, 2001, under the theme of 'Women's Information', for which experts from overseas will be invited as would the participants of the Study Course mentioned above. In addition, a domestic program, 'Support Project for Training of ICT for Staff at Women's Facilities' is being organized with the objective of creating an ICT learning system. Our intention is to link this project with the above-mentioned two international programs, to encourage acquisition of technical knowledge and promote the formation of the international information network.

The seminar may be said to have had a positive impact in providing us opportunities to evaluate the contents of our programs and to establish a network with other international organizations.

(Kazue AOKI, Chief, International Exchange Unit, Information and International Exchange Division, NWEC)



## SEMINAR FOR OFFICERS OF WOMEN'S EDUCATION

Since 1996, the National Women's Education Center, under commission from Japan International Cooperation Agency (JICA), has been organizing the Seminar for Women's Education Officers. This seminar is intended for officers involved in women's education in developing countries.

The objectives of the seminar can be summarized into two main issues. One is, through lectures and discussions as well as study visits to educational facilities in Japan, to provide participants opportunities to study policies on promoting women's education in their own countries. The other is to encourage exchange of ideas and information on various problems regarding their education system and functions and policies.

The seminar has an opening for 9 trainees who will be selected according to the following procedure. Each year JICA will send a notice of application to a number of pre-selected countries. On receipt of the notice, governments wishing to participate in the program should mail required forms and recommendation letter. Selection

will be made based on those documents. So far, 56 trainees (including 6 men) participated from 38 countries, mainly from Asia and Africa. (See the attached table.) Incidentally, pre-selection is made taking into consideration countries that have given this Seminar a high priority. Of the countries from which 4 trainees have participated to date, the governments of Malawi, Tanzania and Cambodia have sent one trainee every year since 1997. These show commitments on policies on women by the governments of these countries.

The programs include a general orientation by the Agency, lectures on women's policies and education given by staff of the Ministry of Education, Culture, Sports, Science and Technology and by experts in various fields, study visits of establishments associated with the Ministry and presentation of country reports.

Having analyzed the participants' opinions on the Seminar for the last five years, we found that the majority of them were satisfied with the duration, arrangements and intensity of the study program. When asked to name the most useful lectures, every year the participants came up with familiar topics such as 'International Cooperation', 'Women and Development' and 'Gender and Education'. 'International Comparison on the Current Status of Women' was a theme that recurred every year when they were asked to add to our lecture list in the future. Also all the countries have shown great interest in the theme of 'Violence', which was newly introduced in 1999. Regarding the study methods used, 'workshops' and 'discussions' received high marks. There have been comments that more time should have been allocated to these. Since 1998 we created a post of Course Leader who is responsible for overseeing the entire study program.



The FY2001 seminar will start as a new course as a result of reviewing the existing course contents. The following 11 governments are invited to participate in the new course: Indonesia, India, Pakistan, Guatemala, Bolivia, Ghana, Malawi, Uganda, Mali, Mozambique and Niger. In due course they will receive information concerning applying for the course. We look forward to welcoming trainees to a new course with fresh programs and better learning environment that we hope to offer after taking into consideration evaluation and accumulated over the last five years.

**Participating countries and the number of trainees  
(FY1996 ~ FY2000)**

Asia		Oceania		Africa		Central and South America	
Bangladesh	1	Fiji	1	Benin	1	Bolivia	1
Bhutan	1	Nauru	1	Cameroon	1	Guatemala	2
Cambodia	4	Vanuatu	1	Cote D'Ivoire	1	Haiti	1
Indonesia	1			Egypt	1	Honduras	1
Laos	2			Ethiopia	1	Nicaragua	1
Malaysia	1			Kenya	1	Paraguay	1
Myanmar	4			Madagascar	1	Peru	1
Nepal	2			Malawi	4		
Oman	1			Niger	1		
Pakistan	3			Nigeria	1		
Sri Lanka	1			Senegal	1		
Thailand	2			Swaziland	1		
Viet Nam	1			Tanzania	4		
Yemen	1			Uganda	1		
	14	25	3	3	14	20	7
							8

## SURVEY REPORT

# RECRUITMENT AND EMPLOYMENT OF FEMALE CIVIL SERVANTS

(DECEMBER 22, 2000, NATIONAL PERSONNEL AUTHORITY)

There are several types of recruitment examinations implemented by the National Personnel Authority, of which Level 1, Level 2 and Level 3 Examinations are mainly used to recruit government personnel for the Ministries and Agencies in general. There are other examinations for the purpose of recruiting personnel of a specialist nature, such as National Taxation Specialists and Labor Standard Inspectors destined for the individual Ministries and Agencies.

