

RECENT NWEC ACTIVITIES

Seminar on Career Building for Women University Students, February 16(Sat)~17(Sun),2019

NWEC held the “Seminar on Career Building for Women University Students” over two days and one night from February 16 to 17. To learn about various career models and think about their own future, 16 women university students came together to seriously consider their own aspirations through interaction with women of various generations and professional fields. In a society where working styles are fluid and diverse, this seminar aims to nurture the development of future female leaders who have views of their own and who are capable of thinking independently and becoming actively involved in society.

On the first day, the program began with a powerful message from Ms. Yoshiko Watanabe, Chairperson of Leadership 111 Career Support, the co-host of the seminar. In the panel discussion that followed, three senior



Networking event: Cafe for listening to the wisdom of elders

women took the platform to share the stories of their own careers: Ms. Kozue Hirano of JXTG Energy Co., Ltd., as a person of the first generation under the Equal Opportunity Employment Act, who was appointed to a managerial position in a major corporation at the time she was also having children and raising them; Ms. Yuka Mitsuhata of Mo-House, Ltd., who developed a clothing line for women who are breastfeeding and created a social entrepreneurship; and Ms. Kaoru Nagatani of Nagatani Farm, who engaged in organic farming with a global vision.

At the NWEC Office of Research and International Affairs, the students learned about conditions surrounding working women in Japan and other countries. As they listened, they took notes enthusiastically. At the networking event after dinner, senior women and others gave frank answers to a steady stream of questions from students. Representative questions included: *What should I do to decide on the path I want to follow? Is raising children really very demanding?* The discussion continued along these lines for an extended period.

In the group discussion on the second day, participants shared aspects of the program that caught their attention

in the course of their participation as well as their thoughts at the time. This was followed by individual participants conveying their aspirations for the future during a discussion on the topic: *What I want to do in the future*. The panelists and NWECC President Fusako Utsumi gave encouraging words to the students, and the venue at the time of the closing ceremony was enveloped in a warm feeling of sisterhood.

NWECC received many positive comments about the program from the participants such as:

- *I would like to continue to pursue my own path*
- *The possibilities in my life have expanded significantly.*

A program for teachers and staff was also conducted in parallel with this program, and attracted 12 participants from universities, gender equality centers and other organizations. In addition to observing the above program for students, participants listened to a lecture on the importance of career support and key points in providing support for female university students. Participants also learned about support programs from a gender viewpoint in Aomori Prefecture. One of the participants commented: *This was a valuable opportunity for us as the information we receive at university on its own is not enough. I would like to think about implementing a similar program within the university that incorporates the case studies we learned about and the network we established here.*



Group work: Designing my future

Training Course to Promote Gender Equality for Leaders of Women's Facilities, Groups and Organizations, May 22(Wed)~24(Fri),2019

The National Women's Education Center (NWECC) co-hosted the training course stated above with the National Council of Women's Centers over three days and two nights from May 22 to 24. The course this year, which was on the theme "Promotion of Gender Equality and SDGs, attracted 157 participants from all over Japan.

Ms. Haniwa Natori, Chairperson of the Board, Japan College of Social Work (former Director of the Office of Gender Equality) opened the program with a keynote lecture in which she traced the course of gender equality policies in Japan and presented the latest comparative data between Japan and other countries to clarify current issues in various areas. A video recording of the lecture (in Japanese only) is available on the official NWECC Channel on YouTube. The lecture was followed by presentations from representatives from the Ministry of Health, Labour and Welfare, the Cabinet Office, and the Ministry of Education, Culture, Sports, Science and Technology, who provided information on the latest policy trends and answered lively questions from the participants.



Keynote lecture by Ms. Haniwa Natori

On the second day, NWECC presented an overview of its training programs and investigative research. In the report on NWECC's attendance at the United Nations Commission on the Status of Women (CSW63) this year,

representatives of NWEC presented details of the speech of the Secretary-General of the United Nations, and shared photographs of the venue, where the atmosphere was brimming with enthusiasm.



Panel discussion

Next, in the panel discussion on the theme “Media and Unconscious Bias,” journalist Ms. Renge Jibu, Ms. Kasane Nakamura of The Huffington Post Japan, Ltd., and Mr. Yusuke Yamamoto of Google LLC took the platform. With Ms. Jibu serving as moderator, the panel launched into a discussion about methods of checking the gender bias of providers of information and creating an environment for guaranteeing effective information dissemination methods and diversity. The accounts of the experiences of these three, who are at the age

where they are raising their own children, resonated significantly with the participants.

