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Gender Mainstreaming Policies for Government Officers 2015



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to Women
In Japan



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Women Today

Towards the New Phase of “Positive Action” to Promote Gender Equality

This year marks two important milestones on gender equality: the 30th anniversary of Japan's ratification of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the 20th anniversary of the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women. Steps toward achieving a gender-equal society have been made by many forerunners both at home and abroad with their devoted efforts. Yet, faced with multitude of challenges to overcome, we are still on the way to its realization.

At the end of 18th century, a pioneering initiative for feminism was made by Olympe de Gouges, who drew up the Declaration of the Rights of Woman and the Female Citizen in protest against the exclusion of women from the French Declaration of the Rights of Man and of the Citizen. This is considered a pioneering movement of feminism. Movements for gender equality started in public fields such as freedom, human rights and democracy. After the war, Japanese women gained suffrage, and 39 women were elected to the House of Representatives in the 1946 election (8.4% of the total seats). In the wake of the second wave of feminism that gained momentum from the 1960s, 1975 was designated as the International Women's Year, followed by the United Nation's Decade for Women. In 1985, the Equal Employment Opportunity Law, which requires employers in the private sector to ensure equal opportunity and treatment between men and women in employment, was enacted for the development of conditions to ratify CEDAW. Thus Japan crossed the Rubicon, taking a decisive and irreversible step forward. In practice, however, it was virtually impossible for women to work outside the home without support for child rearing and nursing care, which were traditionally deemed as individuals' personal domain. This has led to the enactment of Child Care Leave Act in 1991, which was later amended to include nursing-care leave and renamed Child Care and Family Care Leave Act in 1995. Moreover, Act on the Prevention of the Spousal Violence and the Protection of Victims was enacted in 2001, going beyond the conventional idea of “Law does not belong in families.”

In 1999, Basic Act for Gender-Equal Society was enacted, becoming the first domestic law that incorporates the notion of “positive action.” This demonstrated the recognition that it is insufficient to ban discrimination and create an environment in which women can gain support for child care and nursing care; in addition to this, proactive measures to provide opportunities for women are indispensable, and yet they do not constitute reverse discrimination.

Globally, in the political arena, countries that have introduced some form of quota system are increasing in number since around 2000, reaching 108 countries at present. On the economic front, a growing number of countries, mainly



武川恵子

Director General, Gender Equality
Bureau, Cabinet Office

Ms. Keiko TAKEGAWA

in Europe, have been introducing positive action measures including quota systems for executive board members over a decade since around 2005.

Meanwhile, Japan has not necessarily been in a favorable situation in which everything goes smoothly despite the enactment of the Basic Act and the subsequent establishment of the Gender Equality Bureau within the Cabinet Office. Though Japan has been moving ahead with its undertakings, it still lags far behind the world, which is advancing at a greater pace, allowing the gap to expand. Currently in Japan, 9.5% of the seats in the House of Representatives are held by female members, making the country ranked 153rd in the world. The ratio is merely half of the average figure of Arab countries (18.1%). Also, Japan is ranked 104th in the World Economic Forum's Gender Gap Index.

Under the Abe Cabinet, which positions the promotion of women's active participation as one of its key policies, a bill on promoting women's active participation was submitted to the Diet. The bill was unanimously approved with a minor revision by the House of Representatives and was sent to the House of Councillors. Eventually it has become law on August 28th. It will come into effect in April next year. The law stipulates that companies with 301 or more employees as well as national and local governments must formulate plans for the promotion of women's active participation, which will mark a new step toward the new phase of positive action. Preparations are now under way for the formulation of the Fourth Basic Plan for Gender Equality, which sets the course of our policies for the next five years from FY 2016.

On the international front, the United Nations launched its “Planet 50-50 by 2030: Step It Up for Gender Equality” initiative. To that end, now is the time for our country to step up and accelerate its efforts to realize a gender equal society.

