

# NWEC

## NEWSLETTER

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

### RESEARCH ON COURSES RELATED TO WOMEN'S AND GENDER STUDIES IN HIGHER EDUCATION INSTITUTIONS (OFFERED IN FISCAL 2000)

#### I Background

The National Women's Education Center (NWEC) has conducted research on the actual situation of offered courses related to Women's Studies in higher education institutions since 1983. This research aims not only to expand learning opportunities for women but also to be helpful for the research/study of the fields related to Women's Studies, by surveying the education/research current of those fields in higher education institutions. It is the sole continuous research of this kind in Japan, and the tenth was undertaken this year. (Chart 1)

**Chart 1. Outline of Research on Courses Related to Women's Studies**

time	fiscal year of conducting research	target fiscal year	number of universities	number of courses
1	fiscal 1983	fiscal 1983, fiscal 1981 or 1982	75 in fiscal 1983, 9 in fiscal 1981 and 1982	94 in fiscal 1983, 18 in fiscal 1981 and 1982
2	fiscal 1984	fiscal 1984	92	144
3	fiscal 1985	fiscal 1985	96	166
4	fiscal 1986	fiscal 1986	113	204
5	fiscal 1987	fiscal 1987	128	261
6	fiscal 1988	fiscal 1988	135	280
7	fiscal 1990	fiscal 1990	251	463
8	fiscal 1993	fiscal 1992	268	512
9	fiscal 1997	fiscal 1996	345	786
10-1	fiscal 1999	fiscal 2000	609	2456
10-2	fiscal 2000			
10-3	fiscal 2001			

The result of research has been published by issuing a report on each research. The research reports in 1988 and 1990 were translated in English, and provided to relevant institutions overseas. This Newsletter also has introduced outlines of research over six times since Vol.2, No.1 (1985). The result of the eighth research was carried in Vol.11, No.2 (1994), being compared with the seventh.

The process of conducting research, creating database, compiling data and writing a report has started utilizing computers since 1990. And in 1992, the result of seventh research was put in computerized and opened to the public as the online information search service of the NWEC, WINET (Women's Information Network System).

Thereafter the eighth research result was released in 1994, and the ninth was released from the Website of the NWEC as "the database of courses related to Women's Studies in higher education institutions" in 1999.

The tenth result was released in Dec. 2001 as "the database of courses related to Women's and Gender Studies", which is one of the new systems of women's information provided by NWEC, WinetCASS (WINET Cross Access Search System). As a consequence, cross-section search with other database at a time became possible. These database are provided in Japanese only. (URL:<http://www3.nwec.jp/jyosei/search/>)

#### II Outline of the tenth research (courses offered in fiscal 2000)

The following describes the outline of the tenth research. A planning committee was established this time to examine methods and contents of research as a part of the research and study project of the NWEC, and determined to change methods from the previous ones, the ninth and before. The research consists of two parts. First, in the "Basic Research on School Affairs", persons in charge of school affairs sections in universities and junior colleges across Japan were asked to choose courses related to Women's and Gender Studies (WS/GS) from a syllabus or catalog of offered courses, and to inform their titles and teaching staff in charge. Secondly, "Research on Teaching Staff" was conducted to survey details of courses in charge of the staff and their personal perspective into WS/GS.

##### 1. Basic Research on School Affairs

- ① Title of research  
"Research on Courses Related to Women's Studies in Higher Education Institutions" Basic Research on School Affairs
- ② Period of conducting research  
February and September 2000 (only for institutions with no answer in Feb.).
- ③ Target persons of research  
Persons in charge of school affairs sections in

universities and junior colleges across Japan

- ④ Target courses of research  
Courses (lectures) on Women's Studies or with Women's Studies perspective in higher education institutions such as universities, junior colleges and graduate schools across Japan

Key words and phrases for picking up courses as related to Women's Studies are; house, child care, women's, man, housework, family, employment, gender, housewife, female, Women's Studies, sex, sexuality, sexual, men and women, masculine, father, mother, feminism, feminist, womankind, maternity, life stage, reproductive and bisexual (except medical courses such as gynecology and women's diseases).

- ⑤ Methods of research  
Mailing questionnaires

- ⑥ Target fiscal year  
Research in Feb. 2000 : Offered courses in fiscal 1999, planned courses in fiscal 2000  
Research in Sep. 2000 : Offered courses in fiscal 2000 (for institutions with no answer in Feb.)

- ⑦ Items of research

content	question
I. Outline of higher education institution	F1 Name of university/junior college, address of the head office, key telephone number
	F2 Classification (national, public or private, co-ed/women's, 4 years undergraduate/2 years college/graduate school)
	F3 Number of students, teaching staff, women's number out of them
	F4 Whether there is a course related to Women's Studies or not, where the course is offered
	F5-F10 Affiliated section of a respondent, telephone number, fax, e-mail address, rank, name
II. Survey form by each course	Q1 Title of a course, a theme
	Q2 Number of teaching staff in charge
	Q3 Target department/subject
	Q4 Faculty of target department/subject
	Q5 Period of a course, target curriculum, compulsory /optional, credit, where to be offered, extension or not
	Q6 Target grade
	Q7 Name of teaching staff and persons in charge
	Q8 Sex, rank, affiliated organization of teaching staff
	Q9 (only Feb.) Continuous in fiscal 2000 or not

- ⑧ Responding condition  
609 universities/junior colleges, 2,456 courses

## 2. Result outline of the Basic Research on School Affairs

- The number of universities/junior colleges that offered the course in fiscal 2000 was 609 and the number of courses was 2,456, almost double in the number of universities/junior colleges and three times in courses as compared to fiscal 1996. Although a change in research methods may have some influence, the number shows that a half of all the universities/junior colleges in Japan offer courses related to WS/GS and that courses are certainly increasing. (Chart 2)
- The rate of extension is about a quarter of the whole courses, staying same as fiscal 1996. National universities show higher rate of extension.
- As for faculty of target department, 30.0% of literature and 23.4% of education stand comparatively high. As

for institution, private universities have many courses in literature and national universities in education.

