

**MESSAGE FROM OUR PRESIDENT**

**Our Thirtieth Anniversary**

This year is the second year of our Five-Year medium-term objectives, and coincides with our thirtieth anniversary. In the autumn, we plan to hold a commemorative ceremony.

The anniversary gives us an opportunity to renew our commitment, building on the strength of our legacy, to play our role as the center of learning to promote a gender-equal society.

I would like to introduce two priority issues we will be addressing this fiscal year. The first is building a women's archive, in which we will be fully engaged. The objectives are to collect records of our pioneers who advanced the causes of women's participation in society and women's learning, as well as the history and documentation of related activities of government and women's groups; analyzing and compiling them, and at the same time making them accessible for purposes of future learning and research. We also have plans for organizing exhibitions. These programs will require time, effort and funding, but we believe they are essential in bridging the past and the future, in creating valuable resources with which to generate further learning and research. We also expect that archiving will enable greater partnership with like-minded institutions in our country and around the world. In this sense, too, the archive will serve as a core of our learning activities. We plan to make public a part of the archive at the time of our thirtieth anniversary commemoration.

The second project is to develop a pilot program for learning with a perspective promoting gender equality. At present, we are engaged in developing leadership training programs that will incorporate the functions of NWEC, including the use of the Center's survey, research, and information services, as well as the practical and participatory learning methods that are the hallmark of our activities.

In addition, there are other pressing issues that include an urgent need to develop programs to encourage and nurture attitudes that support gender equality.

I am happy to report to you that preparation for the thirtieth anniversary is well on the way. We eagerly look forward to sharing the occasion with you and working together in partnership to achieve our shared objectives.



# RECENT NWEC ACTIVITIES

## Empowerment Seminar for Women Leaders in the Asia Pacific Region



Participants at the symposium on the last day

An international seminar titled as above was held for women's empowerment and leadership development for the period of 10 days from February 1 to 11, 2007. In total of 19 participants were selected from 8 countries of Asia who are working as government officials, educators, and staff members of NGOs. The countries of participants were Bangladesh,

Cambodia, India, Indonesia Korea, Philippine, Thailand,

and Japan. One of the particular features of the seminar was to establish sister-to-sister collaboration to promote gender related activities across countries and also face-to-face collaboration of the participants and NWEC.

Women's leaderships are defined in various ways in the field of business and others. However, the participants of this seminar discussed to explore their innovative ways of developing women's leadership so that it helps to advance gender equality that are suitable and needed for their specific environment. As for this seminar, NWEC defined leaders as: 1) Leaders are ones who support women's empowerment with the perspective of gender equality and; 2) ones who hold social responsibility for promoting gender equality at all levels of society. With the these definitions of leaders, this seminar's objectives were set as: 1) Forming a network for NWEC and the seminar participants as a basis for; 2) Empowering leaders for achieving gender equality at all levels of society.

### Leadership development cases and posters

As a way to begin to explore issues involved in women's leadership, a case study analysis using examples experienced in participants working environment and a poster displaying images and a message for women's leadership in a sheet of paper were given as pre-requisite projects. The case analyses and posters submitted by the participants described current leadership development practices in their countries, images of women leaders needed by the community and also those images of leaders sought by themselves as model leaders.

The posters showed images produced by their projects or organizations, graphs and charts displaying women's situation in their countries, and also creative artwork they drawn as an alternative women leader's image for gender equality. All posters illustrated colorful and thematic ideas and images of women leaders that are cultural and specific to their community and/or campaign, activities.

### Seminar and action plans

The seminar was conducted in three stages: 1) Gender equality courses; 2) Exercises on leadership skills; and 3) study visits to women centers, NGOs, and enterprise that are practicing gender equality schemes. The courses on gender equality were primarily about women's movement in Japan, women center's roles and functions in Japan, gender statistics, women's information system and etc. Leadership skills exercises included styles of leadership, effective team work factors, coaching and leadership, and group exercise to pain a large drawing. Study visits were made at the Ministry of Agriculture, Forestry and Fishery, Gender Equality Bureau, the Cabinet

office, Shiseido, the Yokohama Women's Association for Communication and Networking (YWACN) and WE21. The participants also had a discussion time with women's groups in Kanagawa prefecture. With the full-package program, the ten day seminar seemed to have flown very quickly. It was a challenge for the participants physically and emotionally to manage all that was included in the program.