Biography of Ms. Keiko TAKEGAWA

Place of Birth	Kagawa Prefecture
March 1981	Graduated from College of Arts and Sciences, the University of Tokyo
April 1981	Joined the Prime Minister's Office (currently Cabinet Office)
July 1989	Finished the School of Business at Duke University (USA)
April 2001	Examination officer, Decoration Bureau, Cabinet Office
January 2003	Counsellor for Policy Evaluation, Minister's Secretariat, Cabinet Office
April 2005	Section Chief of Science, Secretariat, Science Council of Japan, Cabinet Office
July 2006	Director, Policy Division for Universal Design, Policy Bureau, Ministry of Land, Infrastructure, Transport and Tourism
July 2008	Deputy Director General (concurrently for Policies on Cohesive Society and Minister's Secretariat), Cabinet Office
July 2009	Deputy Director General (for Gender Equality Bureau), Cabinet Office
December 2012	Director General, Public Relations Office, Minister's Secretariat, Cabinet Office
July 2014	Director General, Gender Equality Bureau, Cabinet Office

Joy of Encounters, Hope of Diversity



Photo journalist
Natsuki YASUDA

Born in Kanagawa Prefecture in 1987, Ms. Yasuda belongs to Studio AFTERMODE as a photojournalist. When she was 16, she was sent to Cambodia as a Reporter for Friendship in a program of KnK Japan (Children without Borders), a Japanese NGO, to report on the actual state of poverty-stricken children in Cambodia. At present, she covers issues related to poverty and disasters mainly in Cambodia, as well as in Southeast Asia, Middle East, Africa, and Japan. Since the Great East Japan Earthquake occurred, she has also been keeping the record of Rikuzentakata City, Iwate Prefecture, among other devastated areas.

“Are there any occasions when you feel happy to have this job?” Since I began my career as a photojournalist, I have been asked this question several times. This is probably because this occupation evokes the image of something rather negative, such as a job that requires traveling to places in harsh conditions and witnessing sad and painful realities. Lately, as people tend to hold a strong image that the job involves traveling to dangerous places, I have been asked the question not once or twice: “Why don’t you spend your time doing something more enjoyable since you are still young?” Indeed, I often have to squarely face distressing events and deplorable situations. But I have also had joyous occasions and witnessed delightful moments more frequently. I, therefore, always reply to the question like this: “In order to take photos, you absolutely have to go to the scenes. You can never do it in your head. This is exactly why I think this job is so attractive. The beauty of this job is that it involves going to see people, filled with encounters.”

What does a photojournalist do in the first place? To put it simply, a photojournalist conveys information about what is happening in the world through photographs. People often ask me, “What makes a photojournalist different from a press photographer?” Although there are differences depending on the scale and forms of the work, basically newspaper publishers make decisions on what locations their photographers should go to and what shots they should take; whereas photojournalists who do not belong to major media companies, including myself, make decisions at our own discretion on what moments we want to capture and at what locations.

We often talk about the fact that we are now living in a time when photos taken with smartphones are fairly good. Now that anybody can take high-quality photos without effort, it looks as if there were little, if any, difference between those taken by a professional and a nonprofessional, as far as their appearances are concerned. Even boundaries between those photos can sometimes get blurred. I believe, however, the current situation in which photos are everywhere in our daily lives makes it all the more important to place greater value on what difference we can make through photos than on what photos we can shoot.

When I was a high school student, I came across what I wanted to make a difference to. It was Cambodia, which became the point of origin of my profession. In the summer of 2003, I had an opportunity to spend some time with young

children in the country who had been born into poor families, trafficked by deception and forced to work while being abused, as well as with boys and girls of my age who were the victims of human trafficking. With this as a starting point, I came to realize that problems occurring in a country far away were actually the ones my friends were suffering from, which made me feel much closer to the country.

Nevertheless, I did not have any funding ability to help them, nor was I even able to feed the children I had met. Having no particular skills, I was also unable to treat sick people. At that time, there seemed to be almost nothing left that I could do. “Still, I could at least share what I feel using my five senses in Cambodia with as many people as possible,” I thought. This thought has led me to the current job of conveying information and messages.

I have also been asked many times, “Isn’t it dangerous for women to go such places?” Admittedly, it cannot be denied that women are targeted more often. Being a woman, however, is also beneficial sometimes. When visiting refugee camps in Muslim countries for coverage, male journalists are not allowed to go inside the houses in which women live for religious reasons, while female ones are allowed occasionally. Some women who have gone through battles or been severely traumatized have difficulty in talking with men. I have seen many places where only women are allowed to go inside.