After studying the lecture “The Significance and Position of Gender Equality in the SDGs” and case studies based on the actual deployment of SDGs in Japan, participants took part in theme-based workshops. Participants divided into groups based on four themes (politics, education, economy, and disaster prevention) and through lectures given by specialists and a group work approach, they analyzed problems and discussed solutions.

On the final day, participants took part in course-based workshops. Themes were set for each course with “Gender Statistics” assigned to the course for women’s facility managers, “Gender Equality Centers and Counseling Operations” to the course for local government staff, and “Management for Sustainable Activities” to the course for group leaders. While sharing the problems they encountered in their respective work places, the participants considered practical solutions to problems. At the plenary session, participants contemplated the prospects of achieving a sustainable future by considering how to develop programs suited to their communities, the need to think about how to connect the complex problems of individuals to social issues, and the promotion of gender as a mainstream issue by viewing gender from the perspective of various areas which the SDGs as a whole are committed to. With the plenary session as the final activity, the 3-day, 2-night program drew to a close.



Workshop

The following are some of the comments received from participants.

- *Being able to take part in the intensive program was a valuable opportunity for me. I will definitely be able to effectively apply what I learned during this training to practical situations.*
- *I gained a thorough understanding of the connection between gender equality and other themes, and the importance and necessity of cooperating with the private sector and companies.*

Training Course for Counselors at Women’s Facilities, June 19(Wed)-21(Fri), 2019

The National Women’s Education Center (NWEC) conducted the “Training Course for Counselors at Women’s Facilities” from June 19 to 21 over three days and two nights.

This training program, which is for counselors and other staff at women’s facilities, aims to offer solutions to

pressing issues including violence against women by deepening the understanding of counselors through the acquisition of knowledge and skills necessary for counseling work. The program also aims to promote cooperation among relevant organizations. This year, as a trial, we included as trainees in the program persons in government



Keynote lecture by Ms. Teruko Shigyo

responsible for relevant policies with a view to linking to government measures problems relating to various forms of violence experienced by people such as difficulties in living everyday life, poverty, domestic violence, and stalking. The center received a large number of applications far in excess of capacity. In the end, 96 persons participated (86 counselors, 10 persons responsible for relevant policies).

In the first part of the program, Ms. Yumiko Niibori, Director of Consulting Center of Gender Equality Center Yokohama,

introduced various “ice breaker” exercises to dispel any psychological barriers among fellow participants before asking counselors to rethink their awareness of gender and then having them share their awareness of gender issues. In the keynote lecture, “What does counseling for women mean in terms of gender equality?” Ms. Teruko

Shigyo, Managing Director of the Japan Feminist Counseling Society, discussed the orientation of counseling work in light of the nature of gender equality and its perspective, the strong connection between difficulties faced by women and social structure, and the importance of connecting problems that become evident through counseling with the center’s operations and government policies. In addition to the keynote lecture, a psychiatrist gave a lecture on the importance of caring for the mental health of the counselors themselves, and a lawyer gave a lecture on legal knowledge. The National Police Agency also provided information on the characteristics of domestic violence



Task: Providing support in individual case scenarios - hands-on learning

and stalker incidents, which are rapidly increasing, and on making decisions about and dealing with such dangers. In addition, through lectures and practice including role playing in counseling scenarios and cooperating with relevant organizations, participants learned on a practical level material useful in their work.

The following are some of the comments made by participants in the questionnaire survey at the end of the course:

- *The lecturers gave engaging talks based on their vast experience in the work place, and I really learned a lot. In addition, interacting with people from all over Japan was something I had never experienced before. I found the three days very fulfilling.*
- *The areas covered in counseling are becoming more complex by the day. There are many matters which I personally find difficult dealing with, and I feel stress building. Interacting with people involved in the same line of work was very encouraging.*

Summer School for High School and Junior High School Girls 2019 -Encounters with Science, Engineering and People-, August 9(Fri)~11(Sun),2019