As the final activity of the seminar, the 19 participants divided themselves into 3 groups and each group drafted an action on a selected thematic issue: Gender Mainstreaming in Education, Gender Mainstreaming for Policy Change, and Eliminate Trafficking of Women into Prostitution. The final action plans were presented at the public symposium along with a series of discussion sessions held with wide-ranging participants at the Center for the Advancement of Working Women (CAWW).

As one of the particular features of the seminar was to establish face-to-face partnership among the participants, the exercise program had focused on team building. Starting with the ice breaking session, various group activities focused on building sense of bonding and sisterhood. The participants seemed to have felt most benefited from the bonding and network created by participating in this seminar. Their willingness and commitment to follow up on the action plans seemed strong. Throughout the seminar, participants seemed to enjoy the inclusive and warm sense of bonding created among the participants as sisters who share the same goal towards the gender equality in society.



A joint hand painting symbolizing gender equality. The drawing was cut in pieces after drying for "creating a new environment such as gender equality, one need to destroy the existing structure."

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## Country-specific Training course for Afghanistan



as well as the people of Afghanistan through effective dissemination of information.

NWEC sponsored "Country-specific Training course for Afghanistan" took place from February 5 to 26, 2007. The eight Afghan government staff members participating in the course focused on the topic of Gender and Information. The objective of the course, which was commissioned by the Japan International Cooperation Agency (JICA), was to train Afghan staff in much-needed skills enabling them to formulate effective gender policies among their own colleagues

Afghanistan, with 90% female illiteracy, a maternal mortality rate of 1,900 out of every 100,000 prospective mothers (UNFPA, 2005), and infant mortality of 161 out of every 100,000 births (according again to UNFPA, 2005), belongs to a group of countries that require a great deal of improvement in matters of gender. After the collapse of the Taliban in 2001, the world sent personnel to help rebuild the ravished country. Against this background, Afghan nationals being trained to participate in this work were strongly motivated by the realization that a successful reconstruction of their country through economic and national development tasks had to be borne by both men and women working in collaboration. NWEC, from the

president down to every member of the staff, responded with enthusiasm to do everything in their power to support the trainees.

The Afghan trainees were invited to interview people in rural districts to find out for themselves what measures had been taken to overcome the earlier problems as well as what problems were left unsolved. Originally, it seemed that the trainees coming from a country that was just starting the process of reconstruction were of the opinion that “gender equality would be established when economic reconstruction became a reality” As time passed, they appeared to become less certain of their earlier assumption. They witnessed that in the rural villages women worked longer hours in spite of an opposite development at the national level. They learned that when women’s literacy rate rose, the standard of living of their families and communities rose and diseases were prevented. Most important, they seemed to realize that supporting women, who make up half the population, at all times was the key to building a good country, rather than what many countries had experienced—inviting women’s participation during the phase of national reconstruction and then losing focus on women’s human rights issues after a country had been rebuilt.

In this training program, learning some key points in composing messages to encourage good and better communication, as well as designing enlightening posters for government use were popular subjects among the trainees who seemed able to find clues that they could adapt to their advantage in their jobs. For our part, we were gratified that the course was able to give them knowledge about information and gender, and to enhance their motivation. In addition, the presentation of their own achievements and opportunities for mutual feedback and assessment seemed to give them greater confidence. To our joy they left with evident satisfaction. We learn with pleasure that the outcome of the training course will be presented to the Gender Working Group for Afghanistan (a regularly held conference between gender officers at the United Nations and related government ministries and agencies) on April 10. All of us at NWEC wish the trainees well as they take much-needed initiatives in this important field.



At Karari Station at Uchiko in Ehime Prefecture, after a performance of shamisen (Japanese guitar) music with citizens of Karari.

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## Country-specific Training – Cambodia

Country-specific training program-Cambodia was held from May 22 to June 18, 2007, with three from the Ministry of Women Affaires Cambodia and one young staff from the National Institute of Statistics.

This training program was started in 2004 for the purpose of supporting a JICA project. This will be the last year. The program was aimed at contributing to the training of Cambodia’s administrative officers, utilizing NWEC’s 20-year experience in carrying out survey and research on statistics from the gender perspective, for the purpose of creating a gender-equal society.

This being the last of the 4-year program, a gender-equal statistical booklet in English (80 pages in A6 size) was produced. NWEC hopes very much that Cambodian ministries and agencies will make good use of the statistical data book edited in line with the Cambodian policies.