The National Personnel Authority has been actively promoting recruitment and employment of female civil servants. We have compiled statistics on provisional employment offers made to successful female applicants who have passed the Level 1 Examinations, and on Government posts of section chief or above held by women within the Ministries and Agencies. The statistics are published together with a summary of recruitment activities targeting women, which took place for the first time in 2000.

### 1. Provisional Employment Offers made to Successful Female Applicants who have passed the Level 1 Examinations

-For two years running, the ratio of provisional employment offers made to successful women applicants exceeded that of total successful applicants-

Of the 565 successful applicants who passed the Level 1 Examinations for FY2001 and received

provisional employment offers, 88 were women (15.6%). This ratio exceeded that of the female applicants against total applicants (14.8%). As for FY2000, of the 584 successful applicants who passed the Level 1 Examinations, 93 women (15.9%) received provisional employment offers. This again exceeded the ratio (14.4%) of the female applicants against overall applicants. Hence, for two years running, the ratio of successful female applicants who received provisional employment offers exceeded the ratio of female applicants against the total number of applicants. (See Table 1) Breaking down the successful female applicants with provisional employment offers in FY2001 divided into examination categories, the ratio is high in the categories of psychology (66.7%), sociology (66.7%), administration (53.8%), biology (50.0%) and Pharmacology (50.0%). However, in the categories of education, machinery, resources engineering and forestry, no provisional employment offers were made to successful female applicants. (These statistics exclude the categories in which there was no successful female applicant.) (See Table 2)

### 2. The First Recruitment Activities targeting Women (See Table 3)

The National Personnel Authority believes that in order to promote recruitment and employment of women in civil service, it is vital for the ratio of employment offers to steadily exceed the ratio of successful female applicants. It is equally essential that the ratio of

successful female applicants against overall successful applicants should rise. To achieve this aim, it is a prerequisite for many motivated women to wish to become civil servants and take recruitment examinations. Taking into consideration the initiatives led by the Basic Law for a Gender-equal Society that defines positive actions for improvement, the National Personnel Authority, prior to the Recruitment Examinations for this fiscal year and with the co-operation of the Ministries and Agencies, implemented special recruitment activities targeting women. As a result, the ratio of the successful female applicants of the Level 1 Examinations for FY2001 was 14.8% against overall successful applicants, the highest ratio since the FY1996 Recruitment Examinations. Since it is imperative for this activity to continue for many years and not just once, we will take the initiative of positively recruiting women through the expansion of geographical areas and the scale of activities.

### 3. Government Posts of Section Chief or above held by Women in Ministries and Agencies (See Table 4)

There are 28 women in the above posts as of October 1, 2000. The overall number of personnel in the equivalent posts was 2,236, against which the females accounted for 1.25%. (In 1999, 25 women (1.12%) were among the total of 2,238).

Bearing such statistics in mind, the National Personnel Agency is constantly in discussion with each ministry and agency on concrete measures to be taken in order to further

promote recruitment and employment of women, and will continue this pursuit. These concrete measures include ‘Guidelines’\* to be set up to assist ministries and agencies to methodically and steadily push forward their promotion policies for the recruitment and employment of women.