It is not necessarily appropriate to categorize cases into the two groups. But females and males have their own advantages, which make their coverage more diverse. Viewed in this light, I think the environment that embraces such diversity as richness would create arenas where both women and men can fully display their abilities.



The Kitakyushu Forum on Asian Women (KFAW) annually holds a Program on Gender Mainstreaming Policies for Government Officers commissioned by the Japan International Cooperation Agency (JICA Kyushu International Center). The target group of the training program is officers of central and local governments in developing countries who are in charge of gender mainstreaming policies. The Program is designed to foster the officers' abilities to develop and implement effective and comprehensive policies to mainstream gender-based perspectives, with the aim of realizing a gender-equal society in the participants' home countries.

This year, the program was held from June 12 (Fri.) to July 8 (Wed.), with a total of seven participants from seven countries: Cambodia, El Salvador, Nigeria, Nepal, East Timor, Papua New Guinea, and Samoa.

The program participants gave "Country Report" presentations to provide a brief summary of the current state and challenges they face in undertaking gender mainstreaming in their respective countries. Following that, they analyzed problems with each other through discussions and gave advices citing their countries' case examples as needed, which deepened their mutual understanding.

The program was comprised of lectures, workshops, study tours, and presentations, and was designed to learn concepts, methods, and theory of gender mainstreaming in a comprehensive manner.

In addition to lectures from interdisciplinary perspectives such as "gender budget analysis" and "gender and disasters", the program offered workshops in which participants had hands-on learning activities with occasional discussions.



At the lecture



At the workshop

In the study tours, they received a lecture and visited Peace Memorial Museum in Hiroshima, and visited a day-care center and an elementary school in Kitakyushu. In addition, they were given training incorporating lectures, site visit and exchange of opinions in a farming village in Fukuoka Prefecture. These tours were aimed at enhancing their knowledge from more profound gender perspectives through the firsthand observations of challenges and undertakings at various sites in Japan.

During the month-long program, participants from countries with different backgrounds, in terms of environment and problems in their home countries, showed respect to one another and built solid relationships of mutual understandings. The program closed with the presentations of Action Plan, in which the participants outlined concrete visions for their future undertakings in their respective countries.



Participant's Messages

The knowledge I obtained in the JICA Training Program has not only developed my skills and professionalism but also provided me a greater understanding of different cultures. Japan is truly a nation abound in people with remarkable talent, foresight and tolerance. Specifically, the course gave me amazing Japanese language classes that assisted me in coping with many difficulties in daily conversations with Japanese people.

Besides, trips to various sites such as Tokyo, Tachiarai Town, Fujinoki Elementary School, Kotakuji Day Nursery, and Hiroshima City offered me good opportunities to experience different aspects of Japan. In Hiroshima, for instance, I had a chance to visit the Peace Memorial Museum, a world-famous tourist site, which reminds people of the preciousness of peace. Hearing the entire story from a survivor of the Atomic bomb, my tears almost flowed down. I truly sensed the horrors of the enormous tragedy and how painful it must have been for the people. Hearing firsthand about the history made me feel as if I were one of the victims during that era. This inspired me to become an agent of change for peace. Therefore, I have made a strong commitment to share the

knowledge both formally and informally through every meeting, workshop, and conference to make a better and peaceful society.

Plus, based on the action plan I have developed in the JICA course, I am planning to introduce the mainstreaming of gender into the idea of peace to university students in order to raise their awareness about gender equality in a peaceful society. As John F. Kennedy once put it, "Ask not what your country can do for you; ask what you can do for your country". To achieve a greater success, you don't have to do extraordinary things; you have to do simple things extraordinarily well. This is what I am trying to do at the moment.

Meanwhile, I have many special memories of Japan. Among them, the most unforgettable one is that I loved the way I was treated by JICA. I was filled with warm feelings and did not even become homesick, since JICA extended a cordial welcome to me. I would like to express my heartfelt thanks to JICA for the substantial support for my academic life that they have given me so willingly without any complaint.



Ms. Phallin Lay (Cambodia)

The 25th KFAW Foreign Correspondents Kick-off Activities!

