

SUMMARIES

A Study on Women's Career Pattern Characteristics

TAKEISHI Emiko

Women's occupational trajectories are found to be diverse. Since the Equal Employment Opportunity Act went into effect, various policies have been implemented in support of women's employment continuity, including policies to achieve a balance between work and family life. However, numerous studies have revealed that women's career patterns have not changed and that the number of women who continue to work after childbirth has not increased, in comparison with prior to the enforcement of Equal Employment Opportunity Act.

This paper attempts to analyze the types of women's occupational careers and the effects on women's career pattern choices. I examine the factors in determining the choice of a continuing work career after marriage and childbirth and explore differences in women's working conditions and career attitudes in terms of women's career patterns.

From my analysis, it was found that the significant factors affecting women's choice of long-term career development are women's career perspectives, the degree to which their spouse shares housework, their spouses' views on their wives' work and their mothers' views on women's work careers. These factors are mutually related. In particular, women who desire to continue working after marriage and childbirth tend to remain in their first jobs. There are significant differentials in job satisfaction among women with different career patterns. Women with long-term career patterns are more satisfied with their work careers than those with re-entry career patterns.

It was concluded from these findings that policies should be implemented to support women's continuing careers. It is vital that a variety of options for women to choose work styles be created through the introduction of flexible working patterns. In addition, it is necessary for young women to make use of opportunities for development of their career perspectives.

A Proposal on Promoting Women's Career Development: Based on Research Findings on Role-Models

WATANABE Mieko

This project was conducted to propose a new framework for developing behavioral and attitudinal aspects of women, as well as competencies for lifelong career construction, based on research findings which were identified to be common to the life-histories of adult women.

The research methodology utilized was a kind of meta-analysis of three different research projects conducted by NWECC and the University of Tsukuba over the last three years. The qualitative data collected by these three research projects was re-analyzed from a career development perspective. The following characteristics were found among those women who have constructed own careers: Through playing various roles and coping with conflicts, they have developed coping mechanisms and attitudes for unpredictable situation; they have recognized the meaningfulness of relationships with colleague and friends which helped them to develop themselves; they are able to assess themselves and their

own experiences objectively; they are building a future with great possibilities by working hard and they have mastered those attitudes and strengths which are a feature of career maturity. From these findings, it is proposed that women's career development programs should focus on developing behavioral and attitudinal maturity rather than focusing on specific job related skills.

Support Program for Women's Career Development and Challenges at CREO-OSAKA

MAKIMURA Hisako

CREO-OSAKA is the gender equality center of Osaka-City, which implements many career development and challenge programs for women.

But these programs had no system. So, the CREO research office had researched support programs for women's career development from 2005 to 2007.

As a result we have developed a systematic program for women's career development. We have put into practice such programs as the "Happy Career Seminar", "Career up Seminar", "Work-life Balance Seminar", "Administrative Seminar" and "Network Forum".

One way in which we have approached businesses is through our "Official Tour Seminar" in 2007. We went on an official tour to 35 businesses, and 1643 men & women attended a lecture. Our business support activities include the establishment of incubator facilities including "Office Challenge" and "Seminars for Starting a Business". We follow up on these seminars, and support class members with our coffee shops at CREO and in the city. It is important and most effective for career development that we support women early in their careers, when they are in their 20s and 30s.

Attempt of Career Formation Support Intended for "Woman in Maternity and Child Care Period": Japan Association for Women's Education "Career Support Seminar 2007" as a Case

ARAI Hiroko

Recently, the course of the career support intended for "Woman in maternity and the child care period" came to be planned. It is because the number of women who consider how to balance work and family. The object of current career formation support for the woman was a woman after the child care had ended. However, the ideal way of the career seminar is changing. "Woman in maternity and the child care period" is faced to the selection that greatly influences the life afterwards. However, they do not have the chance to think about oneself easily. It is because a lot of time and energy are taken in housework and the child care. Moreover, they feel the hesitation for the idea of her future by feeling the pressure of the world "It is necessary to prioritize the child". It is necessary to support it to them.

The Japan Association for Women's Education has been executing the career support seminar intended for the woman of the child care period by the cooperation of labor with Minato Ward Child Family Support Center since 2006. I did the study support in the seminar in 2007. In this text, I report on the seminar, and consider the ideal way of the support program for woman in Maternity and the child care period .

How is a “*Kawaii* Girl” Possible?: A View from a Japanese Nursery Room

MITSUHASHI Koji BURDELSKI Matthew

Kawaii, roughly meaning cute, represents a socio-historically situated aesthetic in Japanese culture for things small, weak, and immature. For this reason, it has attracted the attention of scholars in sociology, linguistics, and cultural studies. However, many of the studies on *kawaii* tend to presuppose an association between *kawaii* and *onna-no-ko* ‘girl’, since *onna-no-ko* tend to love things *kawaii* and dress themselves up in *kawaii* style. Such presuppositions are not systematically examined, and may reflect a stereotype that scholars have of *onna-no-ko*.