\* With reference to ‘The Basic Plan for Gender Equality’ established in December 2000 based on ‘The Basic Law for a Gender-equal Society’, under the heading of ‘Basic Directions of the Measures and Concrete Measures’, the Chapter on ‘Expansion of Women’s Participation in Policy decision-making processes:

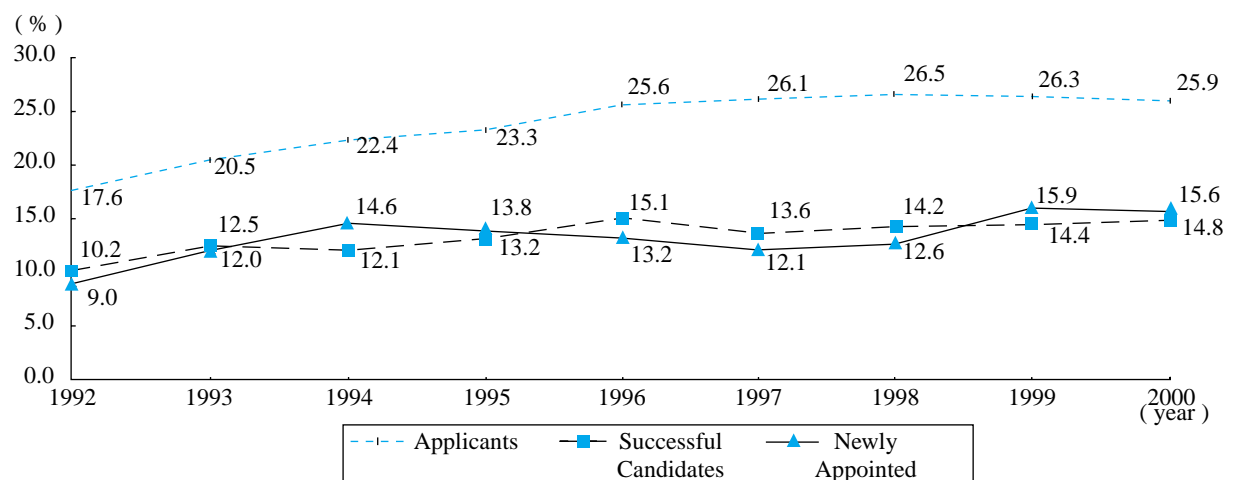
#### Promotion of Recruitment and Employment of Female Civil Servants

Further promotion of recruitment, employment, expansion of job fields and ability development of female civil servants.

The National Personnel Authority is urged to speed up the study and to put in place appropriate measures with regard to its ongoing study regarding measures to be implemented by ministries and agencies to methodically and steadily enhance the recruitment and employment of women. Under these Guidelines, each ministry and agency is to tackle this issue comprehensively and systematically by, for instance, setting up a plan to promote the recruitment and employment of women.

Furthermore, the Authority will study appropriate follow-up measures such as publicizing the findings of the surveys conducted at regular intervals on subjects such as the actual steps taken by each ministry and agency and the actual situation of female civil servants.

**Table 1: Female proportion to whole number of applicants, successful candidates and those newly appointed in terms of Level I Recruitment Examinations (%)**



Notes: 1. Every fiscal year on Table 1 corresponds to the year for the respective examinations to be conducted and a figure for those newly appointed shows the percentage of female officials to be hired for the following fiscal year.  
2. The number of those newly appointed in the FY 1999 is that of those being employed as of November 1, 2000 and the figure of FY 2000 corresponds to the number informally assured of employment as of November 1, 2000.

**Table 3: The Recruitment Programs for Ambitious Women to Civil Services**

**1. Recruitment Activities for the Candidates of the Civil Service Examinations (FY 2000)**

Date	Program Title	Place	Contents	No. of attendants
January 13	The Lecture on Level I Civil Services for Female Students	The University of Tokyo	Lectures by Female Senior Officials, Opinion Exchange Meeting with Young Female Public Employees	58
March 22	"Kasumigaseki Seminar for Female Students" by Female Public Officials	Kaumigaseki, Tokyo	Lectures by Female Senior Officials, Opinion Exchange Meeting with Young Female Public Employees	approx. 1000
April 10	The Lecture on Civil Services for Female Students	Waseda University	Lectures by Female Senior Officials, Opinion Exchange Meeting with Young Female Public Employees	102
April 26	The Lecture for Female Students "Be the creator of the Nation's Administration for the 21 <sup>st</sup> century."	Doshisha University	Lectures by Female Senior Officials, Opinion Exchange Meeting with Young Female Public Employees	113
April 26	The Forum on the National Public Officials for Female Students	Nanzan University	Lectures by Young Female Public Officials /Opinion Exchange Meeting	103