- Concerning employment status of persons in charge, full time employment decreased to 64.1% from fiscal 1996. This is caused by the fact that part time employment increased in private universities/junior colleges. The rate of women among persons in charge was 66%.
- More than one course related to Women's and Gender Studies was offered in universities/junior colleges in all the prefectures in Japan.

**Chart 2. The number of universities/junior colleges and courses (fiscal 1996 and 2000)**

Institution		Num. of universities & colleges in Japan	Fiscal 1996					
			Number of universities & colleges offering a course			number of courses		
			Women's	Coed	Total	Women's	Coed	Total
National	University	99	2	35	37 37.4%	13	88	101
	Junior college	25	0	4	4 16.0%	0	4	4
Public	University	61	2	5	7 11.5%	5	11	16
	Junior college	60	5	8	13 21.7%	13	13	26
Private	University	444	48	78	126 28.4%	160	203	363
	Junior college	502	125	31	156 31.1%	227	43	270
Open University		1	0	1	1 100.0%	0	5	5
Total		1192	182	162	344 28.9%	418	367	785

Institution		Num. of universities & colleges in Japan	Fiscal 2000					
			Number of universities & colleges offering a course			number of courses		
			Women's	Coed	Total	Women's	Coed	Total
National	University	99	2	61	63 63.6%	60	367	427
	Junior college	20	0	2	2 10.0%	0	5	5
Public	University	72	2	35	37 51.4%	6	96	102
	Junior college	55	5	22	27 49.1%	11	58	69
Private	University	479	72	164	236 49.3%	448	662	1110
	Junior college	497	160	83	243 48.9%	548	194	742
Open University		1	0	1	1 100.0%	0	1	1
Total		1223	241	368	609 49.8%	1073	1383	2456

## 3. Outline of the Research on Teaching Staff

- Title of research "Research on Teaching Staff Concerning Courses Related to Women's and Gender Studies in Higher Education Institutions (offered in fiscal 2000)"  
(note) "Gender Studies" is added to the title from this research.
- Period of research  
July to September 2001
- Target persons  
Teaching staff in charge of 2,456 courses in 609 universities/junior colleges that responded "planning to offer" or "offering" a course in fiscal 2000 in the Basic Research on School Affairs.
- Target courses  
2,456 courses in 609 universities/junior colleges that responded "planning to be offered" or "being offered" in fiscal 2000 in the Basic Research on School Affairs.

- ⑤ **Methods of research**  
Mailing questionnaires (with a letter of thanks and demand)  
Questionnaires and letters were sent to school affairs sections of universities/junior colleges where teaching staff in charge belong, so as to be delivered to each member of staff.
- ⑥ **Target fiscal year**  
Fiscal 2000
- ⑦ **Items of research**  
Consisting of the following three parts

content	question
I. Whether there is any correction of copied items from the Basic Research of School Affairs, or not	Person in charge: name, title of a course, working university/junior college, affiliated department, rank, course 1~5 title of a course, theme, period of a course, target grade, offering university/junior college
II. Research on courses related to Women's and Gender Studies target/ title of a course/theme	target/title of a course/theme Q1 year of offering a course Q2 background of offering Q3 outlook of participants Q4 methods/teaching material Q5 course contents Q6 reason for choosing the theme Q7 examination/report assignment Q8 change in participants Q9 change in self-awareness Q10 influence on university/junior college Q11 other effect Q12 issues of a course Q13 meaning of offering a course, future issues shared theme in a synthetic course with sharing staff, name of sharing staff, affiliation, specialty
III. Personal research	F1 specialty F2 age group F3 period in charge F4 affiliated institute/research group F5 experience in administration, content and reasons F6 activity in working university/junior college F7 present states of related courses in working university/junior college F8 need for measures in working university/junior college F9 need for a minor subject program and its reason F10 offering condition of courses in undergraduate/graduate school (difference in them) F11 administrating organization, future perspective F12 opinion on related courses (1) treating them as independent learning, or incorporating as a viewpoint (2) relation of Women's Studies and Gender Studies (3) takeover of a course/training of personnels (4) characteristic of Women's and Gender Studies in Japan F13 free answer

- ⑧ **Response condition**  
623 teaching staff in charge of 821 courses (367 universities/junior colleges)

#### 4. Result outline of the Research on Teaching Staff

- The rate of teaching staff who specialize sociology is

highest (25.2%), followed by Women's Studies (15.2%), education (15.2%), literature/linguistics (14.8%). Age group of 50's (30.7%) is highest in number then 40's (23.4%) and 60's (21.0%) follow. As for period of teaching, "5 to under 10 years (26%)" stands highest, and "3 to under 5 years (18.3%)" and "under 3 years (17.2%)" follow. Over 60% of the whole staff are in charge of under 10 years.

