

## RECENT NWEC ACTIVITIES

### Seminar for Gender Equality Officers and Leaders in the Asia Pacific Region , September 29 (Mon.) ~ October 3 (Fri.), 2014



[Field trip to Saitama Prefectural Kawagoe Girls' Senior High School](#)

Themed “ICTs and Women's Empowerment,” this seminar was held from September 29 through October 3 with the participation of nine women leaders from national machineries and NGOs in five Asian Pacific countries including Cambodia, India, the Philippines, Thailand and Vietnam.

The participants toured the Information Center for Women's Education and the Women's Archive Center at NWEC, participated in country reports and poster sessions, and shared the latest gender equality policies and challenges facing promotion

of women's participation in the field of ICT (Information Communication Technology) in their respective countries. They also attended a lecture by Ms. Reiko Aoki (Secretary General of Japan Women's Watch) who emphasised importance to link local women's information to global networks.

Relocating to Tokyo for the latter half of the program, participants had an interactive session with staff of Lighthouse, a support center for victims of trafficking in persons. They also visited the Japan Association for Women's Education, and NTT Communications where they learned about the situation surrounding violence against women in cyberspace, the role played by ICT to enhance women's economic empowerment. Lectures on the lack of women executives in the Japanese mass media

and changes in gender roles depicted in television commercials given by specialists and Ms. Rika Tanioka (Professor at Tokai University) provided a forum for lively discussion comparing the situations in each country. Participants then deepened their understanding of Japan's education system by visiting Saitama Prefectural Kawagoe Girls' Senior High School, a designated "Super Science High School" .



Closing Ceremony

NWEC will publish the outcome of this program in the form of a booklet entitled "Gender and ICT in a Digital Era" (tentative title).

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## NWEC International Symposium, November 21 (Fri.), 2014

The FY2014 NWEC International Symposium will be held around the theme "Keys to Diversity and Women's Leadership." Dr. Judy McGregor, Professor at Auckland University of Technology and former Equal Employment Opportunities Commissioner at the New Zealand Human Rights Commission, will present a keynote lecture entitled "Stepping forward for gender equality: initiatives by the New Zealand Human Rights Commission"

There will also be a panel discussion among Dr. McGregor; Dr. Keichi Kumagai, Professor, Ochanomizu University; and Dr. Mutsuko Asakura, Professor, Waseda University how to promote equal pay equal work from perspective of gender diversity.

Date and Time : Fri., Nov. 21 13:30~17:00

Venue : Kasumigaseki Common Gate, Kasumigaseki Knowledge Square  
(3-2-1 Kasumigaseki, Chiyoda-ku, Tokyo)

Targets : 50 individuals with an interest in the theme

Participation : Free of charge

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## Forum on the Promotion of Gender Equality, August 29 (Fri.) ~ 31 (Sun.), 2014

Convened around the theme "Individuals' Activities Create Society," this forum brought together individuals responsible for gender equality in government, universities and companies, and leaders of women's organizations and NPOs to share challenges,

probe for resolutions, and build up a network to facilitate cooperation and collaboration across disciplines and organizations in the promotion of gender equality. Held over the two-night/three-day period , from August 29 through August 31, the forum was attended by 1,165 individuals.

A “Meeting for Women Leaders” was held around the theme “How Can Women Leaders Change Society?” on the first day. This was coordinated by Ms. Sachiko Fumoto (Director and Executive Officer at Nikkei BP Hit Research Institute) and Ms. Emiko Munakata (Representative of the NPO Equal Net Sendai), Ms. Mami Ito (President of Nihon Dento Kougyo Co., Ltd.), and Ms. Keiko Kiyohara (Mayor of Mitaka City) participated as panelists. Describing the paths their own careers had taken, the panelists deepened debate in an interdisciplinary panel discussion by describing the current situation and challenges in terms of promoting women's advancement in NPOs, companies, government and various other fields, and stating that women leaders of the future would need the courage to assume resolve and responsibility. Questions fielded by participants in the audience contributed to the rewarding outcome of this program.

The second day featured a special lecture by Ms. Atsuko Muraki (Vice Minister of



The Meeting for Women Leaders held on Day 1

Health, Labour and Welfare). Speaking on the theme “Promoting Women's Advancement and Revitalization of Society,” Ms. Muraki referred to her own experiences as she expounded on the importance of promoting women's advancement in terms of creating a dynamic society and realizing a gender-equal society. The attendance of many people ensured the successful conclusion of this event. Forty-six workshops (44 solicited nationwide and 2 organized by NWEC) and six poster exhibits pertinent to policies identified in the Third Basic Plan for Gender Equality were held over the three days. Fifteen of the women's groups (including one active in Nagasaki prefecture) and discussion forums held workshops for the first time this fiscal year. During workshops, participants reported



The Special Lecture held on Day 2

on their day-to-day activities and the outcome of their research, responded to questions from the audience, and engaged in discussion.