Trainees seriously producing the booklet



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## Training Seminar for Leaders of Child Raising and Family Education



“Training Seminar for Leaders of Child Raising and Family Education” was conducted from May 18 to 19. The major challenge of this initiative was to be able to reach out to people who truly need our support. The seminar, learning from the inspiring cases of the “Outreach” program focused on how we can actively “deliver” support rather than “await” for a Mayday (SOS) call. A total of 105 participants attended from all parts of the country.

It provided a valuable opportunity for administrative officers in charge, leaders of child-rearing networks, concerned people from business sectors, staff at women’s facilities, kindergarten teachers, nursery school teachers and social workers, all of whom who play important roles in building local child-rearing support networks, to meet and exchange information and experience.

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## NWEC Program: The Life of Léonie Gilmour, mother of Isamu Noguchi

On April 21, NWEC organized a NWEC Program on “The Life of Léonie Gilmore, Mother of Isamu Noguchi”. One hundred persons attended, of whom 86 were women and 14 men. The speaker was Ms. Hisako Matsui, a playwright and film director, Ms. Matsui gave a talk on the life of Léonie Gilmore and her own passion for film-making. “The Life of Léonie Gilmore” will be Matsui’s third work, following her successful earlier films, “Yukie” and “Ori-ume”.



Ms. Hisako Matsui

First, Ms. Matsui showed her first work “Yukie” to give the audience for the benefit of her audience in getting to know something of her approach to her subject. Then followed Ms. Matsui’s lecture on “Movies and I” in which she took her audience through the process of film making with episodes of fun and challenges she experienced at each process. The last part of the program was her dialogue with Ms. Yumiko Matsumoto, a

film critic and professor at Jumonji Gakuen Women’s University, entitled: “Thriving Women Directors and Film-goers”. Matsui shared her motive for taking up the life of Léonie Gilmore, Isamu Noguchi’s mother. Dialogue between the two women also focused on “what does true independence mean for women?” Ms. Matsui also talked of what kind of difficulties await female film directors and the kind of leadership required. The satisfied audience was full of praise for the program. Said one; “I am thoroughly convinced how a wonderful film can be made by a woman director with such a determination. I look forward to ‘The life of Léonie Gilmore’.”

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## Training Course to Promote Gender Equality for Leaders of Women’s Facilities and Women’s Groups and Organizations

NWEC conducted a “Training Course to Promote Gender Equality for Leaders of Women’s Facilities and Women’s Groups and Organizations” from June 13 to 15. The objectives of this program were to support the building of partnership and cooperation networks among organizations, and to empower managerial staff at women’s facilities and leaders of women’s organizations for the purpose of promoting gender equality in local

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communities. The feature of the program was to 1) emphasize importance of practical cases, 2) identify challenges and issues based on research and analysis of the actual situation, 3) solve challenges and building capacity for promoting gender equality and 4) to enhance better human relations and networking.

We conducted an orientation to explain the structure of the training program. The objective was to brainstorm about the direction for “promoting gender equality in local communities” through “development of programs and promotion of activities,” “building collaborative and cooperative working relations”, and “empowering leaders who will promote gender equality programs in their regions” and finally to come up with concrete approaches and initiatives.

Fifty-three managers of Women’s Facilities and fifty-seven leaders from women’s organizations, groups and NPOs participated, a total of 110 persons, from forty prefectures and metropolitan areas.

Participants were asked to fill in a questionnaire. We were gratified to find many encouraging comments; “I have found an approach I can immediately put to practice on my return”; “Each practical case presented was quite helpful in undertaking future programs, as they were all excellent”, “The exercise in preparing a worksheet writing down concrete approaches and ideas was helpful in being able to see the challenges clearly, find ways to solve them in innovative ways. This is going to give me a new start.” “The course made me realize anew that I must work for the creation of the gender equal society”, “I want to participate again next year”. Some found “the program design very useful as it was based on the core principles” and “packed with ideas and know-how.”



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## **Training Program for Spousal Violence Counselors of Women’s Facilities**

NWEC also conducted a “Training Program for Spousal Violence Counselors of Women’s Facilities” from July 18 to 20, 2007, and participated by 105 counselors, mainly from public and private Women’s Facilities.

Participants learned how they should, as counselors, support victims of domestic violence committed often by their spouses, understand their roles, and also see the structural characteristics of domestic violence from a gender perspective. During the program, participants learned how to define domestic violence from real cases introduced and efforts to help victims cope with the situation. It was helpful to understand what issues had to be kept in mind, and how to partner with police and medical institutions. These were all useful points in assisting victims from a truly helpful angle. During the program, informal exchanges were held, often broken down into geographical units. A participant enthusiastically exclaimed; “It was great to be able to talk to colleagues who have similar problems. I am going to keep in touch with them after I return to my community.”