- About 30% of teaching staff are concerned with administrative projects related to women such as women's centers and women's policies in autonomies outside the university. Comparing male and female, female shows the higher rate of concern (38.6%) than male, and male's rate of no concern stands very high (71.3%). As for details of concern, "lecturer of lecture or symposium" (85.5%), "committee member of consulting meeting" (58.9%) and "planning lecture and introducing lecturer" (25.6%) are cited more frequently by respondents allowed to choose plural answers.
- Among concerned projects and activities related to Women's and Gender Studies in working institutions, "an extension course for citizens" (23.8%), "a private research/study meeting" (20.5%) and "a committee related to campus sexual harassment" (20.2%) are all cited by more than 20% of respondents .
- In terms of the present situation of courses related to Women's and Gender Studies in working institutions, 40% of respondents feel unsatisfied with both "introductory course/basic course" and "specific course/related course", while 10% of them feel satisfactory. Moreover, almost a half of teaching staff think networks among them are insufficient.
- Among higher priority measures in working institutions, "establishment/ enrichment of basic courses related to Women's and Gender Studies" (45.5%), "addition of classes/ lectures introducing a viewpoint of gender" (41.9%), "faculty development (training to improve the quality of faculty)" (25.2%) are cited in order of frequency. On the other hand, lower priority measures are "establishment of women's faculty/department" (42.7%), "establishment of graduate school specific in Women's Studies" (32.6%), "establishment of research institute in affiliation with university" (25.7%).
- Asked about the minor subject program of courses related to Women's and Gender Studies, approximately 30% of respondents answered "unknown", followed by "not determined", "necessary" and "unnecessary" of 10 % and something each. Seeing male and female separately, female answered "necessary" (17.5%) more than male, and male answered "unnecessary" (16.0%) more than female.
- Concerning courses related to Women's and Gender Studies as an academic independence, "desirable" (34.5%), "not determined" (19.4%) and "unknown" (17.5%) are cited in order of frequency. On the contrary, incorporation of the courses into various academic fields are thought to be "desirable" (67.6%), and less than 10 % of respondents think "not determined" and "unknown". Few respondents cited "not desirable".

### III Report

Title : “Report on Courses Related to Women’s and Gender Studies in Higher Education Institutions (a research of offered courses in fiscal 2000)” (Japanese)

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Planning committees examined the survey of research on teaching staff in the report as follows.

- When extracting keywords from descriptions about course contents, “gender” is cited most frequently as a keyword, followed by “family”, “female”, “labor”, “history”, “marriage” and “life”.
  - In terms of “reason/intension of theme setting”, the fact that “to create changing knowledge” (including “to introduce gender perspective”, “to think existent matters relatively” and “to examine a vision of reform/new paradigm and an image of society”) and “to create living energy” (including “to be helpful for each student’s way of living”, “to be helpful socially and vocationally” and “for women’s empowerment”) are intended is worth noticing.
  - Future issues concerning establishment of courses are summarized as follows.
- ① Themes of established courses related to Women’s and Gender Studies tend to deal with family and division of labor by gender at present. Acknowledgement of interactive and regulatory relation among policy, class, race, body, reproductive health/rights and sexuality appears less. This seems

to be due to the fact that theoretical study of Women’s and Gender Studies and engendering (introduction of gender perspective into each academic field and recombination of “intelligence”) are still limited in academic learning fields.

- ② In order to enlarge/enrich the courses in undergraduate and graduate schools, a measure to treat them as a minor subject to be incorporated in a program in undergraduate and graduate school courses is practically considered. It is expected that each learning field will expand when courses related to Women’s and Gender Studies become compulsory subject in the foundation course and gender perspective is incorporated in the field.
- ③ Concerning expansion of a target range of students and consideration to secure rights to take lectures, issues such as treatment of male students, establishment of courses targeted for working people, training of administrative officials who promote the Basic Law for Gender-equal Society and the Basic Plan for Gender Equality are most important at present.
- ④ The research indicated that communication among teaching staff in charge is not so smooth that creation of networks should be encouraged. Networks among teaching staff are likely to be created, if the course is programmed as a minor subject and increase in number in graduate schools.
- ⑤ It is essential to employ full-time lecturers of courses related to Women’s and Gender Studies. With full-time lectures as core in university, cooperation between undergraduate and graduate school will be smooth enough to promote relating research projects.
- ⑥ Cooperation with each organization both inside and outside of university will bring organic effect. It is desirable to encourage cooperation between undergraduate, graduate school and research centers inside university, and between various organizations besides schools, such as women’s centers outside university.

### IV Conclusion

Courses related to Women’s Studies have become popular since middle of 1970’s in Japan. 30 years have past and the number of courses is increasing at present. Encouraged by the World Conference on Women in Beijing in 1995 and enforcement of the Basic Law for Gender-equal Society in 1999, affiliated research institutions related to Women’s Studies and higher education institutions with graduate schools specializing Women’s Studies are increased in number. Issues such as how to incorporate and cultivate Women’s Studies in various academic fields, how to create networks among teaching staff and how to cooperate with organizations inside and outside university, however, still remain to be solved in future.

(Mieko GODA, Specialist, Information and International Exchange Division, NWEC)

## SEMINAR ON SUPPORT FOR WOMEN'S EMPOWERMENT

A seminar was held from February 26<sup>th</sup> to March 1<sup>st</sup> to support women's empowerment with the aim of realizing a gender-equal society. It was a practical seminar in order to learn the planning of activities regarding women's education and home education, to acquire skills and knowledge necessary for groups and NPOs to promote activities regarding women's education and home education, and to define and deepen gender sensitive perspectives. There were 125 participants: 110 of them were female and 15 of them were male. According to the occupations, 85 of them were administrative officers, which accounts for almost two thirds of the whole participants, while 40 of them were leaders of NGOs and NPOs. The program and the contents of the seminar were as follows:

### 1. Outline of the programs:

- (1) Policies towards the formation of gender-equal society

Lecture on "the current state of women's education policies to promote women's empowerment and their problems"

Ms. Ikuko Arima

Director, Gender Equality Learning Division,  
Lifelong Learning Policy Bureau, Ministry of  
Education, Culture, Sports Science and  
Technology

- (2) Today's challenges in terms of women's empowerment

- ① Workshop on "education for women's empowerment"

Dr. Kumiko Fujimura

Professor, Toyo Eiwa Jogakuin University /  
Visiting Fellow, National Women's Education  
Center

- ② Visual Forum "Women's empowerment in Afghanistan: Activities of RAWA (The Revolutionary Association of the Women of Afghanistan)"

Ms. Keiko Kawasaki

Journalist

Dr. Hiromi Ehara

Associate Professor, Teikyo University /  
Visiting Fellow, National Women's Education  
Center



- (3) Relaxation workshops:

- ① "Simple exercise" by Ms. Sachiko Kohata, Recreational coordinator
- ② "Sing in loud voice" by Ms. Kazuko Murata, Chorus conductor, Chairperson of the Board of Directors for Niiza-shi Chorus Federation
- ③ "Enjoy fragrances" by Ms. Sachiko Miyazaki, Fragrance expert.