**2. Recruitment Activities for Candidates of the Civil Service Examinations (FY 2001) (\* implemented)**

**(1) Programs open to the public**

Date	Program Title	Place	Contents
November 17*	The Seminar on Public Officials for Female Students	Sapporo	Lectures by Young Female Public Officials with Their Child-care or Transfer Experiences/ Opinion Exchange Meeting
November 29*	The Seminar on the National Public Officials for Female Students	Naha	Lectures by Young Female Public Officials /Opinion Exchange Meeting
December 4*	The Seminar for Female Students by Female Public Officials "Be the Creator of the Nation's Administration for the 21 <sup>st</sup> century."	Osaka	Lectures by Female Senior Officials of Managerial Positions Lectures by Young Female Public Officials/Opinion Exchange Meeting The Question and Consultation Sessions
December 21*	The Seminar for Female Students by Female Public Officials "Be the Creator of Nation's Administration for the 21 <sup>st</sup> century."	Kyoto	Lectures by Female Senior Officials of Managerial Positions Lectures by Young Female Public Officials/Opinion Exchange Meeting The Question and Consultation Sessions
March 7	"Kasumigaseki Seminar for Female Students" by Female Public Officials	Tokyo	Lecture by Female Senior Officials, Opinion Exchange Meeting
March 8	The Seminar on Public Officials for Female Students	Hiroshima	Lectures, Opinion Exchange Meeting

In addition to these programs, "the Kasumigaseki Tour for Students" is scheduled to be conducted on March 8 & 9.

**(2) University Programs**

**1. Seminars**

Date	Program Title	Place	Contents
August 1*	The Seminar on Public Officials for Female Students	Tokyo Woman's Christian University	Lecture by the Director, Office of Policy Planning for Recruitment, National Personnel Authority, Opinion Exchange Meeting.
November 8*	"The Seminar on Civil Servants for Female Students" by Female Civil Servants	Ochanomizu University	Opinion Exchange Meeting with Young Female Public Employees, the Presentations on Personal Experiences of Exam. Preparations toward Recruitment by Female Students Promised to be Hired.
November 17*	"The Seminar on Public Officials for Female Students" by Female Public Officials	Saitama University	Lectures by Female Officials of Managerial Positions, Lectures by Young Female Public Officials/Opinion Exchange Meeting
November 22*	The Seminar on the National Public Officials for Female Students	Tohoku University	Lectures by Young Female Public Officials/Opinion Exchange Meeting
December 11*	"The Seminar on Public Officials for Female Students" by Female Public Officials	Keio University	Opinion Exchange Meeting with Young Female Public Employees
January 11	"The Lecture for Female Students" by Female Public Officials	The University of Tokyo	Lectures by Female Senior Officials, Opinion Exchange Meeting with Young Female Public Employees

In addition to these universities, there is a plan to organize these programs at Waseda, Nagoya, Kagawa, and Kyushu Universities.

**2. Consultation Sessions**

Date	University
September 20, 21*	Waseda University
October 3, 4*	The University of Tokyo
October 11*	Hitotsubashi University
December 7*	Keio University