In 1991, the Kitakyushu Forum on Asian Women (KFAW) established a foreign correspondents system to broadly network with people overseas, particularly in the Asia-Pacific region. Past and present foreign correspondents are 285 people in 41 countries in total. This year, persons from 6 countries are selected and work as KFAW foreign correspondents. Through this network, KFAW will keep providing up-to-date information from various parts of the world. The profiles of the correspondents and other reports are available at the KFAW website (<http://www.kfaw.or.jp/correspondents/index.html.en>).

India

Ms. Swapna MAJUMDAR
Independent Journalist



Mongolia

Ms. Turmunkh ODONTUYA
Independent Researcher



Nepal

Ms. Yojana POKHAREL
Yoga Trainer and Facilitator
ACE School



Pakistan

Mr. Saboor Ahmed KAKAR
Education Activist (Alif Ailaan),
National Youth Leader (Pakistan
Red Crescent Society)



The Philippines

Ms. Aiko SHIMIZU
Outreach and Innovations
Coordinator in Youth at Venture



Sri Lanka

Ms. Kanthi Hemamalee WIJETUNGE
Public Service Commission



Foreign Correspondent's Report

Manual Scavenger Changes Her Destiny

Ms. Swapna MAJUMDAR (India)

Choti Bai hates everything that is yellow. It reminds her of human excreta she cleaned in home toilets with her bare hands while working as a manual scavenger. Seven years ago, the life of this 44-year-old resident of northwestern India changed dramatically when she gave up this work. "I cannot forget the 22 years I spent cleaning dry toilets. Although I have quit the work, whenever I see any food or clothes that are yellow in color, I feel as if I were handling human excrement once again," Bai said.

Life as a manual scavenger began when she was 15, shortly after she got married. As a child, she had seen her mother and two older sisters do the same work. Although she and another two younger sisters were allowed to go to school, Bai knew that they were destined to enter the family profession of manual scavenging as her community has traditionally been engaged in this occupation. "It did not come as any surprise when my mother-in-law told me to accompany my sister-in-law for manual scavenging soon after my marriage," she said.

In India, manual scavengers, mostly women, are involved in cleaning dry toilets without any protective gloves or equipment and carry human excreta in containers on their heads for disposal. Men from this community clean septic tanks and sewers. There are several laws that prohibit manual scavenging in India. The earliest one was passed in 1993 and the Prohibition of Employment as Manual Scavengers and Their Rehabilitation, the more comprehensive ban, was passed in 2013.

Profile

I am a Delhi based independent journalist for over 15 years, focusing on research-based articles on development issues and the role of women as agents of social change. In my writings, I have focused on India's development policy and its impact on people, women in particular. I have received several awards and fellowships for the empathy and professionalism with which I have written on subjects such as health care, HIV/AIDS, nutrition, livelihoods, sanitation, education, environment and gender. I have covered several international conferences on development issues.



Yet, it continues with 790,000 families still working as manual scavengers, according to the 2011 census. Dalits (the lowest rank in the Hindu caste system), especially women, make a living out of manual scavenging. Those who get paid can earn as little as 60 cents a day. However, most female manual scavengers receive no wages. Bai said she used to receive leftover flatbread, food and a small sack of wheat from her employers.

It was in 2008 that Bai discovered that manual scavenging was illegal when she met activists with the Rashtriya Garima Abhiyan (National Campaign for Dignity and Elimination of Manual Scavenging), a coalition of 30 community-based organizations from 13 Indian states, working to improve the lives of these marginalized communities. When the campaign activists visited her village and explained they were not required to do this undignified work, she and other female manual scavengers were skeptical. "I didn't believe them. This was being done by all the families in our community. Also, I didn't have any skills to do anything else. So I didn't know what I could do if I gave it up," Bai recalled.

But the activists didn't give up. They continued to speak to them about their rights. According to the campaign convener, more than 95 percent of the manual scavengers are women. He said: "They are victims of caste-based discrimination. So there was a greater need to raise awareness among them." It took eight months for Bai to decide to give up manual scavenging. She began working in

the fields as a daily wage laborer and took to sewing clothes.