The Summer School for High School and Junior High School Girls 2019 - Encounters with Science, Engineering and People took place from August 9 to 11. This year’s summer school program, which is now in its 15th year, was co-hosted by NPO STEM Career Path Project for Girls (GSTEM-CPP) and NVEC. A total of 101 female

high school and junior high school students gathered from all over Japan to participate in the three-day program. The aim of the summer school is to encourage female high school and junior high school students interested in



Group photo of all participating junior and high school students and TAs

science to have a positive, concrete image of their future. Researchers and engineers in various fields serve as staff members while female university and graduate school students currently studying science serve as teaching assistants (TAs) in the various activities. Some of the TAs are also graduates of previous summer school programs. Throughout the 3-day program, there are frequent opportunities for participating junior high and high school students to approach and casually ask questions and advice of upper class students and staff. In this way, students begin to think about their own career development.



Group work considering career development

On the first day, students listened to presentations of two women currently working in fields of science, who spoke about their career experiences and important points to consider in making decisions about a career path. The participants then engaged in a debate in groups where they considered the problems women face when building their careers and deepened their understanding of the issues. Before the evening meal, students teamed up in groups in a challenging game organized by the TAs. While touching on viewpoints of the 17

goals of the SDGs, the group members deepened their friendly relations with each other as fellow students who would spend the next three days and two nights together. After the evening meal, the researchers and engineers held informal gatherings in their respective fields for students who were interested in discussing continuing education and employment. In the morning of the second day, students took part in experiments and practical training covering 14 fields including mathematics, chemistry, ecology and earth science. Participating in classes they chose based on their individual interests, the students had the opportunity to experience the fascinating aspects of science and technology through experiments and observations. During the poster exhibition sponsored by 45 academic societies, companies and other organizations, and the “Gateway” career counseling session in the afternoon, participants wandered about freely visiting the various booths and enthusiastically asking questions about areas of work available for science graduates and the career paths taken by people who pursued those areas in the past. Staff later joined students at a stand-up buffet dinner party where they engaged in further



Experiments and practical training sponsored by academic societies and companies

exchanges with students. After dinner, the female high school and junior high school students set about the challenging task of drafting their own career plans with support from the TAs. During the poster presentation event on the final day, students enthusiastically described their thoughts about their future in light of activities of the previous three days, and expressed their frank impressions of the summer school.

The following are representative comments received from participants:

- *I had the opportunity to hear about the careers of many people in detail. It significantly broadened my horizons regarding my own career path.*
- *I gained courage and confidence concerning my personal goals.*

NWEC Channel (YouTube)

NWEC is currently making available keynote lectures at seminars and activities at symposiums it holds for gender equality leaders, diversity facilitators at companies, and other interested stakeholders by successively uploading video footage of the events to YouTube. In these videos, opinion leaders in a wide range of fields including education, business, and community activities present pressing issues in today's society from the viewpoint of gender equality and explore solutions. For some of the seminars, it is also possible to download materials that were distributed during training.

If you wish to view any of the videos, please visit the NWEC Channel on YouTube by searching "NWEC Channel" on YouTube or using the following link: https://www.youtube.com/channel/UCkzeiT_hVEttEP-cw8gCnqw

* You can also access video content from the menu at the top right of the screen of the NWEC website:

Training/Events → e-learning/online distribution (Main lineup)

○ "My Mother Beate Gordon's Wish: Gender Equality into the Japanese Constitution"

Nicole A. Gordon, Faculty Director of the CUNY Baruch College Executive MPA program, Attorney,
Eldestdaughter of Beate Sirota Gordon

Miyoko Tsujimura, Professor of Meiji University Graduate School of Law, Honorary Professor at Tohoku
University, Attorney

Interviewer/interpreter: Eiko Otake, performing artist

(The 2019 Forum on the Promotion of Gender Equality: "Towards a New Tomorrow: Creating a Supportive
Society for Both Men and Women")

○ "Creating a Gender Equal Future, Together! - Lessons from Iceland"

Ms. Brynhildur Heiðar-og Ómarsdóttir, Managing Director, Icelandic Women's Rights Association

(The 2018 The 2017 NWEC Global Seminar: "Creating a Gender Equal Future, Together! - Lessons from
Iceland")

○ "Unfinished Business – Gender Equality in the 21st Century: The German Case"

Ms. Ulrike Helwerth, the International Gender Equality Policy Advisor of the National Council of German
Women's Organizations.