- (4) Measures to solve problems:

- ① Study discussion I II "My empowerment"

Dr. Hiromi Ehara

- ② Group discussions:

A "Make educational programs" by Ms. Junko Fukazawa, Secretary-general of Human



Service Center (NPO)

B "Create networks" by Professor Masafumi Tanaka, Japan Women's University

C "Leadership training" by Associate Professor Shoko Kuzuhara, Yasuda Women's University

D "Search for information on women" by Associate Professor Kakuta Shinji, Jumonji University

- (5) Review and conclusion

Dr. Kumiko Fujimura

### 2. Summary of the Program

- (1) Lecture

To illustrate administrative trends towards the formation of a gender-equal society, the lecture started with an explanation of the Basic Law for a Gender Equal Society and the Basic Plan for Gender Equality. With respect to furthering home education, although home education comprises both a starting point of all kinds of education and an important stage for impressing an awareness of human rights upon children, parents have changed in recent years. It was clarified that the Ministry of Education, Culture, Sports, Science and Technology views support for home education as an important issue, and wishes to promote support for the fostering of parenting skills in all individuals as a measure that will lead to women's empowerment.

- (2) Workshop

This workshop involved group work designed to

verify gender identity and enhance awareness of gender biases. Then, the definition of empowerment was clarified as being “individual women’s growing awareness of gender biases in their own consciousness and in social customs and practices, the nurturing of their ability to express their own opinions and to change society in cooperation with those around them.”

Following this, participants engaged in group work to consider two themes: ① the kind of leaders that support women’s empowerment, and ② families in the 21st century. Finally, each participant reflected on and evaluated their learning experience by writing down what they had learned from the workshop, anything they were doubtful about, and points they were unable to fully understand. These notes were circulated within the group for reading and comment.

### (3) Visual forum

Ms. Kawasaki used videos and slides to report on the current status of Afghan women and the activities of RAWA, which engages in activities supporting women’s empowerment. RAWA places utmost importance on education, and organizes literacy classes for refugee women in Pakistan and has opened schools for both male and female refugee children where, rather than simply providing them with knowledge, they also teach about modern ways of thinking, including the concept that women also have rights.

Professor Ehara commented “Whereas Japan has shown little interest in developing nations hereto, what the Japanese can achieve in future world affairs will become a major issue. We need to understand gender issues in Japan in terms of world trends.”

### (4) Study discussion I

This involved a lecture that started with an explanation of women’s issues in Latin America, and suggested that whereas education was an important factor when thinking about how to achieve empowerment, education alone could not solve everything. Moreover, outsiders might be able to make gradual headway if they based their attempts to impart their own cultures and customs upon an understanding of local cultures and customs.

Participants then separated into groups to discuss what kind of issues, systems and frameworks they were currently involved in, and what kinds of measures were needed to break through these and resolve issues by sharing information on measures they had taken hereto.

### (5) Study discussion II

Reports on group deliberations from Study Discussion I were presented.

Issues raised included: ① government employees’ low awareness of gender equality, ② cooperation between the government and groups promoting citizens’ activities, ③ organizations and groups’ lack of personnel,

arenas for activities, funds, etc, and ④ learning does not always lead to action.

A number of measures for resolving these issues were presented including, ① the need for staff training (managerial posts in particular), ② the importance of individual citizens strengthening their networks so that citizens and the government can build partnerships on an equal footing, ③ promotion of the appointment of citizens (women in particular) to all kinds of deliberative councils, and ④ the planning of continuous courses and seminars.

### (6) Review and conclusion

Having reflected upon the learning experience provided by the seminar as a whole, individual reports written the previous evening were circulated within groups for reading and comment before being returned. There were five points to be considered when writing the report: ① the extent to which the goals of the seminar were achieved, ② your opinions and evaluation of the program, ③ what you gained from the seminar, ④ the extent to which you achieved your goals for participating, and ⑤ your evaluation of yourself as a participant.

Following this, further group and general discussion revealed that participants had enjoyed different learning experiences due to their personal background and experience, and deepened their awareness and understanding of the concept of empowerment.

The following three issues can be raised as future issues and prospects.

- (1) Given that the participants comprised people from various walks of life, including government officers and NGO/NPO leaders, we may assume the effects of the training course were different for each of them. Although this training course prioritized discussions and workshops over lectures, there is a need to devise a way of scheduling the program in such a way as to enable participants to utilize opinion exchange among themselves to further discussions.
- (2) In order to further enhance the program for this seminar, there is a need to make it clear that we are developing a program to support women’s empowerment, and to devise a program in cooperation with participants whilst incorporating their opinions.
- (3) The importance of training seminars that encourage government employees (men in managerial posts in particular) to change their mindsets has been pointed out in terms of promoting support for women’s empowerment, and it would be advisable to increase the participation of men in managerial posts.

(Chieko KOBAYASHI, Specialist, Program Division, NWEC)

## SURVEY REPORT

# SURVEY ON THE STATUS OF GENDER EQUALITY IN THE REGION (March, 2002, Gender Equality Bureau, Cabinet Office)

### I. Purpose

With the objective to grasp the status of women's participation in each prefecture, statistics on the population and the percentage of women by the field and the type of occupation were gathered, and also the hearing on the status of women promotion and appointment at various institutions and organizations of the field and the type of occupation were conducted. This document reports the outcomes of such survey to contribute to the future development of the policy.