In 2010, when campaign activists saw her determination, they asked her to work with them. In 2012 she joined the campaign as a motivator, earning a monthly salary of \$75. It is not only the salary, which is far more than she used to earn, but more importantly, the dignity her new life has brought her and the respect she got, especially from those who had once considered her untouchable, has boosted her confidence.

Since then, as a part of the campaign, she has persuaded 112 women working as manual scavengers in her district to give up this work. While some of these women have been helped to start a small poultry business, others have been helped to get job cards under the government's national rural employment guarantee scheme. Bai says that now there are no more women manual scavengers in her village. So far, 100 such former female manual scavengers have joined the campaign as motivators and have been able to liberate 16,000 women.

Last year, Bai broke another boundary by drinking tea at a local tea shop, which had in the past refused to serve

members of her community, with five women from a nearby village who had also given up manual scavenging.



Choti Bai, once worked as a manual scavenger, is now a motivational leader

Land and Property Rights of Women in Sri Lanka

Ms. Kanthi WIJETUNGE (Sri Lanka)

Securing rights to land and property for women is widely recognized as fundamental to ensuring effective and sustainable human development. Hence it is extremely important to consider the situation of women in enjoying this right when assessing the gender equality situation in a country. Sri Lanka's constitution is nondiscriminatory on ownership of land and property. Traditionally, however, the majority of people transfer property inheritance to male members of families considering that they are the future breadwinners.

Latha is the youngest in a family with three children. She is unmarried and lives in her family's own house. The ownership of the house had been transferred by her parents to her second eldest brother. The eldest brother was given the ownership of their paddy field. Latha's parents' intention was to give some money to Latha when she gets married. Unfortunately, her father died and mother could not do anything as she did not have any control over the family resources, either. After the death of her mother, she has become a dependent on her brother and began to undergo difficulties due to the lack of rights to her parents' land and property. Under these circumstances, Latha wanted to engage in dressmaking to earn some money. But she had only one sewing machine, and was not even permitted to utilize a part of the house for her business. She tried to obtain a loan facility from a bank to rent out a place and purchase additional sewing machines to start the business,

Profile

I possess a Master's Degree in Public Administration and have taken a one-year programme on gender studies at Rutgers University in New Jersey, USA under Hubert H. Humphrey Fellowship programme. I have held several key positions in the public sector including the Director of Women's Bureau. Currently I am functioning as a member of the Public Service Commission of Sri Lanka which is the highest decision-making body with regard to the appointments, promotions and disciplinary matters of the public servants. I am the only female member of the 9-member commission and expected to bring gender concerns to the Commission and make decisions on an equal and fair basis.



but failed due to lack of collateral.

Mala is a married woman who lives in a rural area with her husband and four children. Her husband is a farmer, who earns a considerable income and owns a house and paddy land. But gradually he became alcoholic and also started gambling. After sometime Mala came to know that her husband had mortgaged their house and obtained money. He had not even informed her about this fact and not given a single cent for family expenses. Yet, she had to suffer silently for her children.

The above are only a few case examples of many poor women who lack rights to land and property. In poor rural communities, male dominance is still prevalent and the majority of males enjoy more access and control over land and property compared to females. Consequently, women's subordinate position and dependence have been further aggravated.

Women's disadvantageous position due to the lack of land and property ownership rights has been clearly manifested during the implementation of programmes even at a national level. It is seen recently in implementing resettlement schemes in war-torn areas after the 30-year-long war in the country. The war has left women in the Northern and Eastern Provinces without choice but to become heads of households as a result of deaths or disappearance of their male counterparts. Most of them have become homeless and landless single mothers. They

are forced to take care of their children without any income and any other livelihood opportunities.

The majority of these women had difficulty in obtaining the death certificates of their family members who were killed during the war, and therefore have lost entitlement to their husbands' properties. Female-headed households that own land also face specific problems as those women lack basic knowledge on land ownership and are unable to acquire titles to their land. Gender-insensitive policies on land administration have also negatively affected women.

Within the Tamil and Muslim communities, owing to the dowry system, land and houses have traditionally been in women's names. But developmental agencies and government officials tend to ask for the names of the male heads of households when registering new land and houses. Because of this practice, the land allocation for resettlement has badly harmed women's right to land and property. And

despite the recognition and acceptance of women's rights to land and property, the male domination and reliance on men to decide on issues related to land are prevalent in many parts of the country.