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## Training Course to Promote Gender Equality for Leaders of Women's Facilities, Groups and Organizations, May 21 (Wed.) ~ 23 (Fri.), 2014

This year's course was held around the theme “Gender equality and promotion of women's advancement” over the two-night/three-day period, from May 21 through May 23. The course targets core leaders tasked with promoting gender equality locally, and was attended by 138 individuals including managerial staff from gender equality centers and women's centers nationwide, gender equality officers from local government entities and representatives from NPOs and other organizations.



Discussion to clarify challenges



(Optional attendance) Report on CSW 58  
(UN Commission on the Status of Women)

In a session held to explain policies adopted by the Cabinet Office, the Ministry of Health, Labour and Welfare, and the Ministry of Education, Sports, Culture, Science and Technology, reports on the latest measures taken by each ministry, such as support for women's retraining and support networks for women, were presented. Participants then deepened their understanding of pressing challenges and the latest initiatives to promote women's advancement through lectures including “Promotion of Women's Participation in Economics - What is expected of women's facilities” by Ms. Kimie Iwata, President of the Japan Institute for Women's Empowerment & Diversity Management, and “Promoting Women's Advancement” by Professor Mieko Takenobu of Wako University.



Lecture by Ms. Kimie Iwata

NWEC reported on its study of gender-equal support for young people's career development, and on discussions arising at CSW 58, which was held at the United Nations Headquarters in New York in March 2014, and the agreed conclusions adopted there.

Participants then engaged in group work based on reports of best practices from throughout Japan in three workshops organized around the themes: new developments in employment support provided by women's facilities, etc.; collaboration on promotion plans and systems within agencies; local human resource development; and program development for problem solving. Genial yet heated discussion mixed with a lively exchange of detailed questions and opinions ensued in the small group discussions. Participants were also able to network among themselves during informal information exchange sessions.

Feedback from participants included comments such as “I’d like to consider the promotion of women's advancement in growth strategies from various angles when thinking about future programs,” “The wealth of data presented lent insight into the situation prevalent in Japan today,” and “Exchanging opinions with people in similar positions has inspired me to work harder.”



Training Course for Leaders of Women's Facilities (Group work)

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## Meeting for Diversity Promotion Leaders, June 12 (Thu.) ~ 13 (Fri.), 2014



NWEC President Fusako Utsumi's address

A meeting for leaders promoting diversity (women's participation) within companies was held at NWEC with the participation of 29 individuals from throughout Japan. The theme for this year's meeting was “Women's participation enhances the value of companies.”

On the first day, three companies: Recruit Holdings Co., Ltd., The Bank of

Tokyo-Mitsubishi UFJ, Ltd., and Hitachi, Ltd., presented examples of their measures to promote diversity. All three reports mentioned that diversity strategies were positioned as a management strategy, that developing both support for a work-life balance and support for women's participation contributed to enabling women to make the most of their potential, and that taking parallel measures such as implementing training for male managerial staff also contributed to advancing women's participation.

In discussions held on the 2nd day, participants experimented with action learning techniques with a view to enhancing the communication skills required of leaders. Participants learned techniques for holding effective meetings and noticing new things about the ways in which companies go about resolving problems by facing challenges individually. Providing information around the theme “Women's participation and gender equality as seen from statistics,” the Director of the Office of Research and International Affairs at NWEC presented data and explained the situation surrounding Japan by comparing it to other countries worldwide, and the challenges it faces.



Scene from the panel discussion



Group discussions

Participants also had the opportunity to mingle and network among themselves at an informal information exchange meeting. Feedback from participants included comments such as “The examples presented gave me a lot of ideas that I may be able to use in future policies,” “Experiencing action learning helped me learn how to hold effective meetings,” “I was able to exchange opinions and make contacts with participants in similar positions,” “I got ideas for concrete ways to persuade my superiors with a view to accelerating measures within my company,” “I came away with a better idea of issues in need of immediate attention,” “I realized the importance of building a career from a young age,” and “I learned a lot about measures being taken by companies in various sectors throughout Japan, and their approaches.”

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## Summer School for High and Junior High School Girls 2014~ Encounters with scientists, engineers and people ~, August 7 (Thu.) ~ 9 (Sat.), 2014



Ms. Yoriko Kazama's lecture

Summer School for High and Junior High School Girls 2014 - Encounters with scientists, engineers and people - (Summer School) was held over the two-night/three-day period from, August 7 through August 9, as a forum for conveying to high and junior high school girls the enjoyment to be derived from opting to pursue science and technology. A total of 112 girls and 29 parents and teachers from throughout Japan participated in this year's

program, the tenth of its kind.