### II. Method

- (1) Gather prefectural statistics on population and the percentage of women by the field and the type of occupation based on the published statistical data and materials from various organizations.
- (2) Conduct the hearing on the status of women promotion and appointment at various institutions and organizations in the field and the type of occupation.

### III. Target

#### 1. Prefectural statistics on population and the percentage of women by the field and the type of occupation

- Professional and technical workers (Census by Ministry of Public Management, Home Affairs, Posts and Telecommunications)
- Medical-related: [Doctors, dentists, pharmacists] ("Survey on medical doctors, dentists and pharmacists" by Ministry of Health, Labour and Welfare)
- Judicial-related: [Lawyers, shiho-shoshi lawyers (judicial scriveners)] (Surveys by The Japan Federation of Bar Associations and The Japan Federation of Shiho-Shoshi Lawyer's Association)
- Accounting-related: [Certified Public Accountant] (Japanese Institute of Certified Public Accountants)
- Real estate-related: [Real estate appraiser] (Ministry of Land, Infrastructure and Transport)
- Education-related: [Primary, junior high and high school teachers, university teachers, curators] ("School Basic Survey" & "Social Education Survey Report" by Ministry of Education, Culture, Sports, Science and Technology)
- Private-sector corporations: [Female entrepreneurs/Women presidents] (Survey by Teikoku Databank, Ltd.)
- Agricultural, forestry and fisheries: [Agricultural cooperatives board members, agricultural committee members, fisheries cooperatives board members] (Survey by Ministry of Agriculture, Forestry and Fisheries of Japan)
- Other organization: [Clubs for the Elderly] (Survey by Japan Federation of Senior Citizens' Clubs, Inc.)

#### 2. Status of women promotion and appointment at various institutions and organizations

- (1) Central institutions and organizations
  - (Medical-related) Japan Medical Association, Japan Pharmaceutical Association
  - (Judicial-related) Japan Federation of Bar Associations, The Japan Federation of Shiho-Shoshi Lawyer's Association
  - (Accounting-related) Japan Institute of Certified Public Accountants
  - (Commerce and industry) (Japan Chamber of Commerce and Industry (provision of data only)) Japan Federation of Employer's Associations, The New Business Conference
  - (Distributive trade) Japanese Consumers' Cooperative Union
  - (Mass communication) The Japan Newspaper Publishers and Editors Association, (National Association of Commercial Broadcasters in Japan), Japan Broadcasting Corporation
  - (Trade union) The Japanese Trade Union Confederation
- (2) Local institutions and organizations
  - (Medical-related) Prefectural Medical Associations
  - (Judicial-related) Prefectural Shiho-Shoshi Lawyer's Associations
  - (Distributive trade) Prefectural Consumers' Cooperative Unions
  - (Education-related) National High-School Parents and Teachers Association

### IV. Period of Survey

October - December, 2001

This survey was commissioned to the independent administrative institute, the National Women's Education Center. This translation of the survey was conducted by NWEC.

### V. Summary

This survey was conducted in order (1) to clarify the prefectural statistics on population and the percentage of women by the field and the type of occupation, and (2) to comprehend the status of women promotion and appointment at various institutions and organizations.

#### 1. Prefectural statistics on population and the percentage of women by the field and the type of occupation

- The percentage of women of professional and technical workers is high in the regions and low in the metropolitan area.
- There are prefectures that have no qualified woman for lawyer and/or certified public accountant. Percentage of women varies widely by the field of occupation.

- The types of occupation with high percentage of women are elementary school teachers, pharmacists and junior-high school teachers, which have small regional variation. On the other hand, the percentage is low in real estate appraisers, certified public accountants and lawyers, which vary widely.

**(Professional and technical workers)**

- Regarding women's ratio in professional and technical workers [national average 42.9%] (the population of women), which is the grand total of various professional and technical workers, the three highest prefectures were Kochi 54.5% (30,400), Kumamoto 53.7% (64,800) and Miyazaki 52.4% (36,400), and the three lowest were Kanagawa 33.6% (247,800), Ibaragi 35.3% (73,200) and Chiba 37.9% (158,800). The values were higher in localities and lower in the metropolitan area.

**(Medical-related)**

- Regarding women's ratio in medical doctors [national average 14.1%] (the population of women), the three highest prefectures were Tokyo 19.7% (6,152), Kanagawa 17.0% (2,346) and Tokushima 16.2% (355).
- Regarding women's ratio in dentists [national average 16.3%] (the population of women), the three highest prefectures were Iwate 22.2% (214), Aomori 21.2% (155) and Tokyo 21.1% (3,099).
- Regarding women's ratio in pharmacists [national average 59.7%] (the population of women), the three highest prefectures were Hyogo 72.7% (7,453), Kanagawa 70.3% (9,168) and Kochi 69.2% (915).

**(Judicial-related)**

- Regarding women's ratio in lawyers [national average 10.2%] (the population of women), the three highest prefectures were Nara 13.6% (11), Chiba 12.5% (34) and Tokyo 12.0% (1,028). There is no women lawyer in Toyama, Yamaguchi and Kagawa prefectures.
- Regarding women's ratio in shiho-shoshi lawyers (judicial scriveners) [national average 9.8%] (the population of women), the three highest prefectures were Nara 14.3% (24), Fukui 13.7% (19) and Kanagawa 13.6% (88).

**(Accounting-related)**

- Regarding women's ratio in certified public accountants [national average 8.0%] (the population of women), the three highest prefectures were Yamanashi 20.0% (4), Aomori 14.3% (2) and Saga 11.1% (1). There is no women certified public accountant in Iwate, Yamagata, Ishikawa, Shiga, Wakayama, Tottori, Shimane, Yamaguchi, Ehime, Kochi and Miyazaki prefectures.