**Table2: Number of those who are assured of employment through Level I Recruitment**

Sub-divisions of the Exam.	Ministries and agencies:													
	Administration	Law	Economics	Psychology	Education	Sociology	Mathematics	Physics	Geology	Information Engineering	Electric and Electronics	Machinery	Civil Engineering	Architecture
① Board of Audit	1 ( 1)	1	1										1	
② National Personnel Authority	1	1 ( 1)	2											
③ Cabinet Office		6 ( 1)	6 ( 1)											
④ Imperial Household Agency														
⑤ National Police Agency		11	4						1	2				1 ( 1)
⑥ Financial Services Agency		4	2 ( 1)											
⑦ Ministry of Public Management, Home Affairs, Posts and Telecommunications	2 ( 1)	26 ( 4)	12 ( 1)				2		1 ( 1)	4	4	1	2	
⑧ Fair Trade Commission	1 ( 1)	3												
⑨ Ministry of Justice	1 ( 1)	11 ( 2)	3 ( 1)	5 ( 4)	2	3 ( 2)								
⑩ Ministry of Finance	3 ( 1)	14 ( 1)	14 ( 2)						1					
⑪ Ministry of Education, Culture, Sports, Science and Technology	3 ( 2)	12 ( 1)	4 ( 1)		1		1			1	1	4		2
⑫ Ministry of Health, Labour and Welfare		15 ( 5)	7	4 ( 2)			3							
⑬ Ministry of Agriculture, Forestry and Fisheries	1	10	2 ( 1)				1		1	1			1	
⑭ Ministry of Economy, Trade and Industry		14	11 ( 2)				1	6 ( 1)	1	11 ( 2)	9 ( 1)	14	2	2
⑮ Ministry of Land, Infrastructure and Transport		17 ( 3)	11 ( 1)					6	1	3 ( 1)	3	7	39 ( 2)	9 ( 1)
⑯ Ministry of the Environment		3	1						1				2	
⑰ Total	13 ( 7)	148 (18)	80 (11)	9 ( 6)	3	3 ( 2)	8	13 ( 1)	3	19 ( 4)	19 ( 1)	29	46 ( 2)	16 ( 2)
⑱ Female Recruitment by sub-divisions of the exam. (%)	[53.8]	[12.2]	[13.8]	[66.7]		[66.7]		[7.7]		[21.1]	[5.3]		[4.3]	[12.5]

Reference Data: Level I Recruitment Examination for Foreign Service Personnel

Number of those promised to be hired	21 ( 4)
Female proportion to the whole number	[19.0]



**Table 4: Government posts of section chief or above held by women  
within ministries and agencies**

as of 1st October 2000

Posts	number of employees (women)	ratio(%)	Ministry or Agency	number
Bureau Director-General Level	166(3)	1.81	National Personnel Authority	1
			Ministry of Labour	2
Councilor Level	514(2)	0.39	Prime Minister's Office	1
			Ministry of Labour	1
Section Chief Level	1.498(23)	1.54	Cabinet	1
			National Personnel Authority	2
			Prime Minister's Office	3
			Fair Trade Commission	1
			Environmental Dispute Coordination Commission	1
			Management and Coordination Agency	1
			Ministry of Education, Science, Sports and Culture	3
			Ministry of Health and Welfare	2
			Ministry of Agriculture, Forestry and Fisheries	2
			Ministry of International Trade and Industry	1
			Ministry of Posts and Telecommunications	1
Total	2.236(28)	1.25	Ministry of Labor	5
Total (FY1999)	2.238(25)			

(Note 1) The above statistics include only 'Government Posts of Section Chief or above within Ministries and Agencies' stipulated in National Personnel Authority's Rule No.8-20, Section 2, Chapter 1. Foreign Office posts are not included.

(Note 2) 58 posts of Administrative Vice Minister Level are included in the total.

(Reference) The equivalent Foreign Office Posts held by women (as of 1st December 2000)

Ambassador extraordinary and plenipotentiary to Ireland  
 Ambassador extraordinary and plenipotentiary to Uzbekistan  
 Consul General, Japanese Consulate-General in Seattle  
 Human Rights and Refugees Section Chief, International Social Cooperation Department, General Diplomatic Policies Bureau  
 Section Chief, Second North America Division, North America Affairs Bureau  
 Section Chief, International Conventions Division, Treaties Bureau  
 Councilor at Japanese Embassy to Italy  
 Councilor at Japanese Embassy to Germany  
 Councilor at Japanese Permanent Mission to United Nations