In this paper, through examination of the use of *kawaii* in naturally occurring interaction in a Japanese child daycare center, we show that the use of *kawaii* in practices of assessment is governed by a *kawaii* norm, and thereby *onna-no-ko* is a normatively constructed category that becomes associated with *kawaii*. The analysis implies that as girls develop and express, buy, and wear “*kawaii*,” the category *onna-no-ko* becomes increasingly gendered. We conclude that more studies on the use of *kawaii* in naturally occurring interaction at places other than child daycare centers are necessary to fully understand how *onna-no-ko* becomes gendered through the use of *kawaii*.

The Effect of the Human Capital Accumulation on Women’s Reemployment

SAKAMOTO Yuka

Existing research indicates that highly educated women have a stronger tendency not opt for reemployment. However, these findings cannot be explained by Choice and Exchange Theory and Human Capital Theory. The purpose of this paper is to examine empirically the following two issues: 1) whether women’s human capital accumulation such as education, professional experience, years of work experience, has an positive effect on reemployment or not; and 2) which of four hypothesis of derived from existing research explain the failure of higher education level to impact on female reemployment even in recent years.

The data is from the “Japanese Panel Survey of Consumers” by the Institute for Research on Household Economics. It consists of a random national sample of women from their twenties to forties. The sample for analysis (n=633) is unemployed women at their first childbirth. Event history analysis is used to ascertain the axial movement in time of women’s reemployment process.

The results of the analysis showed that while higher level of education had a negative influence on women’s reemployment, human capital accumulated through work experience prior to childbirth had a positive impact including professional experience and longer years of work experience. “Weak Earning Motivation Hypothesis” and “Gender Ideology Hypothesis” was supported for reemployment on women, “Suburban Lifestyle Hypothesis” failed to do so. Although the reason why highly educated women have a stronger tendency not opt for reemployment was partly explained by “Weak Earning Motivation Hypothesis”, “Mismatch Hypothesis” can better explained because the older age of their first birth showed the strongest effect.

Given Japan’s shrinking labor force, it is important to make use of the female human capital. Future research on the factors dissolving a mismatch in female reemployment is, therefore, needed.

Counseling Practices with a Gender Perspective for Mothers of Grown Up Children Who don't Work and Still Live at Home with their Parents

KAWABATA Mariko, HONDA Akiko

The purpose of this study was firstly to clarify the psychological issues for mothers whose chief complaints is about their grown-up children who don't work and still live at home with their parents, that relates to the recently widespread issue of young people such as "hikikomori" or NEET in Japan. A secondary goal was to provide insights —from a gender perspective— on how counselors can do best support mothers of such children.

In regards to these issues 29 cases were analyzed by the following 4 approaches:

- Background analysis, such as age, family structure, job, etc.
- First complaint analysis
- How did the counselor interpret these problems and counsel the mothers
- How did clients react and change their perception and behavior

Results of this analysis suggested that these mothers had excessively internalized their gender role as care providers to their children, and thus were caught in a negative feedback loop, where:

- 1.They perceived themselves as failures, not properly having raised their children to be independent.
- 2.Feeling a failure, these mothers often over compensated, providing even more excessive care to their children. At the same time, they often instructed their children to work harder, be more responsible, etc.
- 3.Because of this, their relationship with their children usually deteriorated.
- 4.This cycle tended to re-enforce the mothers' sense of failure.

The counselors focused on the point that the mothers regarded their children's problem as their own problems. The counselors encouraged clients to change their daily relationship to their sons or daughters, aiming at releasing them from being care providers.

As a result, the clients reconsidered their excessive behavior and acknowledged their own feelings, realizing that their children could take care of themselves. In fact, in many cases, it was found that when the mothers changed their behavior, the children also reacted positively, becoming more independent. It is proved that counseling support with a gender perspective is an effective approach to support mothers of grown up children, who don't work and still live with their parents.

The Present State of Grandmothers Responsible for Raising Grandchildren: Implication for Challenges of Grandparent Education

KOGUCHI Masumi

The aim of this paper is to reveal issues in grandparents responsible for raising grandchildren and to think of challenges of grandparent education. First of all, the circumstances of such grandmothers were clarified through the lens of their "roles".

As a result, the following became clear: (1) As for "role timing", the older grandmothers were, the more serious problems were seen. (2) With regard to "role ambiguity", grandmothers were tied up by existing child-rearing norm and the custodial battle with daughter's spouse. (3) When comparison was made between paternal and maternal grandmothers, there were more "role conflict" problems with "paternal grandmother" and with "the combination of paternal grandmother and granddaughter (blood conflict)". In particular, "blood conflict" has not seen any studies in the U.S., and so it is a new finding

obtained as a result of Japanese data.

