

RECENT NWEC ACTIVITIES

Seminar for Gender Equality Officers and Women Leaders in the Asia Pacific Region , September 28 (Mon.) ~ October 2 (Fri.), 2015

Themed “Women’s Entrepreneurship and Economic Empowerment,” this year’s seminar was held from September 28 through October 2 with the participation of ten women leaders from national machineries and NGOs in five countries: Cambodia, India, Myanmar, the Philippines and Vietnam.

In the first half of the seminar, participants toured the Information Center for Women’s Education and the Women’s Archives Center at NWEC, presented country reports and held a poster session, and shared information on the latest gender equality policies and challenges facing support for women’s economic independence in their respective countries.



Visit to the Ministry of Economy, Trade and Industry

In the latter half, participants visited the Ministry of Economy, Trade and Industry where they learned about the Nadeshiko Brand, Diversity Management Selection 100 and other Japanese government policies to support women. Participants also learned about an example of Japanese women farmers’ income-generating activities whereby they sell processed products at “Michi no Eki”(roadside stations). They attended lectures on support available for women entrepreneurs, such as services offered by the Women Entrepreneurs’ UP (Unlimited Potential) Room at Gender Equality Center of Yokohama,

and the Course for Entrepreneurs and the Creation of New Business offered by Showa Women’s University Career College; and engaged in lively discussion on the situations prevalent in their respective countries and comparisons thereof.

NWEC will publish the outcome of this program in the form of a booklet entitled “FY2015 Leader Seminar Report” summarizing best practices in support for women’s participation in the field of economics in the participants’ countries and Japan.

Forum on the Promotion of Gender Equality, August 20 (Thu.) ~ 22 (Sat.), 2015

Convened around the theme “Individuals’ Activities Create Society,” this year’s forum was held from August 20 through 22, with the attendance of 1,252 individuals.



Special Lecture “Women Hold the Key to a Super-Mature Society”, Ms. Fumiko Hayashi

regard to strategies for reducing the number of children on the waiting list for nursery schools and other policies for promoting women’s participation. Feedback from participants included comments such as “The mayor talked about things young people like myself should hear about” (female student in her 20’s) and “I learned about gender equality through Ms. Hayashi’s experience as a member of society” (female group member in her 60’s).

On the opening day, Ms. Fumiko Hayashi, Mayor of the City of Yokohama, explained that irrespective of whether she was working in sales or as a government leader, she had always valued an approach whereby consideration of what other people wanted her to do and what problems they might have preceded any action she took to develop projects and policies. Referring to episodes from her childhood and previous career at various car manufacturers, Ms. Hayashi shared her views on leadership as a top government official with



Symposium “The Fourth World Conference on Women in Beijing – Then, Now, and the Future”

in the 20 years since the Fourth World Conference on Women in Beijing in 1995 and current challenges; and engaged in lively discussion with members of the audience

In the symposium coordinated by Ms. Makiko Arima (President, Japan National Committee for UN Women) on the second day of the forum, panelists Ms. Yoko Hayashi (Chairperson, CEDAW), Dr. Mariko Bando (President, Showa Women’s University) and Ms. Kuniko Funabashi (Representative, Japan Accountability Caucus for the Beijing Conference) and Dr. Mayumi Taniguchi (Associate Professor, Osaka International University) reviewed initiatives being taken by governments and NGOs in Japan and overseas; discussed what had been achieved

regarding the outlook for the future.

Summing up the symposium, it was agreed that issues related to gender equality are an integral part of everyday life, and that just as the Fourth World Conference on Women in Beijing had triggered the spread of grassroots activities throughout Japan, it was hoped that the outcome of this forum would also become “seeds” that would spread nationwide and trigger action toward higher goals.

Besides the three workshops organized by NWECC: Career Development Programs Based on Gender Equality; The 59th Session of the Commission on the Status of Women (CSW59); and Relay Talk: Tohoku Now – Recovery from a Gender Equality Perspective (co-sponsored by the Reconstruction Agency), the forum offered a number of other programs, including an exhibition entitled “The Fourth World Conference on Women in Beijing” and a screening of the film “Jinsei, irodori (It’s a Beautiful Life – IRODORI).”

During the forum, approximately 50 groups and individuals solicited from the public presented workshops and panel displays reporting their day-to-day activities and the outcome of their research. Lively discussion ensued throughout the three days of the forum as participants networked and shared experience and ideas.