(The 2017 NWEC Global Seminar: "Promotion for Advancement of Women – Lessons from Germany")

Participation in the 63rd Session of the Commission on the Status of Women

The 63rd session of the Commission on the Status of Women (CSW63) was held at the United Nations Headquarters in New York from Monday, March 11 to Friday, March 22, 2019. Addressing “Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls” as its priority theme, CSW63 is comprised of General Discussion; ministerial round tables; and interactive expert panels. The Review Session, which sought to evaluate progress made on a previous CSW theme, focused on the theme of “Women’s empowerment and the link to sustainable development.”



CSW banner on display in front of the UN Headquarters

On Thursday, March 14, Japan’s representative, Dr. Yumiko Tanaka, presented Japan’s statement, in which she shared Japan’s commitment to promoting women’s empowerment toward achievement of the SDGs and contributing to realization of a society in which not a single person is left behind. In terms of Japan’s efforts, in addition to mentioning Japan’s announcement of a monetary value for unpaid labor, the majority of which is shouldered by women, and a campaign to promote men’s participation in housework and child-raising, Dr. Tanaka introduced an initiative to establish a safe and comfortable public transport system in India and Pakistan that Japan supported.



Presentation of the statement by representative Dr. Yumiko Tanaka

A number of events relating to the priority and the review themes are held in and around the United Nations Headquarters building during CSW sessions. The Japanese government held two side events in collaboration with W20, an engagement group* affiliated to the G20, and three Japanese NGOs. Both of these were enthusiastically received, indicating the high level of interest in the status of gender equality in Japan and issues therein.



Side event co-hosted by the UN Japanese government delegation and NGOs

[* Note] At the G20, engagement groups, which are independent from governments and comprised of various stakeholders of international society, host meetings relevant to the G20 discussions.

Comprising representatives of relevant organizations, they represent the Business community (B20), Civil society (C20), Labor unions (L20), Scientists (S20), Think tanks (T20), Urban cities (U20), Women (W20) and Youth (Y20) from the G20 countries and make contributions such as drafting recommendations on their areas of interest. <https://g20.org/jp/engagementgroups/>

The United Nations Economic and Social Council requires CSW to summarize the results of discussions on each year’s theme in the form of “Agreed Conclusions.” Every year, country representatives engage in discussions until late at night, occasionally until early morning, and pass a resolution on the final day after reaching consensus

on each and every word of the contents.

Discussions on the Agreed Conclusions get into full swing during the second week. To reach consensus in fields such as sexual and reproductive health and rights, migration, and the family, delegates met to hold group discussions. Consensus on all paragraphs was finally reached on the last day after 7 p.m.

CSW63 came to an end when the Agreed Conclusions were duly adopted at the closing ceremony held at the same venue. At this ceremony, Ms. Phumzile Mlambo-Ngcuka, Executive Director of UN Women, stated that the CSW recommendations pave the way for governments to engage and invest differently; involving women in policy dialogue, and targeting initiatives that go to the heart of the largest barriers to the empowerment and voice of women and girls. The Agreed Conclusions comprised 24 A4-size pages covering 52 items.

<https://www.nwec.jp/en/global/exchange/hbek4u00000006ut.html>

Visit from the Guangxi Women's Federation

On April 18, representatives of the Guangxi Women's Federation paid a visit to the National Women's Education Center (NWEC) from People's Republic of China. The visiting members, consisting of five board members of the Guangxi Women's Federation and four members of the Guangxi Capable Women's Association, which is a group of female entrepreneurs managing farms and confectionary companies.



A delegation from the Guangxi Women's Federation

Group took a tour of the Information Center for Women's Education and Women's Archives Center, and held a meeting with the NWEC staff to exchange opinions. Ms. Cen Wanyu, the Vice President of the Guangxi Women's Federation said that the

Guangxi Zhuang Autonomous Region produces a number of female entrepreneurs and that they wish to promote active exchange with Japanese entrepreneurs.

The director of the Administrative Division of NWEC presented an introductory overview of the background of the establishment of NWEC, training programs offered to domestic and international leaders, gender statistics and studies conducted on initial careers of men and women working in private companies, and so on. Following the presentation the delegates asked questions regarding NWEC's training seminars and the meeting ended in a friendly atmosphere.