With prolonged periods of grandparenthood, health centers, child-rearing support centers and lifelong learning centers will assume a major role by providing grandparents with opportunities to learn about children and the latest relevant information. However, the above findings from (1) to (3) reveal that grandmothers must deal with various issues. Hence, it will become necessary to understand the need for individual counseling and hold actual counseling sessions for grandparents raising their grandchildren. The emotional role of grandparents should continue to be emphasized in order to bring out their potential abilities. Furthermore, when grandparents who only have experience of raising male children take care of granddaughters (or vice versa), how do they consider the gender difference? In this case, experiences of both paternal and maternal grandparents involved in parenting grandchildren whose genders are different from that of their own children can be regarded as useful references.

Research on Prevention, Education and Awareness Raising of Trafficking in Persons

WATANABE Miho

Trafficking in Persons is an urgent human rights issue encompassing various gender issues including violence against women, sexual exploitation, issue on prostitution, discrimination against minority, poverty, economic disparity. National Women's Education Center launched research on trafficking in 2004. This paper will focus on the first phase of the research on trafficking conducted by NVEC, "Research on Prevention, Education and Awareness Raising of Trafficking in Persons 2005-2006", with special focus on the basic research portion of the project, "Issues of Trafficking in the Asia Pacific Region and International Contribution of Japan – From the Perspective of Women's Empowerment" conducted with the grant of Japan Society for the Promotion of Science, Grants-in-Aid for Scientific Research FY 2005-2006". Result discussed will include (1) fact-finding research of Thailand, Cambodia and the Philippines, and hearing of victim-survivor returned from Japan, (2) Survey taken of lawmakers, (3) "Research on Consciousness and Behavior of Modern Men and Women" looking at the demand.

Outcome of the basic research was applied in considering programs on awareness raising and education to prevent trafficking of persons. It is important to tackle this complex issue from both demand and supply side in comprehensive manner with consistence. Improving the support system from perspective of women concerned and their empowerment is key to solve the problem.

A Survey Report about Career Development of the Authors of Refereed Articles in NVEC Journal, 1997-2008

HATANO Keiko, KAWANO Rihoko, SHIBUYA Noriko, ITO Shizuka

This paper reports about the survey on career development of the authors of the refereed articles in "Journal of the National Women's Education Center of Japan (NVEC Journal)", which had been conducted from July to August in 2008. The aim is to clarify the significance of "Journal of the NVEC" to promote people who research or practice for gender equality.

"NVEC Journal" has been published annually since 1997. Its contents are Special section, Refereed articles, NVEC researches, and others.

“NWECE Journal” calls for articles according to these 3 categories; Research papers, Practical case study and Study note. It requires that the articles are international, interdisciplinary or practical studies related to lifelong learning or gender equality, to contribute to developing women’s education in Japan, as well as promoting the researches of NWECE.

“NWECE Journal” has published a total of 49 refereed articles from the first to the 12 number issued in 2008. We enrolled 52 authors who included co-authors and carried out a questionnaire survey and an interview to 8 authors. In the questionnaire survey, we asked follows: I About the authors’ article; II Experience of submission and publication of the article and its effects to their own career development; III The author’s profile. In the interview, we investigated about the contents of the questionnaire more concretely and asked an anticipation that they had for NWECE.

This research was conducted by NWECE in cooperation with NPO Sankaku Planet.

Scholarship and Incentive Schemes for Girls in Nepal

KANNO Koto

In order to improve girls’ participation in basic education, the Government of Nepal in cooperation with international development agencies has been implementing scholarship and incentive programmes for girls at primary and secondary education levels. The past studies and reports focussed mainly on financial flows and delivery issues, whether the funds and goods reach at the target population. But local voices are hardly heard, and what are actually happening in reality at the school scenes are not well documented. Whether scholarship and incentive programs are actually accelerating girls’ participation in school education, and if so to what extent, and whether parents’ awareness has been raised and behaviors changed by these programs or not, and if they would keep sending girls to school even after the termination of such incentives and scholarship; these questions remain largely unanswered. UNESCO Kathmandu Office in collaboration with the Nepalese scholars and graduate students conducted a field study to illuminate the realities of the functioning of girls’ scholarship and incentives programmes in 3 districts in Nepal in 2005. The study focuses on the local decision-making mechanisms and process regarding the girls’ scholarship and incentive programmes. Also examined are: knowledge, perception and opinions of beneficiaries and their families as well as those of non-beneficiaries, teachers/school masters and school management committees regarding the scholarship and incentive programs. The present paper further introduces and discusses main issues emerged out of this research, including monitoring/evaluation, impact, effectiveness and efficiency of the scholarship system and so on. In conclusion, the paper stressed the need for scaling up the girls’ scholarship and incentive programs and bringing in girls’ scholarship and girls’ education programmes the mainstream of education system of this country.