NWECC Workshop



Exhibit of materials of the Fourth World conference on women

Community-based Training Course to Promote Gender Equality for Leaders of Women's Facilities, Groups and Organizations, May 20 (Wed.) ~ 22 (Fri.), 2015

Themed “Towards a society in which each and every woman can participate,” this year’s course was held from May 20 through 22, and was attended by 142 individuals from throughout Japan.



Lecture by Prof. Yoshio Higuchi

Professor Yoshio Higuchi of Keio University presented a lecture in which he discussed the importance of sharing household chores with respect to women continuing to work. He also explained the irrefutable need for initiatives to foster a work-life balance and women’s participation to facilitate economic growth because personnel evaluation needs to be addressed in conjunction with measures to rectify long working hours.

This was followed by an explanation of the Law on Promotion of Women’s Participation in the Workplace, A number of measures forwards the promotion of women’s participation werw introduced by the Cabinet Office, the Ministry of Education, Culture, Sports, Science and Technology, the Ministry of Health, Labour and Welfare, and the Ministry of Economy, Trade and Industry.

In a session entitled “Participation in the 59th Session of the Commission on the Status of Women (CSW59),” NVEC reported on the Statement and Political Declaration adopted on the occasion of the 20th anniversary of the Fourth World Conference on Women in Beijing, and side events held in conjunction with that.

In a lecture entitled “Women’s Poverty: Scenes on the Frontline,” Ms. Aki Miyazaki and Ms. Takako Muraishi from NHK’s News Department described problems they had identified through reporting on poverty among women, a rapidly emerging social issue, and contributing factors.



Lecture by representatives of NHK News Department



Group work

In a workshop designed to inform practice, participants engaged in group work based on reports on good practices found throughout Japan around themes such as “Support

available at women's facilities for young women and women in difficulty," "Potential for development of new programs, and collaboration with corporations and local public entities," and "Initiatives for early education on gender equality in collaboration with schools."

Heated yet genial discussion ensued as participants shared opinions and discussed concrete questions in small-group discussions. In the plenary session, the three groups reported a number of elements key to promoting diversity: Firstly, the need for everyone to grasp the strengths and weaknesses of their respective organizations; to work together to make the most of their strengths, cover their weaknesses, and further strengthen their organizations; and to strive to engage more people as a means of enhancing the effectiveness of their programs. And secondly, the need to clarify not only the process of engaging citizen interest, increasing support, and fostering leaders, but also each organization's perceived role; and to cooperate and collaborate.

Feedback from participants included comments such as "The theme was relevant to the times and I'm sure what I learned here will inform my future endeavors," "I feel as if this forum has led to my own empowerment," "It was very useful to learn about measures being taken in different parts of the country," and "The forum enabled me to think about gender equality from various perspectives."

Meeting for Diversity Promotion Leaders, July 10 (Fri.) ~ 11 (Sat.), 2015

A meeting for leaders promoting diversity (women's participation in the workplace) was held on July 10 and 11, 2015, around the theme "Women's participation enhances the value of companies."



Lecture

The meeting started with a lecture by work-life consultant Ms. Joanna Sook Ja Park entitled "Fostering women's participation: The key to success lies in reforming work styles and men's participation in home life." Explaining that changes in business and employment systems observed globally demand promotion of diversity and a work-life balance, Ms. Park noted that women's participation was making slow progress in Japan despite the availability of generous support for a work-life balance. She also stressed the importance of men's participation in

household chores played in terms of corporate evaluation of women's participation. Participants shared animated opinions on issues ranging from shorter working hours and the lack of progress in shifting from support for a work-life balance to support for

participation, to men's participation in household chores, during the time allotted for discussion.

In the discussion session that followed, participants experimented with action learning with a view to enhancing the communications skills required of leaders. They also learned techniques for holding effective meetings and gained new insight into how various companies resolve problems by considering issues individually. In the course of discussing various solutions, they considered both concrete measures and directions for other measures worthy of further examination within their own organizations.

On the second day, in a session entitled "The relationship between promotion of women's participation and corporate performance as seen from statistics," NWECC presented data describing the situation prevalent in Japan and the challenges it faces, and explained why women's participation was so necessary for business operations. Participants were also given the opportunity to network and exchange information at an informal information exchange meeting.