Visit and explanation of Information Center for Women's Education

Women's Archives Center Exhibition "Beate Sirota Gordon and Gender Equality in Japanese Constitution" & A Visit to the Commemoration Ceremony of the Exhibition at Mills College

From April 26 to November 4, the Women's Archives Center held an exhibition entitled "Beate Sirota Gordon and Gender Equality in the Japanese Constitution," featuring documents and photographs from its private collection.



Women's Archives Center Exhibition Room

Arriving in Japan at the age of five when her father and piano virtuoso Mr. Leo Sirota was invited to Japan, Mrs. Beate Sirota Gordon (1923-2012) spent her childhood and adolescence in Japan until the age of 15 when she entered Mills College in the United States.

Returning to Japan after the Second World War as a member of a US GHQ civilian department, she took part in the drafting of Japan's constitution and, in particular, contributed to the drafting of Article 14, which provides for equality under the law, and Article 24, which sets forth the principle of equality of the sexes. After returning to the United States in 1947, she introduced traditional performing arts of Japan and Asia at the Japan Society and Asia Society.

Following her retirement in the 1990s, she gave lectures on Japan's constitution widely throughout Japan in over 200 cities and towns.

The National Women's Education Center later received various records and documents concerning Beate's activities in Japan as a donation from her eldest daughter, Ms. Nicole Ann Gordon. The center also received contributions of other relevant documents about Beate's life and work from women's organizations and friends with whom Beate had exchanges through her lecture activities in Japan. Therefore, the center decided to hold an exhibition this year.



Women's Archives Center Exhibition Room

9,743 people had visited the exhibition, many of whom enthusiastically watched the documentary video about Beate's involvement in the drafting of Japan's constitution entitled *I wrote gender equality into the constitution*. As part of the exhibition, the Women's Archive Center also set up a "Messages for Beate-san" corner, where many visitors expressed their appreciation to Beate for including provisions on gender equality in Japan's constitution.

Mills College also held an exhibition of documents and other materials which Beate gifted to the school, commencing in May 2019, and Ms. Reiko Aoki, a visiting researcher at NVEC, attended the commemorative ceremony held at the college on May 5.

On August 29, Ms. Nicole Ann Gordon visited NVEC to deliver a special lecture on the first day of the NVEC's Forum on the Promotion of Gender Equality. After the lecture, NVEC received the following message from Nicole:

I wanted to suggest that people of the older generation should write about how their lives are different because Article 24.

And then they should send them for their local newspapers to print. I believe that would be a powerful way for them to contribute to the education of people about article 24.

I think they should also send a copy of what they have written to NVEC. And if their articles are printed, they should also send you a copy of the printed article. I think it would be a great event all around Japan for people in every prefecture to be writing and thinking about this.



Group photo with NVEC staff

Visit by a delegation from the Socialist Republic of Vietnam Ministry of National Defense

On Tuesday, July 30, 21 senior officials from the Defense Women's Board, Socialist Republic of Vietnam Ministry of National Defense visited the Center as part of a training program to learn about gender equality initiatives in Japan.



Delegation Leader, Ms. Phung Thi Phu, Head of Defense Women's Board, Directorate of Politics

Following a welcome address by President Utsumi, the delegation's Deputy Leader, Ms. Vo Thi Khuc Lien Hoa, Chairwoman of Women's Union, Defense Economic Technical Industry Corporation, introduced the delegates.

Ms. Sachiko Takahara, Director, Office of Research & International Affairs then provided an overview of the path taken toward gender equality in Japan and the National Women's Education Center, which was followed by a report on the current state of gender equality in Vietnam by the Delegation Leader, Ms.

Phung Thi Phu, Head of Defense Women's Board, Directorate of Politics.

Vietnam enacted the Law on Gender Equality in 2006 and proceeded to implement measures to promote gender equality in areas throughout the country. In 2007, it enacted the Law on Domestic Violence Prevention and Control; designated a one-month period between mid-November and early December "Violence Against Women Prevention Month"; and has been endeavoring to eradicate violence against women. The significance of collecting and using gender statistics was discussed in the Q&A session, which proved to be a valuable opportunity to renew awareness of issues pertaining to gender equality in both countries.



A delegation from the Vietnam Ministry of National Defense

After touring the Information Center for Women's Education and the Women's Archives Center, it was time for the delegation to return to Vietnam.