The program for students comprised career lectures; 16 courses of experiments and hands-on practical work; poster exhibits by various companies and academic societies; and exchange with international students. In particular, the career lectures presented by Ms. Satoko Matsumura (National Nasukashi Youth Outdoor Learning Center), a graduate of the Summer School who was also a student TA and has long been involved in their planning and organization, and Ms Yoriko Kazama (Central Research Laboratory, Hitachi, Ltd.), who works at a company that is well known by the students, conveyed inspirational messages to the girls who will assume responsibility for the future.

The program for parents and teachers, which involved a discussion with researchers, scientists and engineers from universities and companies among various activities, was dominated by lively discussions and the participants' zeal for encouraging girls to pursue science and technology was clearly evident.

“i future - Experiencing life as a scientist,” a game that enables players to experience a science career, and other programs organized by the student TAs were cleverly devised, reflecting their keen interest in those aspiring to follow in their footsteps.



Student-led program: “i future - Experiencing life as a scientist”

Feedback from participating high and junior high school girls included numerous forward thinking comments such as “This program broadened my perspective and inspired me to challenge different things and determine my own path. I hope I can return as a TA someday,” “Meeting lots of girls of a similar age who have chosen to pursue the sciences was very stimulating,” “Being able to talk with girls from all over Japan was very stimulating. I will treasure the friends I made here and do my best to study hard,” and “I thought it would be impossible to pursue science and technology, but this program made me realize I would like to give it more thought.”



Experiments and practical work



Poster exhibits and career counseling

## Special Exhibition at the Women’s Archives Center “Women in Cinema”, August 1 (Fri.) ~ December 21 (Sun.), 2014.

The FY2014 Special Exhibition “Women in Cinema: from women who made challenges to women aspiring to make challenges” is being held in the Women’s Archives Center’s exhibition room (1F, Main Building).

The exhibition is the seventh in a series that considers gender equality in Japan from the experiences of women who have made challenges in various fields. Comprising exhibits such as biographical panels, photographs, scripts, this exhibition focuses on women active in various fields related to cinema. A number of cinemas screenings are also being held in conjunction with the exhibition.



Exhibition poster

## Women Featured

[Pioneering women film crews]

**Alice Guy (1873-1968):** French filmmaker and the first female film director in the world.

**Tazuko Sakane (1904-1975):** The first female film director in Japan.

**Kashiko Kawakita (1908-1993):** Film curator. Executive vice president of movie company.

**Kinuyo Tanaka (1909-1977):** Film director and actress.

**Etsuko Takano (1929-2013):** Said to be the pioneer of Japanese art theater director.



[Women film crews active today]

**Sumiko Haneda (1926-):** Documentary Film Director.

**Natsuko Toda (1936-):** Subtitle translator.

**Hisako Matsui (1946-):** Film Director.

**Yuka Sekiguchi (1957-):** Documentary Film Director.



**Exhibition Period:** Friday, August 1 through Sunday, December 21

**Opening Hours:** 9:00~19:00

**Admission:** Free of charge

Exterior view of the exhibition room

We are looking forward to your visit.

## TOPICS

### President Utsumi Presents at the Annual Conference of the Korean Society for Engineering Education



NWEC President presenting her paper

Fusako Utsumi, President,  
National Women's Education Center

I presented a paper entitled "Overview of Circumstances Surrounding Female Engineers in Japan" at the plenary session of the annual conference of the Korean Society for Engineering Education (KSEE) held on Jeju Island, Korea on September 25-26, 2014. This was attended by

50-60 individuals. The annual conference itself was attended by approximately 350 people and featured 140 presentations.

I also attended a lunch meeting sponsored by the women's organization WISSET (Women in Science, Engineering and Technology <http://www.wiset.re.kr/eng/>) which was held between sessions. Here, I listened earnestly to an enthusiastic debate, which also involved men, while enjoying delicious bibimbap.



WISSET lunch meeting

The percentage of Japanese women researchers was surpassed by Korea a few years ago leaving it in at the very bottom of the rankings. However, although Japan ranks a poorly 105th on the GGI (Gender Gap Index), Korea ranks even lower at 111th. This reminded me that both countries face similar challenges in terms of gender equality and a declining birthrate among other things.