Feedback from participants included comments such as "I experienced and learned things I would never be exposed to simply by being in the office," "It was very interesting to learn about measures and approaches other companies are taking," "The information session summarized data on exactly what I wanted to know in a very comprehensible manner," and "I learned how to conduct productive meetings in a time-effective manner through action learning process, and I would like to introduce this at my company."



Discussion



Discussion

Summer School for High and Junior High School Girls 2015, August 6 (Thu.) ~ 8 (Sat.), 2015

NWEC has held its Summer School for High and Junior High School Girls program since 2005 as a means of conveying the enjoyment to be derived from pursuing science and technology. The program targets third-year junior high and first through third-year

senior high and national college of technology students with an interest in science and technology. NWECC also offers a course for parents and teachers with a view to enhancing the support they are able offer girls deliberating what course of study to choose.

Held for the eleventh time this year, Summer School for High and Junior High School Girls 2015: Encounters with scientists, engineers and people (Summer School) took place over the two-night/three-day period (August 6 through August 8), with the participation of a total of 113 girls and 21 parents and teachers from throughout Japan.

In Japan, a number of girl students who opt to study science and technology remains small. Various initiatives have been launched to drive awareness of joy of studying science and technology among junior and senior high school girl students to develop talented scientists and engineers. NWECC has conducted a program for students.

The Program for students comprised career lectures by women working in fields related to science and technology; 16 courses of experiments and practical work, poster exhibits organized by various companies and academic societies; and exchange with international students.

Career lectures were presented by two Summer School graduates: Ms. Tomoyo Kimura (Chifure Cosmetics Research Institute), who chose to work as a researcher at a well-known company as a result of her own suffering; and Ms. Yoko Fukuda (a Ph.D. candidate at the University of Tokyo Graduate School), who participated in a research expedition to the South Pole while conducting research at graduate school. Both speakers conveyed inspiring messages to the girls who carry our hopes for the future.

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

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

Feedback from the students included many forward-looking comments such as “Being able to spend time with people with similar dreams was very meaningful. The program was very substantial in content, and reminded me of how fascinating science and technology really is,” “It was good to have an opportunity to think seriously about the future. I would like to participate in future programs as a student TA,” “I found a couple of jobs I’d be interested in doing in the future, which has brought me a few steps closer to my dream,” and “I was able to talk about and resolve some of the things I was worried or

uncertain about. I was also able to think beyond immediate matters, such as whether to pursue the arts or the sciences and what university to choose, and consider career choices a little further away in time.”



Welcome to Chemistry: Experiments with
The Chemical Society of Japan



Students engaged in international exchange

Special Exhibition at the Women’s Archives Center “Reaching for the Stars”, July 1 (Fri.) ~ December 20 (Sun.),2015.

The FY2015 Special Exhibition “Reaching for the stars: from women who made challenges to women aspiring to make challenges,” is being held in the exhibition room in the Women’s Archives Center (1F, Main Building) from July 31 through December 20.



Exterior view of the exhibition room



Interior view of the exhibition room

The exhibition is the eighth in a series that considers gender equality in Japan from the experiences of women who have made challenges in various fields. Various exhibits are used to introduce the paths taken by a number of women, both Westerners who made significant contributions to research in astronomy in the 18th and 19th centuries and Japanese currently working at JAXA (Japan Aerospace Exploration Agency) or the

National Astronomical Observatory of Japan, and explain the latest developments in astronomy and space exploration. A collection of interviews with women active in the field has also been compiled.



A lecture by Dr. Makio Mukai, a medical doctor and husband of the astronaut Chiaki Mukai, was held in September as a related event.

Exhibition poster

Featured Women and Organizations

[The first generation of women astronomers]

- Caroline Herschel (1750-1848): the first woman in the world to discover a comet
- Mary Rosse (1813-1885): an astronomer, blacksmith and pioneering photographer
- Women at the Harvard College Observatory: The “Harvard Computers” who contributed to astronomy
- The first generation of Japanese women astronomers: Dr. Hiroko Suzuki (1947-1987), Dr. Saeko Hayashi (1958-), and Dr. Sachiko Okumura (1960-)

[Organizations in which women are active in the field today]

- The Japan Aerospace Exploration Agency (JAXA)
- The National Astronomical Observatory of Japan (NAOJ)
- NEC
- ALE Co., Ltd.
- The Shiroy Community Culture Center Planetarium (Chiba)