**(Real estate-related)**

- Regarding women's ratio in real estate appraisers [national average 3.1%] (the population of women), the three highest prefectures were Oita 14.8% (4), Fukui 11.8% (2) and Miyazaki 8.7% (2). There is no women real estate appraiser in Hokkaido, Aomori, Akita, Yamagata, Ishikawa, Yamanashi, Gifu, Tottori, Shimane, Okayama, Kagawa, Ehime, Kagoshima and Okinawa prefectures.

**(Education-related)**

- Regarding women's ratio in elementary school teachers [national average 62.5%] (the population of women), the

three highest prefectures were Okinawa 72.9% (3,981), Toyama 70.4% (2,554) and Kochi 70.3% (2,681).

- Regarding women's ratio in junior high school teachers [national average 40.6%] (the population of women), the three highest prefectures were Kochi 48.2% (1,221), Toyama 48.0% (1,035) and Tokushima 47.9% (1,010).
- Regarding women's ratio in high school teachers [national average 26.1%] (the population of women), the three highest prefectures were Okinawa 39.5% (1,573), Tokushima 39.0% (849) and Kochi 36.4% (867).
- Regarding women's ratio in university teachers [national average 14.1%] (the population of women), the three highest prefectures were Hyogo 19.5% (1,025), Oita 18.4% (169) and Saitama 18.2% (626).
- Regarding women's ratio in curators [national average 33.4%] (the population of women), the three highest prefectures were Kagawa 58.8% (10), Tokyo 49.4% (155) and Kochi 45.0% (9).

**(Private-sector corporations)**

- Regarding the percentage of corporations operated by female entrepreneurs/women presidents, the three highest prefectures were Aomori (8.1%), Tokushima (7.9%) and Kochi (7.2%).

**(Agricultural, forestry and fisheries)**

- Regarding women's ratio in agricultural committee members (electoral and appointing members), [national average 1.6%] (the population of women), the three highest prefectures were Nagano 6.7% (147), Kagoshima 5.2% (76) and Tokyo 4.6% (34).
- Regarding women's ratio in agricultural cooperatives (board members) [national average 0.4%] (the population of women), the three highest prefectures were Kochi 3.7% (19), Fukuoka 2.4% (20) and Okinawa 2.1% (9).
- Regarding women's ratio in fisheries cooperatives (board members) [national average 0.2%] (the population of women), the three highest prefectures were Shiga 1.1% (4), Hiroshima 0.8% (5) and Chiba 0.8% (4).

**(Other organization)**

- Regarding women's ratio in clubs for elderly (total of chairmen, vice-chairmen, directors and councilors) [national average 12.2%] (the population of women), the three highest prefectures were Gunma 32.9% (27), Fukuoka 29.6% (24) and Fukui 23.3% (27).

**2. Status of women promotion and appointment at various institutions and organizations**

**(1) Central institutions and organizations**

- According to the hearing on the promotion and appointment of women at medical, judicial, accounting, commerce and industry, education, mass-communication and trade union related organizations, the status of women promotion and appointment is very bad in all the fields, which might be due to the low percentage of women in such organizations.
- Among the target institutions and organizations that responded to the survey, the three that had largest ratio were Japan Federation of Employer's Association 32.6%, Japan Pharmacists Association 11.8% and Japanese Consumers' Cooperative Union.



- There is very few institution and organization that pays special attention to the promotion and the appointment of women to the board members/executives. The Japan Pharmacists Association that has high ratio of women in its member, however, is making it a must to appoint woman (women) to the board member. Also Japanese Consumers' Cooperative Union is designing to set up women's place for the board member.

**(Medical-related)**

- Regarding Japan Medical Association, total number of members was 156,666, of which women's percentage was 12.4%. Out of 27 directors (27 is the quorum of the directors) the number of women director counted zero.
- Regarding Japan Pharmaceutical Association, total number of members was 95,300, of which women's percentage was 54.4%. Out of 34 directors (34 is the quorum of the directors) the number of women director counted 4, accounting for 11.7%. The Association pays attention to the appointment of women to the directors.

**(Judicial-related)**

- Regarding Japan Federation of BAR Association, total number of members was 18,879, of which women's percentage was 10.9%. Out of 84 directors (84 is the quorum of the directors) the number of women director counted one, accounting for 1.2%. Child-care service is provided in the training course conducted by Japan Federation of BAR Association at the request of the member.
- Regarding The Japan Federation of Shiho-Shoshi Lawyer's Association, total number of members was 17,205, of which women's percentage was 9.9%. Out of 27 directors (27 is the quorum of the directors) the number of women director counted zero.

**(Accounting-related)**

- Regarding Japan Institute of Certified Public Accountants, total number of members was 18,046, of which women's percentage was 10.2%. Out of 85 directors (85 is the quorum of the directors) the number of women director counted 4, accounting for 4.7%.

**(Commerce and industry)**

- Regarding Japan Federation of Employer's Association, total number of members was 148, of which women's percentage was 30.4%. Out of 46 officers (46 is the quorum of the officers) the number of women officer counted 10, accounting for 32.6%.
- Regarding The New Business Conference, total number of members was 540, of which women's percentage was 13.0%. Out of 45 directors (45 is the quorum of the directors) the number of women director counted 8, accounting for 17.8%.

(Agricultural and fisheries-related)

- Regarding Central Union of Agricultural Cooperatives, out of 26 directors (26 is the quorum of the directors) the number of women director counted zero.

**(Distributive trade)**

- Regarding Japanese Consumers' Cooperative Union, out of 46 directors (46 is the quorum of the directors) the number of women director counted 8, accounting for 17.4%.

**(2) Local institutions and organizations**

- As in the case of central institutions and organizations, there is not much promotion and appointment of women in local institutions and organizations. However, those organizations that plan to positively promote and appoint more women and those that set up the target of women percentage of directors are showing up.