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### **Ms. Aigyung Yang, Former Director, Research Fellow Strategy Board Women Friendly Policies of the Korean Women's Development Institute (KWDI) Visits NWEC**

On Tuesday, August 19, 2014, NWEC received a visit by Ms. Aigyung Yang, former Director, Research Fellow Strategy Board Women Friendly Policies of the Korean Women's Development Institute (KWDI), with which NWEC signed a research exchange and cooperation agreement in 2006.



A meeting with Ms. Utsumi, NWEC President

Following a tour of the center, she made a courtesy call to Ms. Utsumi, NWEC President, and Ms. Nishizawa, Vice President. In the afternoon, Ms. Yang received explanations on the use of the Information Center for Women's Education and the exhibits at the Women's Archives Center. She then had an informal talk with NWEC staff members.

Ms. Aigyung Yang first visited NWEC in 1999 with staff members of a Korean social education institute. Subsequently, she participated in joint research that NWEC

conducted on an international comparative study of life-long learning in Japan and Korea as a Korean counterpart. Last year, she compiled KWDI's commemorative publication for the 30<sup>th</sup> anniversary of its founding.



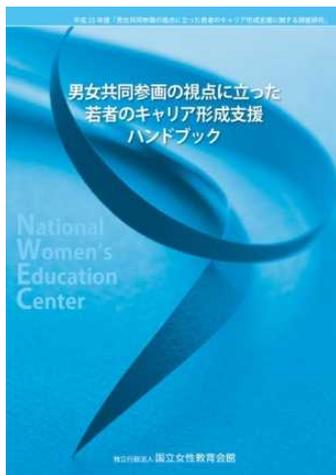
Exchanging ideas with staff members

Her latest visit was made in order to prepare for the launch of a Japan-Korea comparative study, which will be carried out over a two-year period through 2016. NWECC and Ms. Yang plan to discuss awareness and realities of gender equality in Japan and Korea from various angles throughout the course of the study.

## INFORMATION FROM NWECC

### Publication of the Handbook on Gender-equal Career Development Support for Young Men and Women (Japanese only)

This comprises a report on the FY2013 research program “Research on Young Men and Women’s Perceptions of Career Development and Support Available.”



Offering insight into the current situation in terms of support for young men and women, the significance of support, and some exemplary initiatives, the handbook was published as a learning tool for people who provide guidance and support. As such, it should prove useful to staff in gender equality sections of local government entities, gender equality centers, and groups and organizations that promote gender equality locally when they are planning or implementing measures related to gender-equal career development support for young men and women.

Downloadable at <http://www.nwec.jp/jp/publish/report/page50.html>

### Publication of “Reference Materials for Providing Gender-equal Support for Non-Japanese Women Facing Hardship” (Japanese Only)

This comprises a report on the FY2013 research program “Research on Support for Difficulties

Facing Non-Japanese Women. ”



As globalization advances, the number of non-Japanese people resident in Japan and the number of women, families and children with ties to foreign countries are increasing. This publication makes prominent use of statistics to describe international trends, domestic policies, and the situation surrounding non-Japanese women living in Japan and the difficulties they face, and should provide a useful reference when endeavoring “to furnish an environment in which non-Japanese people can live with peace of mind.”

Downloadable at <http://www.nwec.jp/jp/publish/report/page51.html>

### EDITOR'S NOTE

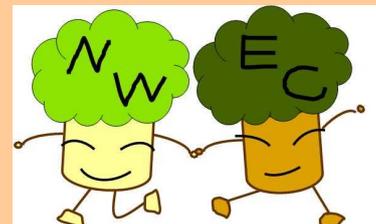
The National Women's Education Center (NWEC) -the Independent Administrative Institution strives towards the formation of a gender-equal society. Cooperating with organizations and institutions involved in women's education in Japan and other countries, NWEC functions as a national center for women's education to promote training opportunities for leaders in women's education and others in the field; opportunities for exchange between groups, both women's groups and family education support groups; specialized research into women's education and family education; and the collection, compilation and dissemination of information on women and the family. The NWEC Newsletter is published twice a year to introduce our activities.

NWEC Newsletter has been published since 1984. It includes information on various activities undertaken by the National Women's Education Center as well as women in Japan. The paper-based newsletter was renewed as a digital-based news source to facilitate more efficient and timely dissemination of the information.

We invite you, hereafter, to access information real time from the Center's Home Page as well as read our latest newsletter from the following pages.

- NWEC Home Page(English) <http://www.nwec.jp/en/>
- NWEC Newsletter Top Page <http://www.nwec.jp/en/publish/#head1>
- NWEC facebook <https://www.facebook.com/NWECJapan>

★In the singing of insects, I feel the coming of Autumn. Thank you for reading NWEC Newsletter.



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