Our Center is also an Inbound Destination!

The National Women's Education Center (NWECC) located in Ranzan-machi, Hikigun, Saitama Prefecture has both accommodation and training facilities. Every year elementary and junior high school students from China, Korea, Taiwan, and other countries visit the center on school study tours and graduation tours. In addition to attending training programs at NWECC, they visit nearby elementary and junior high schools to interact with local students.

The courtyard next to the NWECC dining hall serves as a venue for holding barbecues and experiencing Japanese culture such as learning how to wear Japanese kimono, participating in tea ceremony, and watching Japanese Taiko drum performances.

NWECC is ideally situated as a base for visitors traveling within Saitama Prefecture or visiting nearby prefectures in the Kanto area.



Experiencing Japanese culture

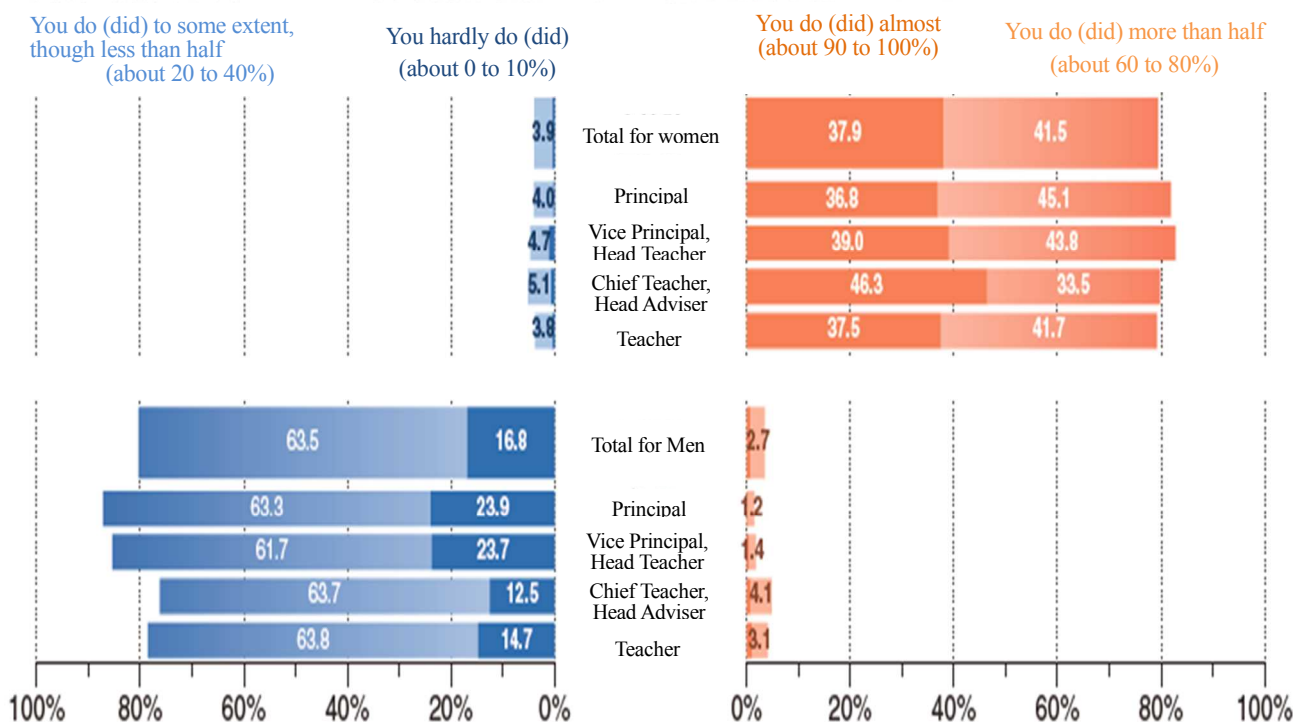
In the spring, visitors can enjoy cherry blossoms, in the summer, they can experience the hottest weather in Japan, and in autumn, they can enjoy the colorful foliage. Why not come to Saitama and enjoy each of Japan's four seasons?