### Examination by ministries and agencies (FY 2001)

November 1, 2000

	Chemistry	Material Engineering	Resource Engineering	Biology	Pharmacology	Agriculture	Agronomics	Agricultural Chemistry	Agricultural Engineering	Stock Raising	Forestry	Fisheries	Sabo (Erosion and Sediment Control)	Landscape Architecture	Total	Female Recruitment by Ministries and Agencies (%)
①															4 ( 1)	[25.0]
②															4 ( 1)	[25.0]
③															12 ( 2)	[16.7]
④																
⑤					2 ( 1)										21 ( 2)	[ 9.5]
⑥															6 ( 1)	[16.7]
⑦	1														55 ( 7)	[12.7]
⑧															4 ( 1)	[25.0]
⑨															25 (10)	[40.0]
⑩	3	1													36 ( 4)	[11.1]
⑪	3 ( 1)		1	1 ( 1)											34 ( 6)	[17.6]
⑫	3		1		6 ( 2)										39 ( 9)	[23.1]
⑬				3 ( 1)	2 ( 1)	17 ( 6)	8 ( 1)	16 ( 5)	20 ( 1)	5 ( 2)	15	10 ( 1)	2	2 ( 1)	117 (20)	[17.1]
⑭	4 ( 2)	4	1		2 ( 2)			6 ( 3)	1						89 (13)	[14.6]
⑮	1					1			2				3 ( 1)	3 ( 1)	106 (10)	[9.4]
⑯	2													4 ( 1)	13 ( 1)	[7.7]
⑰	17 ( 3)	5	3	4 ( 2)	12 ( 6)	18 ( 6)	8 ( 1)	22 ( 8)	23 ( 1)	5 ( 2)	15	10 ( 1)	5 ( 1)	9 ( 3)	565 (88)	[15.6]
⑱	[17.6]			[50.0]	[50.0]	[33.3]	[12.5]	[36.4]	[4.3]	[40.0]			[10.0]	[20.0]	[33.3]	[15.6]

Note:1. This table shows the number of those officially to be employed in April, 2001. (For the Level I Examination, the number of successful candidates for the last FY Exam. is included.) (excl. the public servants who were already in the civil services before newly recruited as the top level servants through the Level I Exam., etc.)  
 2. ( ) shows female numbers respectively.

## WOMEN'S CENTER IN JAPAN

### MOVE - KITAKYUSHU WOMEN'S CENTER

The Kitakyushu City established MOVE - Kitakyushu Women's Center in 1995, responding to enthusiastic expectations of its citizens, with the aim of creating a "Society of Joint Participation by Both Women and Men" in which women and men can support the development of society from various fields.

The nickname MOVE symbolizes women's center in a new age leapfrogging from "awareness" to "action".

The basic philosophy behind MOVE is to provide "a place for creation and discovery" where women and men of all generations can meet, interact and discover new things about themselves and go from there to action. It also aims to function as "a space for communication" that will support the building of information networks between groups and individuals.

As the stronghold on the frontline for resolving gender issues in Kitakyushu City, MOVE is sensitive to changes in social conditions surrounding women and actively develops a variety of programs under the keywords "knowledge", "exchange", "thinking" and "creativity".



#### Profile of MOVE- Kitakyushu Women's Center:

##### 1. Activities

4 networkings - "knowledge", "exchange", "thinking", and "creativity"

##### Networking for Knowledge

We are ready to give the information you really need, through our effective networks.

##### Networking for Exchange

We support the activities in society through mutual exchange of information among different groups.

##### Networking for Thinking



We positively support "Researching" "Learning", and "Discussing" the problems of the women and society.

##### Networking for Creativity

We support discovering your potential talents and abilities in order to obtain other views or prospects for society and your life.

#### 2. Architectural Profile

Constructed as a building complex: "Kitakyushu City Otemachi Building"

(Comprises 10 floors above ground and two basement floors. Of these, the women's center utilizes parts of floors 1~6.)