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## **Science Summer School for High School Girls**

Girls want to do science too! Science Summer School for High School Girls ~ Opportunities for Budding Scientists and Engineers was held at NWEC from August 16 to 18 as an event to address this fervent desire. Summer School for Girls was held to enable female researchers and engineers at universities and companies that engage in advanced research and familiar development to communicate to high school girls the abundant and multifarious worlds open to those who pursue the study of science and technology and the attractions therein, and to afford them an opportunity to think about advancing into science and technology. Co-hosted by the

Ministry of Education, Culture, Sports, Science and Technology, the Japan Inter-Society Liaison Association

Committee for Promoting Equal Participation of Men and Women in Science and Engineering, and the Science Council of Japan Committee on Science for Society's Special Committee on the Promotion of Scientific Ability, the Summer School was attended by 110 high school girls from throughout Japan. Held for the third time this year, collaboration with numerous academic societies and research institutions ensured that it offered a diverse program of interactive activities including presentations by female undergraduates, graduates and researchers that had advanced into science and technology, and lecturers active in different fields of science and technology; 11 experiment/practical sessions; 21 poster sessions; career counseling; free time for a social event and games with female university students; and face-to-face consultations with the lecturers and university faculty regarding career guidance for the future and current concerns.



At the closing ceremony, Mr. Mamoru Mouri, Chairperson of the Science Council for Japan's Sub-committee for the Promotion of Scientific Ability and Executive Director of the National Museum of Emerging Science and Innovation, gave an address and encouraged the participating high school girls.

For this year's program, the third of its kind, participants were divided into groups of 5-6 and assigned a member of the steering committee as a supervisor and a female university student in the role of mentor in an effort to ensure they worked as closely as possible with other participants, members of the steering committee and university students. Moreover, a "Science Dinner for Adults" was held to promote exchange among the adults accompanying the participants, the lecturers and the steering committee members. Parents and teachers accompanying the girls participated in this and engaged in opinion exchange.

On the third day, "Gateway Desk ~ Have you found your door?" was held to enable participants to consult with the lecturers, steering committee members and university students of their choice about career options and their concerns. This deepened exchange between those involved and provided an opportunity for them to establish networks for the future. Feedback received from participants included "Learning that a lot of people support women scientists has given me a more positive attitude." "It was great to be able to speak to female science majors," and "It was stimulating to meet people with similar ambitions."

For the 110 high school girls, the three days enabled them to get a real taste of the world of science and technology, and to make new friends and discoveries.

In addition to the joint hosts, this program was conducted with the support of numerous academic societies, research institutions and business enterprises.



## ☆Experiment/Practical Sessions

The mysteries of regular icosahedrons



Organic synthesis in a microwave oven  
→analysis of chloride



Observing how genes work

Circumnavigating the globe in a superconductive linear motorcar



Observing the moment water freezes! - Can a laboratory simulate the Okhotsk Sea?



The shape and strength of structures



### ☆Other Sessions

- Observing the mechanism of muscle shrinkage
- Experiments with voice recognition
- Deciphering the hometown of rice from what is engraved in its DNA
- Experiential learning about high level natural radiation
- Making an iridescent strap



## Forum for Promoting Research and Practice for Gender Equality

NWEC conducted a forum entitled, “Women’s Empowerment and Building a Gender Equal Society~ Encouraging Their Participation in Fields that Require New Approaches” from August 31 to September 2. It was intended to provide opportunities for us to spontaneously contribute to building a gender equal society, while at the same time linking “research”, “learning”, and “practice” to empower women. Six themes were selected from issues that “require new approaches” and those that need urgent solution in promoting gender equality, based on the “Second Gender Equality Basic Program.”

Those were:

- 1 Supporting women’s challenges and career building
- 2 Encouraging women’s participation in science and technology
- 3 Gender equality and issues of safety and security
- 4 Gender equality and community activation
- 5 Women’s participation in policy and decision making process
- 6 Building the base for gender equality



All together sixty-seven workshops were held including those from fifty-seven workshop applications received and ten organized by NWEC. A total of 1,224 persons participated.