INFORMATION FROM NVEC

Research on Promotion of Active Participation of Female School Teacher

As part of our research on the above subject, we published results of the “Survey Concerning the Career and Life of School Teachers” conducted from January to February 2018. The purpose of the survey was to shed light on the issues surrounding the appointment of women to administrative positions in school education. Conducted through an online questionnaire survey targeting full-time teachers in 3,000 schools at the elementary and junior high school levels, the survey investigated conditions at schools including the workplace environment, working hours, aspirations for administrative positions, division of gender roles, and attitudes of teachers (valid responses: 23,817).

Results of the survey indicated that the working hours for persons in the role of head teacher are particularly long, and female teachers cited the difficulty of balancing both work and family life as a reason for not pursuing administrative positions. From these results it became clear that women actually assume the majority of work in the home life. The survey also revealed that about the half of all administrators are reluctant to encourage teachers who bear the burden of child rearing and care for the aged at home to attend a training course or take an examination for administrative positions.



To what extent do you (did you) play a role in home life including housework and child rearing during the preschool to elementary school years of your child/children?

Note 1: Aggregate calculation of responses regarding the present from respondents whose youngest child is 12 years or younger and the responses regarding the past from respondents whose children are 13 years or older

Note 2: Selection of one response from the following: You do (did) almost (about 90 to 100%); You do (did) more than half (about 60 to 80%); You do (did) about half (about 50%); You do (did) to some extent, though less than half (about 20 to 40%); You hardly do (did) (about 0 to 10%)

For details, please visit the following website: <https://www.nwec.jp/research/hqtuvq0000002ko2.html>

Publishing of NWEC Journal of Practical Research NWEC (Jissen Kenkyu) No. 9

As social conditions and people's views of life become more complex and diverse, various practical issues such as career building and community building are coming to the fore, and there is a need for research that addresses these issues. In addition to promoting practical research from the perspective of gender equality, NWEC publishes the NWEC Journal of Practical Research (NWEC Jissen Kenkyu) once a year in February with a view to making it widely available for use.

The theme of Issue No. 9 is "gender-based violence." Violence based on gender is an issue shared by countries around the world, and initiatives to address "violence against women" began in earnest in the 1990s. The Declaration on the Elimination of Violence against Women of 1993 defines violence against women as "gender-based violence (GBV)."



In Japan in recent years, violence against women of a young age is becoming a serious problem, with young women being exploited in various ways for profit such as being forced to take part in adult videos in what has come to be known as "JK business" that targets girls of high school age. Due to widespread use of social networking sites (SNS), violence of this nature is becoming more varied and complex. Actual incidents of violent acts including sexual harassment and power harassment in the sports world and sexual harassment of women by politicians and government bureaucrats are frequently reported in the media. The rapid spread of the #Me Too movement around the world after female actors spoke out against sexual harassment by a producer in Hollywood in 2017 is also still fresh in the public's memory.

In this issue No. 9, we have included papers discussing the trend in the spread of this movement and sexual harassment in Japan and internationally. The issue also reports on case studies on violence as well as initiatives for preventing violence and training for support persons as approaches for practical application.

Publication of Leader Seminar Report

From October 2 to 6, the National Women's Education Center hosted the 2018 Seminar for Gender Equality Officers and Women Leaders in the Asia Region. Participating in this year's seminar were nine women leaders from government organizations and NGOs involved in gender equality from five Asian countries: Cambodia, China, Indonesia, South Korea and Viet Nam. This seminar is conducted every year on a global theme relating to gender equality and women's participation in society. This year's theme was "Empowerment of Women in Rural

Areas” and centered on learning about initiatives in the promotion of leadership of women in farming implemented by the Ministry of Agriculture, Forestry and Fisheries as well as agricultural cooperatives.

The trainees visited the NWEC’s Information Center for Women’s Education and the Women’s Archives Center, where they presented reports on conditions in their respective countries and shared information on the latest gender equality policies and case studies with positive outcomes on support for women in rural areas in their respective countries. At the Ministry of Agriculture, Forestry and Fisheries, the trainees attended a lecture on initiatives of the Japanese government such as the “Women in Farming Project” and the “Family Management



Agreement.” During a study tour in Yamagata Prefecture in the latter half of the training, the trainees took part in an exchange of opinions with women in farming and deepened their understanding of human resource development programs conducted by the Yamagata Center for Gender Equality (Cheria). In the review session, trainees expressed their opinions of the seminar, which included enthusiastic feedback of the program such as the following: *By exchanging opinions with women in farming, I learned about positive steps they are taking to overcome various difficulties, and I was very impressed.* After the completion ceremony, the trainees returned to their countries on October 7.