**(Medical-related)**

- Regarding Prefectural Medical Associations, the prefectures that had higher percentage of women members were Chiba 18.1%, Kyoto 15.6%, Osaka 14.9% and Aichi 14.0%. Those with higher ratio in the women directors (the number of women directors) were Nara 11.8% (2), Akita 8.3% (2), Kyoto 8.0% (2), Iwate 6.9% (2) and Kochi 6.1%(1). Notable features about the promotion and appointment of women to the directors were that Iwate prefecture had been committed to the appointment of women directors in the past four to five years, and that Chiba had been concerned to actively appoint women in the medical association on the basis of the fact that the prefectural governor had been promoting the advanced policy on gender equality.

**(Judicial-related)**

- Regarding Prefectural Shiho-Shoshi Lawyer's Associations, the prefectures that had higher percentage of women members were Fukui 13.0%, Shiga 13.0%, Osaka 12.9%, Okayama 12.1% and Aichi 11.2%. Those with higher ratio in the women directors (the number of women directors) were Ibaragi 33.3% (1), Nagano (Legal Support Nagano) 26.7% (4), Nagano Prefecture Public Consignment Registration Shiho-Shoshi Lawyer's Associations 18.8% (3), Okinawa 11.8% (2) and Saitama 11.5% (3).

**(Distributive trade)**

- Regarding Prefectural Consumers' Cooperative Unions, the prefectures that had higher percentage of women directors (the number of women directors) were Aichi 42.9% (347), Hiroshima 34.6% (9) and Tokushima 33.2%(64). Fukui, Okayama and Saga prefectures set target ratio of women directors.

**(Education-related)**

- Regarding National High-School Parents and Teachers Association, the prefectures that had higher percentage of women directors (the number of women directors) were Akita 43.9% (25), Kanagawa 40.9% (9) and Kyoto 40.0%(4). Fukui and Kagoshima prefectures are committed to have a certain number of women directors.

**(3) Notes**

- There are institutions and organizations that have low women percentage of the directors compared to that of the members.
- The results of this survey disclose the information by the institutions and the organizations replied. There were institutions and organizations that had even no data of sex in those to which hearing was conducted. In order to promote gender equality in the institutions and the organizations, it is an urgent need to secure sexual data for a start.

## WOMEN'S CENTER IN JAPAN

# SAITAMA PREFECTURAL CENTER FOR PROMOTION OF GENDER EQUALITY (“WITH YOU SAITAMA”)

Saitama Prefectural Center for Promotion of Gender Equality (“With You Saitama”) was established in Saitama New Urban Center on April 21, 2002, for the purpose of implementing gender equality policies of Saitama Prefecture and supporting efforts and activities by the citizens and the local authorities toward the gender equality as a total base.

On that account, the Center implements the following five services:

### “Collecting and Providing Information”

Books and materials based on the gender perspective are collected. Information to raise people’s interests in the realization of the gender-equal society is provided through Information Library and the website.

### “Consultation”

Various types of consultations such as telephone counseling, counseling on Internet, counseling by interview, special counseling by lawyers, medical doctors, etc. are conducted.

### “Learning and Training”

Various lectures and events are conducted to deepen recognition and understanding of the gender equality, leading to the practical approaches. This year, the lecture “Gender-Equal Society and Issues of Saitama Prefecture,” etc. is conducted.

### “Support of Voluntary Activities and Exchange”

#### “Study and Research”

The issues specific to Saitama Prefecture are clarified, and study, research and investigation of actual conditions are conducted for the realization of the gender-equal society. First year, themes such as “Research on Suspension of Work of Women Raising Children” as the joint research of university and research organizations, “Effect of Men’s Cooking Class on Eliminating Consciousness of Static Sex Role” as the research to support various groups and organizations, etc. have been decided.

One of the features of the Center lies in the utilization of the information system. The Center offers 24-hours consultation on Internet, supports establishment of groups and organizations’ establishing websites, enriches the human resource data bank and installs



workstations that allow people to access information across the Internet freely.

Regarding the facilities, there are rooms such as Seminar Rooms, Audiovisual Seminar Room and Workshop Room that can be used for meetings and trainings, at charge, and those such as Exchange Corner, Activity Presentation Corner, Work Room that welcome people to use freely without charge.

“The facility where everyone should feel free to use at any time” is what the Center aims for. Please also visit the Center’s website: <http://www.withyou-saitama.jp>.

## PUBLICATIONS

Abortion before birth control : the politics of reproduction in postwar Japan

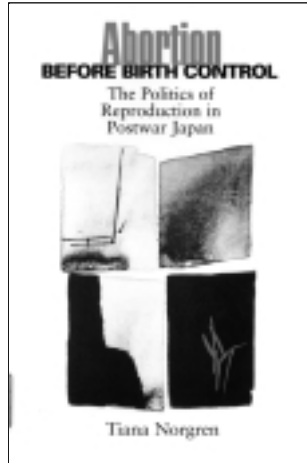
(By Tiana Norgren. Published by Princeton University Press in 2001. 242 pages. ISBN 0691070040)

Why has postwar Japanese abortion policy been relatively progressive, while contraception policy has been relatively conservative? The Japanese government legalized abortion in 1948 but did not approve the pill until 1999. In this carefully researched study, Tiana Norgren argues that these contradictory policies flowed from very different historical circumstances and interest group configurations. Doctors and family planners used a small window of opportunity during the American occupation to legalize abortion, and afterwards, doctors and women battled religious groups to uphold the law. The pill, on the other hand, first appeared at an inauspicious moment in history. Until circumstances began to change in the mid-1980s, the pharmaceutical industry was the pill's lone champion; doctors, midwives, family planners, and women all opposed the pill as a potential threat to their livelihoods, abortion rights, and women's health.