##### Structure

Steel-framed ferroconcrete building with steel frames

##### Building Area

2,348m<sup>2</sup> (land area 3,240 m<sup>2</sup>)

##### Floor area

16,456 m<sup>2</sup> (of which the women's center comprises approx. 7,119 m<sup>2</sup>)

#### 3. Outline of Facilities

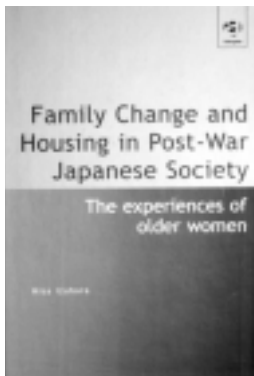
6FL	Special Conference Room, Meeting Room
5FL	Main Seminar Room, Seminar Room, Planning Room 1, Planning Room 2, OA Room
4FL	Fitness Room, Craft Studio, Cooking Studio, Tea Ceremony Room, Japanese Room, Group Work Rooms, Supporters' Rooms, Group Locker Corner
3FL	Consulting Room, Children's Room, Meeting Room, Secretarial Office
2FL	"MOVE" Hall, Gallery
1FL	"MOVE" Plaza, Information Library, Internet Room, Photocopying & Working Room, Coffee Shop, Shop(Kiosk)
B1&B2	Parking (for 100 cars)

## PUBLICATIONS

### **Family change and housing in post-war Japanese society : the experiences of older women**

(By Misa Izuhara. Published in 2000 by Ashgate. 187 pages. ISBN 0754612848)

This book explores the transformation of family relations from the traditional family system to the modern family patterns of the 1990s in the context of post-war socio-economic and demographic changes. With the recent decline of marriage rates and the breakdown of traditional coresidency, it is evident that these transformations have been occurring not only in people's norms and values but also in actual practice. Family relations are further analyzed in the context of post-war welfare state development. In sustaining the family as a welfare resource, the Japanese welfare state has developed in distinct ways when compared with other industrial societies. The importance of institutional forces in reshaping the family and society is examined, since these issues are linked to the welfare circumstances of women of the pre-war generation, particularly those who are currently disadvantaged. Finally, new demographic trends and changing family traditions are analyzed in relation to housing choices and constraints for older people. Post-war housing policies have emphasized the promotion of home ownership, and constrained people's residential choices. The underdeveloped welfare state also played its part in perpetuating the traditional form of coresidency. Since post-war socio-economic changes inevitably shifted from coresidency, there has been an increasing need to seek housing alternatives for people in later life.



The material contained in this book was collected using both primary and secondary research methods, with a bilingual approach of English and Japanese. The above issues were explored through a series of in-depth interviews with older women. Considering that this particular cohort of women had lived through both the inter-war and post-war periods, recording their experiences of social change in their own words was particularly interesting and needed to be conducted before this generation is replaced with post-war generations. The informants were selected from three different welfare sectors (the family, the market and the state) in order to make a clear distinction among older women in terms of their socio-economic status, tenure and dwelling type, family relations and living arrangements. Further interviews were carried out with middle-aged women, policy makers, policy implementors and service providers for older people to supplement the interviews conducted with the older women.

The book presents three key themes-changing family tradition, the development of the welfare state, and housing choices and constraints for older people -in chapters two, four and six respectively. Each of these three chapters is linked to an empirical chapter three, five, and seven, respectively, using material from in-depth interviews. The final chapter concludes with a discussion of conceptual and policy issues.

<...Extract from Introduction>

### **The population of Japan : an overview of the 50 postwar years: summary of the twenty-fifth National Survey on Family Planning**

(Published in 2000 by the Population Problems Research Council, The Mainichi Shimbun. 222 pages.)

During the latter half of the 20<sup>th</sup> century, Japan's population issue underwent a great change, from focusing on the problems of overpopulation and birth control to those of a declining birthrate and an aging society. It was a remarkable change to occur within a mere 50 years.

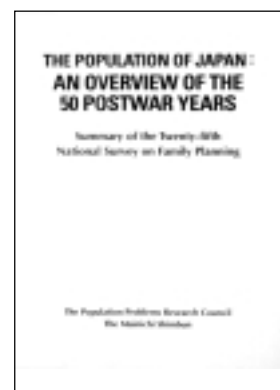
The Mainichi Shimbun's Population Problems Research Council has pursued this trend over half a century through a series of biennial national surveys on family planning that have been conducted since 1950. The massive data accumulated over this period has been utilized in many fields as valuable material for understanding the movement of the Japanese population.