The center collated the trainees’ reports on the results of the program, summarized the issues surrounding women in rural areas of the trainees’ countries and Japan, and published these as a report in March 2019.

<https://www.nwec.jp/about/publish/2018/ecdat60000002q11.html>

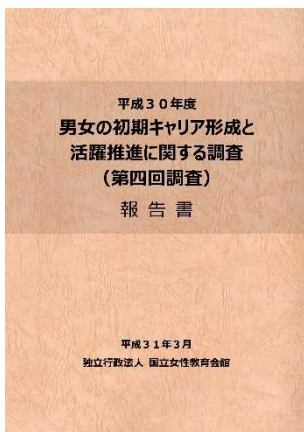
Publication of “Report on a Survey of Men and Women’s Initial Career Development and Promotion of Their Participation”(Japanese only)

Since 2015, as investigative research for establishing a foundation for realizing a gender-equal society, NWEC has been publishing reports as part of its “investigative research of men’s and women’s initial career development and promotion of their participation” to clarify elements that enhance the career awareness of men and women in the early stages of their career.

The work environment and human relationships young people encounter in their early days as working adults have a significant impact on their subsequent career development. To promote the participation of women in particular, there have been indications that it is essential to give women an early start by encouraging their growth and experience during their early days in the workplace, when they have relatively few restrictions such as childbirth and raising children. Many women who are participating in prominent roles in the workplace affirm, “I am where I am today because I was entrusted with challenging work and was trained in my 20s.”

Therefore, to determine the experiences and growth of young people in the early days of their career, NWEC has been conducting panel surveys over a five-year period to trace the progress of men and women who took up full-time positions in private sector companies in 2015 following their hiring. A panel survey is one method of gathering information in regard to the awareness and the environment of the same individuals by tracing their progress at multiple points in time. This approach makes it possible to make more precise inferences regarding the extent to which the career awareness of the initial career period will change, and what factors may be involved in that change.

Based on an aggregation of the results received from men and women respectively in the fourth survey conducted



in October 30, this report is a comparison of the career awareness of men and women in their fourth year of employment. Results of the survey indicate that the work had increased in volume, quality and scope from the previous one year for both men and women. However, more affirmative responses were received from men than from women in regard to “I am doing work that will lead to a future career.” Please see the following link at the NWEC website for further details (Japanese only).|

<https://www.nwec.jp/about/publish/2018/ecdat60000002plv.html>

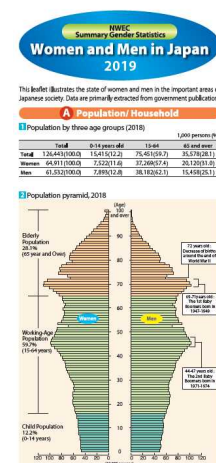
We conducted the fourth follow-up survey in October 2018 to ask the subjects about their awareness in their fourth year of employment. We plan to publish a report on the fifth survey in March 2020.

NWEC Summary Gender Statistics - Women and Men in Japan 2019

Every year NWEC publishes “NWEC Summary Gender Statistics - Women and Men in Japan” in leaflet form. Information in this leaflet, which provides a summary of basic data that indicates the status of women and men in important areas in Japanese society, is based mainly on data obtained from publications of government organizations. The leaflet is printed on B4 size paper in 3 fold and is available in both Japanese and English. Areas covered by the survey include population/household, education, time use, labor and income, health, safety and social security, decision-making, international status index, and the survey provides at total of 35 indicators. The leaflet for 2019 can be downloaded from the NWEC website.

Japanese : <https://www.nwec.jp/research/cb4rt20000001kqy-att/new2019Japdata.pdf>

English : <https://www.nwec.jp/research/cb4rt20000001kqy-att/new2019engdata.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) <https://www.nwec.jp/en/index.html>
- NVEC Newsletter Top Page <https://www.nwec.jp/en/about/pr/newsletter.html>
- NVEC facebook <https://www.facebook.com/NWECJapan>
- NVEC Twitter https://twitter.com/nwec_official
- NVEC CHANNEL https://www.youtube.com/channel/UCkzeiT_hVEttEP-cw8gCnqw

★ Thank you for reading NVEC Newsletter.

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