Main Exhibits

- A 1:50 scale model of “Kibo”, the Japanese Experiment Module on the International Space Station (on loan from JAXA)
- Rare 19th century books on astronomy and 19th century sketches of the galaxy (on loan from NAOJ)
- Research materials and work gloves (on loan from Dr. Saeko Hayashi)
- A model of artificial meteors (made by the Women’s Archives Center, NWEC)
- Control panel for a planetarium (on loan from The Shiroy Community Culture Center Planetarium)

TOPICS

Delegation from the Ministry of Defense of the Socialist Republic of Vietnam visited NVEC

An 18-member delegation from the Ministry of Defense of the Socialist Republic of Vietnam headed by Lieutenant Colonel Bui Thi Lan Phuong, a permanent member of the Ministry's Committee for the Advancement of Women, visited NVEC on July 1, 2015.

Following President Utsumi's welcome address, a researcher from the Office of Research and International Affairs gave a presentation on the history of NVEC and the programs it undertakes. Lt. Col. Bui Thi Lan Phuong then reported on gender equality initiatives being taken by Vietnam and the Ministry of Defense, and the challenges they face.

A discussion with NVEC staff was followed by a tour of NVEC's Information Center for Women's Education, seminar complex and Japanese tea ceremony house; and lunch at the restaurant at the Center where an event was underway. An impromptu performance of traditional Vietnamese songs by a member of the delegation provided an opportunity for deeper exchange with other NVEC users.



Commemorative photo with the delegation from the Ministry of Defense of the Socialist Republic of Vietnam



Lt. Col. Bui Thi Lan Phuong presenting her report



Touring the Information Center



Touring NVEC



The delegation in the Japanese tea ceremony house



Performing traditional Vietnamese songs at the restaurant at NVEC

INFORMATION FROM NWEC

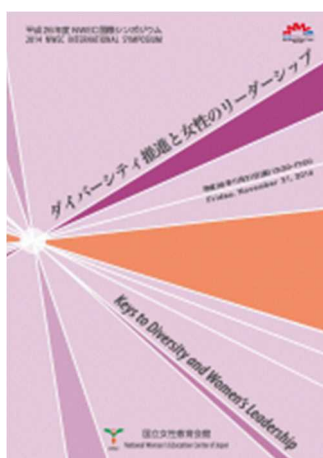
Publication of “Study of the development system and policy recommendation for the support of femail researchers, - comparison of Japan, China, and south Korea” (Japanese only)



This comprises the outcome of a three-year study conducted from FY2012 through 2014 to investigate support systems for women researchers in Korea and China and identify common issues therein by comparing Japan with China, where the number of women earning doctorates in science and technology is on the rise, and Korea, where the percentage of women researchers is growing.

Downloadable at <http://www.nwec.jp/jp/publish/report/page56.html>

Publication of “FY2014 NWEC International Symposium Proceedings”



NWEC has published the proceedings of the FY2014 NWEC International Symposium on Keys to Diversity and Women's Leadership that was held on November 21, 2014. Comprising the keynote address by Prof. Judy McGregor of Auckland University of Technology, who previously served as the first Equal Employment Opportunities Commissioner with the New Zealand Human Rights Commission, and reports by panelists Prof. Mutsuko Asakura of Waseda University and Prof. Keichi Kumagai of Ochanomizu University, the publication covers policy issues pertaining to realization of a work-life balance from the perspectives of gender equality and disparities in wages between men and women. We hope it will serve as a useful reference for people involved in activities geared toward realizing a gender-equal society.

Downloadable at <http://www.nwec.jp/en/publish/page09.html>

Publication of “FY2014 Leader Seminar Report: Gender and ICT in a Digital Age”

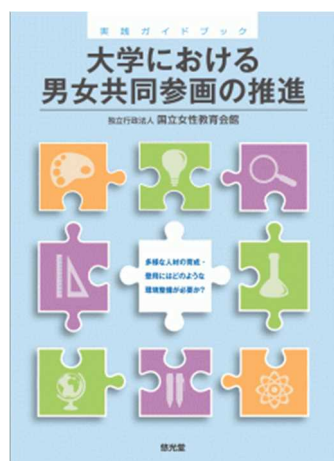


Each year, NWEC invites women leaders of national machineries and NGOs tasked with promoting gender equality in Asia to Japan to attend its Seminar for Gender Equality Officers and Women Leaders in the Asia Pacific Region. The FY2014 Seminar, held from September 29 through October 3, focused on ICT and women’s empowerment. This report comprises the outcome of the seminar and describes best practices in the use of ICT to support women’s participation in society in Cambodia, the Philippines, Thailand, India and Vietnam; and analyzes information gaps, violence against

women arising in cyberspace, and other new gender issues emerging from information communication technologies. It also includes country reports analyzing gender equality policies in the aforementioned countries.