The 25<sup>th</sup> survey was conducted over three days from April 14 to 16, 2000 with the cooperation of the Family Planning Federation of Japan, the Japan Family Planning Association, and the Japanese Organization for International Cooperation in Family Planning (JOICFP), and the results were announced in the morning edition of the Mainichi Shimbun on July 20. It was a multifaceted survey that focused on women's consciousness regarding the declining birthrate, the aging society, and the low-dosage contraceptive pill, and its results support the theory that the collapse of the bubble economy and recent economic conditions including corporate restructuring have affected the timing with which women have children, as well as the number of children they finally have.

In addition to the results of the survey, this report includes detailed analysis and reports as follows;

We hope that this report will be utilized as a valuable data book that follows the Japanese consciousness of population over half century.

- I Real state and opinion on number of children
- II Measures to cope with below replacement fertility - what is needed?
- III Women's career development and the timing of births : the emergence of a new fertility mechanism?
- IV The trend of family planning practice and impact of economic burst of fertility
- V Sexual behavior of unmarried women -sexual experience, contraception, and pregnancy
- VI Response to the oral contraceptives
- VII Intergenerational assistance and relationship



<...Extract from Introductory Remarks>

## Introducing NWEC

### National Women's Education Center Open Lecture

#### 'Volunteer Activity and Me - Volunteer Spirit Essential in Education'

On Saturday, February 3, 2001 the National Women's Education Center held an open lecture, 'Volunteer Activity and Me - Volunteer Spirit Essential in Education', with Ms. Yuriko Kuronuma, a distinguished violinist, as the guest speaker. The objective of this lecture, attended by approximately 600 people, was to find a key to solving various issues concerning women, homes and families.

Ms. Kuronuma referred to the International Women's Year World Conference held in Mexico in 1975 and presented a comparative view of how women's lives have changed since then in Japan and Mexico. She said the biggest responsibility of the government and the nation was to educate and nurture individuals.

Following the lecture it gave participants an opportunity to exchange views with the speaker on what affluence and volunteering meant. It gave each participant an excellent opportunity to reflect on one's own life.

(Miyako TOKI, Specialist, Program Division, NWEC)



Yuriko Kuronuma speaking at the Open Lecture

### Counseling Study Program for Staff at Women's Facilities

Counseling Study Program for Staff at Women's Facilities took place at the National Women's Center of Japan on February 27 and 28, 2001, under the joint auspices of the National Council Women's Centers. The overnight program had the support of Yokohama Women's Association for Communication and Networking and Japan Association for Women's Education.

This study program, with 70 people attending from across the nation, was designed for counselors who are giving advice to women at various women's facilities. The objectives of this program were to help them fully understand the significance of counseling which were

unique to women's facilities, and of the role of counseling. Also, expert and practical techniques on how to conduct and proceed with counselling were taught.

The program consisted of lectures, group studies, supervision and so on. The Center invited several lecturers, among whom were, Ms. Yoshie Kawakita of the Dawn Center (the Osaka Prefectural Women's Center), Ms. Yumiko Kageyama of the Yokohama Women's Association for Communication and Networking, Ms. Kazuko Hirakawa of the Tokyo Feminist Therapy Center and Ms. Keiko Fukuhara of Kanagawa Onna no Space, 'Mizura'. This study program was rated highly by the attendants, partly due to the fact that other organizations do not normally arrange an event like this one.

(Akira SAKURAI, Chief, Program Unit, Program Division, NWEC)



### Editor's Note

*The NWEC Newsletter is published twice a year by the National Women's Education Center to introduce the activities of NWEC, including study, exchange, research, and information dissemination, as well as provide information on women in Japan to persons abroad. It also provides information on women's education and home education to promote international network building.*

*As of July 2001, the newsletter is sent to free of charge to approx. 1500 organizations (including individuals) in 178 countries around the world. Anyone knowing of other individuals or groups who might like to receive this newsletter is asked to have them contact us at the following address.*

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