On the first day, a keynote lecture was presented by Director General, Kumiko Bando of Gender Equality Bureau, Cabinet Office, "On up to date new trends in Japan regarding gender equality" and provided information on the recent developments concerning this high priority issue for Japan in the twenty-first century.





The keynote lecture was followed by a relay talk coordinated by Ms. Miyo Iwata (Member of the Editorial Committee of the Nihon Keizai Shimbun). The first speaker was Ms. Reiko Amano (Manager, Civil Engineering Department, Civil Engineering Management Head Office, Kajima Corporation) who focused on women's participation in the fields of science and technology. Mr. Yoshihiro Katayama, (Professor, Keio University Graduate School, Former Governor of Tottori

Prefecture) followed, introducing initiatives he took on energizing regions through gender equality. Then Ms. Keiko Higuchi (Commentator) focused on women's empowerment. All three speakers shared with the audience their efforts in their respective fields and presented proposals as well as send messages of encouragement to the participants in their respective undertakings.

The hall with the capacity of 600 was full, so that extra seats had to be brought in to be placed in the aisles. Following the relay talk, work shop presentations. On the second day, participants were replaced once before lunch and twice in the afternoon. On the third day, with one presentation in the morning and by mid day of September 2, all workshop presentations were concluded. All those who conducted the workshops actively engaged participants and succeeded in having good exchanges.

#### ◆NWEC sponsored workshops

During this fiscal year, NWEC conducted ten workshops focusing on the six themes mentioned above. The approach taken was to link facilities, research, and practice through presentations on policy formulation, research, and practice for each theme.

- The theme :
- 1 Supporting Women's Challenges and Career Building
  - 2 Encouraging Women's Participation in Science and Technology
  - 3 Let us Expand Understanding and Support to Issues of Violence and Human Trafficking
  - 4 Participating in Trials
  - 5 Getting to Know the Jury System
  - 6 Community Activation and Women's Participation
  - 7 Women's Participation in Policy and Decision Making
  - 8 Women's Information Workshop 1 – Copyrights cannot be Ignored ~ All these for the Purpose of Dispatching Information on Gender Equality”
  - 9 Women's Information Workshop 2 – Becoming a Library that is Frequented
  - 10 Presentation of Papers Selected for Journals & Seminar of How to Write your Paper

#### ◆Sankaku (Participation) Café

Sankaku Café Corners were established in the research wing as well as the lounge and the entrance of the dining room in the main building. They were established to serve as the nexus between the six experts in research and practice, in charge respectively, of the six themes and the participants to promote active exchange.

The experts also served as coordinators of the workshops as well as members of the Exchange Promoting Committee. In that capacity they were, as it were, gracious hostesses and coordinators of the Sankaku Cafés. The newly established Sankaku Cafes provided a welcoming space by the six coordinators to engage freely with the participants. If some participants were not sure which workshop to attend, it was the role of exchange

promoters to advise them. Furthermore, the corners served to promote networking and deepened partnerships among the participants of the forum.

There was a budding creative effort, when participants wrote their experiences of making new friends and deepening old friendships on a piece of paper cut to a shape of a leaf. The leaves were stuck on a wall in a shape of a tree to mutually share the fruits of the residential forum. The forum also saw the birth of a voluntary group, Sankaku Friends with the exchange promoters at the core. All said, the forum proved to have been a place of an energetic exchange.



## Construction of Women's Archives

It is necessary to look into history of women's lives that had put effort into realizing gender equality and their movements, women's policies and women's learning activities so as to promote a gender equal society for the vital 21st century. The construction of "Women's Archives", which collect, organize and provide documents to systematically learn history, is therefore essential.

NWEC's mission is to contribute to the formation of a gender equal society. Based on the mission, NWEC presented "The Future Vision of National Women's Education Center" in June 2005 to clarify the role that NWEC should truly take. The vision stated that the construction of the Women's Archives was one of the priority projects and NWEC carried out "Research on the Function of Women's Archives Center" in FY 2005 to 2006 as the first step of the action.

In FY 2005, NWEC reviewed concepts and functions of the Women's Archives and carried out "Survey on the Collections of Historical Materials on Women" to find out the situation and problems of possession, organization and preservation of these materials in Japan. The policy and methods for collecting, organizing, preserving of these historical materials were clarified for concrete construction of the Women's Archives in FY 2006.

On the basis of results of these researches, NWEC is earnestly carrying on the work for opening of "Women's Archives." We really appreciate your support and cooperate.

### EDITOR'S NOTE

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

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

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

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

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