Clearly written and interwoven with often surprising facts about Japanese history and politics, Norgren's book fills vital gaps in the cross-national literature on the politics of reproduction, a subject that has received more attention in the European and American contexts. *Abortion before Birth Control* will be a valuable resource for those interested in abortion and contraception policies, gender studies, modern Japanese history, political science, and public policy. This is a major contribution to the literature on reproductive rights and the role of civil society in a country usually discussed in the context of its industrial might.

1. Introduction
2. The politics of interests
3. For the good of the nation : prewar abortion and contraception policy
4. Japan legalizes abortion: the intersection of national and professional interests
5. The politics of abortion: movements to revise the Eugenic Protection Law (1952-2000)
6. Abortion before birth control: Japanese contraception policy (1945-1960)
7. The politics of the pill (1955-2000)
8. Conclusion

<...Extract from the bookcover>



The father-daughter plot : Japanese literary women and the law of the father

(edited by Rebecca L. Copeland and Esperanza Ramirez-Christensen. Published by University of Hawaii Press in 2001. 384 pages. ISBN 0824821726)

This volume of essays on the “daughterly” experience of Japanese women writers has been a long time in the making and has been derived from a variety of sources. The first spark of inspiration for the project was lit at the Third Annual Meeting of the Midwest Association of Japanese Literacy Studies, held at Purdue University in Indiana.

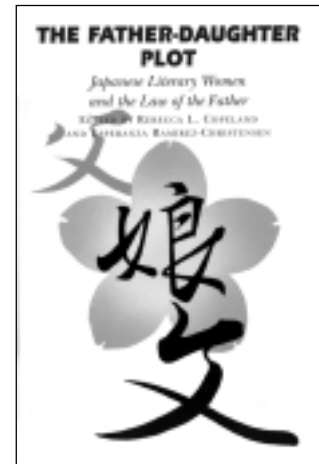
The bond between a woman writer and her father (whether biological or cultural) was profoundly significant - regardless of the era in which the woman wrote. Even women who did not have an important literacy father, and even women who did not have a father, were nevertheless positioned politically, ideologically, and symbolically as “daughters” in a culture that venerates “the father”.

Such is not the case when we look to Japanese-language studies or studies on Japanese literature in English. Much attention has been paid to the role of the mother in the life of the Japanese male writer and to the image of the mother in Japanese literature.

It should be noted that this volume is by no means a complete picture of father-daughterness in Japanese literature. I hope this volume will inspire others to look more closely at these writers and to consider them from the position of their literary daughterhood.

1. Of love and bondage in the *Kagero Diary*: Michitsuna's mother and her father
2. Self-representation and the patriarchy in the Heian female memories
3. *Towazugatari*: untruly tales from a dutiful daughter
4. Mother tongue and father script: the relationship of *Sei Shonagon* and *Murasaki Shikibu* to their fathers and Chinese letters
5. De-siring the center: *Hayashi Fumiko*'s hungry heroines and the male literary canon
6. A room sweet as honey: gather-daughter love in *Mori Mari*
7. *Enchi Fumiko*: female sexuality and the absent father
8. Needles, knives and pens: *Uno Chiyo* and the remembered father
9. A Confucian utopia: *Koda Aya* and *Koda Rohan*
10. *Oba Minako* and the paternity of maternalism
11. *Kurahashi Yumiko*'s negotiations with the fathers
12. Ogino Anna's gargantuan play in *Tales of Peaches*

<...Extract from the preface>



## Introduction to NWEC

### Open Lecture Meeting

Since the United Nations has designated the year 2002 as the “International Eco-Tourism year”, we have invited Dr. Michiko IMAI, a medical doctor and an alpinist, for the Open Lecture Meeting on February 2nd, on the subject of “Tourism that considers Environmental Issues - International Eco-tourism Year 2002”. Dr. Imai gave a talk on how eco-tourism has been created and developed as well as its historical and cultural backgrounds. She also used a video to introduce the case of Costa Rica which is known for its unique eco-tourism. Participants asked her many questions that show people’s deep interest in eco-tourism.

### Seminar on the Promotion of Education for Girls and Women



Entrusted by Japan International Cooperation Agency (JICA), the “Seminar on the Promotion of Education for Girls and Women” was held from February 12<sup>th</sup> to March 9<sup>th</sup>, for the officers in charge of educational issues in developing countries. The first seminar of this kind began in 2001 as a new project, and is expected to last for 5 years. This time we had 10 participants from Asia, Africa and Latin America.

The participants increased their understanding on educational policies for raising the status of women, by listening to lectures and taking part in discussions on “Japan’s educational system” and “Education for girls and women”, and by visiting elementary schools, junior

high schools and women’s colleges, etc. They also had some opportunities to experience Japanese traditional culture such as making of “temari (traditional Japanese handball)” and attending “tea ceremony”.

### International Comparative Study on Women’s Learning Needs and Activities

This study will be conducted in Norway, South Korea, Japan and the United States from the year 2001 to 2003, with the aim of promoting life-long education towards the formation of gender-equal society as well as encouraging women’s empowerment.

In March this year a field survey was conducted, and between July 11<sup>th</sup> and 14<sup>th</sup> the counterpart researchers from respective countries were invited to NWEC in order to put the results together and discuss repeatedly the study methods to follow for future. It is planned to hold an international symposium for the year 2003 to officially announce the study results and to prepare a joint report on the study.

#### EDITOR’S NOTE

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

*As of September 2002, the newsletter is sent to free of charge to approx. 1,500 organizations (including individuals) in 178 countries around the world. Anyone knowing of other individuals or groups who might like to receive this newsletter is asked to have them contact us at the following address.*

National Women’s Education Center (NWEC)  
728 Sugaya Ranzan-machi  
Hiki-gun, Saitama-ken  
355-0292  
Tel: +81-493-62-6711  
Fax: +81-493-62-6721  
E-mail: [webmaster@nwec.jp](mailto:webmaster@nwec.jp)  
URL: <http://www.nwec.jp>

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