Downloadable at <http://www.nwec.jp/en/publish/page10.html>

Publication of “A Practical Guidebook on Promoting Gender Equality in Universities” (Japanese Only)



NWEC conducted a study from FY2013 through 2014 to promote support for women researchers in universities and other research institutions (Principal researcher: Ms. Yasuko Muramatsu, Professor Emerita and Former President of Tokyo Gakugei University). The outcome of this study, “A Practical Guidebook on Promoting Gender Equality in Universities,” has been published for sale.

It is hoped that staff, researchers and management at universities will use this book as a practical guide for promoting gender equality within their organizations. Part I, “Understanding the Basics of Gender Equality,” explains the importance of promoting gender equality in universities and contains a wealth of data, including initiatives promoted by the Science Council of Japan. Part II addresses practical aspects and covers how to create systems in universities to promote gender equality and support for women researchers, measures for recruiting and training women researchers, promotion of a work-life balance among faculty, and gender-equal career planning courses for students.

(Please refer to the contents below.)

Part I – Understanding the Basics of Gender Equality

Chapter 1: Why is gender equality at universities crucial?

1. Gender equality and the mission of universities
2. Gender equality policies and measures taken by universities and researchers

Chapter 2: Promotion of gender equality as a university management strategy

1. Accommodating respect for freedom in management
2. Strategies for competing globally, and surviving and thriving in harsh environments are vital
3. Nine issues key to establishing appropriate management and strategies in universities
4. Appointment of women faculty requires action grounded in firm beliefs and a long-term outlook
5. Reconciling roles expected of individual faculty with their own career aspirations
6. Promoting gender equality equates to building a university organization capable of pioneering the future

Chapter 3: Gender equality at universities as seen from data

1. Data on gender equality
2. Gender equality in education

Part II – Concrete Measures and Case Studies

Chapter 1: Building frameworks to support women researchers and promote gender equality

1. Establishing systems and environments
2. Building frameworks and networks for collaboration
3. Methods for surveying and evaluating the current situation and identifying what is needed

Chapter 2: Measures for recruiting and training women researchers

1. Trends in the promotion of women researchers' participation in Japan and abroad
2. Techniques for increasing women researchers from the recruitment stage
3. Measures and techniques for promoting women researchers' career development: support through mentoring, role models, etc.
4. Techniques for appointing women researchers to decision-making level and top positions
5. Measures for fostering the next generation of researchers

Chapter 3: Creating a gender-equal environment in which everyone can thrive at work

1. Support for women researchers' work-life balance

2. Establishment of a childcare environment
3. Inclusion of men and administrative staff into the scope of measures
4. Improvement of information dissemination and counseling services

Chapter 4: Gender equality courses and career planning support for students

1. The importance of gender equality courses for students
2. Samples of gender equality courses and career planning support measures for students

Publication of “A Guide to the 59th Session of the Commission on the Status of Women (CSW59)” (Japanese Only)



Each year, the Commission on the Status of Women (CSW) focuses on an issue related to improving the status of women, and holds a meeting at the United Nations Headquarters in New York. CSW59 was held from March 9 through 20, 2015, around the theme “Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the 23rd special session of the General Assembly.” NWEC has published this booklet with the aim of disseminating discussions held at this meeting. The booklet reviews the CSW, describes the Political Declaration adopted at CSW59 and discussions held around this year’s theme, and explains the partnership between civil society organizations and the CSW.

Downloadable at <http://www.nwec.jp/jp/data/1a93ce8e371ad15a23a39d899f57b36a.pdf>

EDITOR'S NOTE

The National Women's Education Center (NVEC) -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, NVEC 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 NVEC Newsletter is published twice a year to introduce our activities.

NVEC 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.

○NVEC Home Page(English) <http://www.nwec.jp/en/>

○NVEC Newsletter Top Page <http://www.nwec.jp/en/publish/#head1>

○NVEC facebook <https://www.facebook.com/NWECJapan>

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

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