Meanwhile, in the post-war context, the lack of access to adequate housing and the resulting consequences for women-headed households are often highlighted, and various measures have been taken to help them. With the introduction of new initiatives and empowerment of existing groups, women are slowly starting to realize their rights over land and property.

Poor rural women need legal assistance to ensure their property ownership. They should be enlightened how to use their land and property in a productive manner. By securing women's rights to land and property, many women who live in poor rural communities will benefit and enjoy equal rights with men.

26th Seminar on KFAW Research Activities (June 12, 2015)

The Kitakyushu Forum on Asian Women (KFAW) has been conducting research and study on various issues concerning gender and gender equality in countries around the world with a central focus on the Asia-Pacific region.

At the 26th Seminar on KFAW Research Activities, a KFAW chief researcher and KFAW visiting researchers presented the results of their research.

"Relationship between Women Organization and City Office for Gender-Equality Society"

KFAW Chief Researcher **Satoko KANZAKI**

Kanzaki, Chief researcher, explained about the establishment of Women's organizations in Kitakyushu City. She made an analysis of the relationship between the women organizations' establishment/activities and the municipal policy for women from five points of view: (1) City government's women issues division; (2) City plan for women's issues; (3) Women's Center where the women groups carry out their activities; (4) Suggestions from the panel of experts with women representatives and (5) international momentum. She pointed out that the City policy for women and women's organizations have been closely related and mutually developed considering the following aspects: the establishment of the City of Kitakyushu's first division for women's issues which was based on a recommendation made by the panel of experts; the subsequent women's organizations' activities to raise people's awareness by holding "Kitakyushu Women's Conference" in each ward of the city; the intermediary role of these organizations between the city government and citizens, since at that time, the city's office for women was merely a small section; and the city's establishment of the Women's Center to facilitate the activities of women's groups.

Then, she concluded her report by calling on citizens and the city government to solidify their cooperative efforts to further promote a gender-equal society. This call emphasized the importance of 2015 as a landmark year for the Beijing+20 and the city of Kitakyushu with the 25th anniversary of KFAW as well as the launch of its Women's Active Participation Support Office within the city government.



"Nepal Earthquake and Activities of Local NGOs"

2014/15 KFAW Visiting Researchers

Masako TANAKA
Mayuko SANO

Sano and Tanaka, serving as KFAW visiting researchers since last year, reported on the current state of Nepal, which was hit by the massive earthquake, and assistance activities undertaken by NGOs. Tanaka flew to the disaster-stricken areas on May 1, immediately after the catastrophe, and joined the assistance activities. There, she saw the reality that people in Dalit communities (placed at the lowest rung of the caste hierarchy) were treated unequally in the distribution of relief supplies. For instance, they were merely provided with plastic picnic sheets instead of tents. Tanaka emphasized the importance of conversation, saying, "It is more important to listen to the female disaster victims when handing relief supplies than to merely distribute a large number of supplies. By learning firsthand of their plight, we can gain an understanding of the problems they face more precisely, leading to the provision of support and care they really need." In conclusion, she stressed the importance of preventing disparities and inequalities based on caste, ethnicity and gender from widening further by extending assistance, keeping in mind that the past unjust treatment had contributed to the armed conflict in the country.



Debriefing on Participation in the 59th U.N. Commission on the Status of Women (CSW59)

Date	May 15, 2015 (Friday) 18:30-20:00
Venue	Small Seminar Room, 5 th Floor, Kitakyushu Municipal Gender Equality Center, MOVE
Lecturer	Ms. Mitsuko HORIUCHI (President, Kitakyushu Forum on Asian Women)
No. of Participants	39

A debriefing session was held on participation in the 59th U.N. Commission on the Status of Women (CSW59) that had taken place in New York from March 9 to March 20, 2015. The priority theme for CSW59 was "Beijing+20." It was reported that the commission had undertaken a review of progress made in the implementation of the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women as well as the Political Declaration adopted at the special session of the U.N. General Assembly "Women 2000," and subsequently adopted a resolution on their future follow-ups.

In addition, President Horiuchi reported on the side event "Committee on the Elimination of Discrimination against Women (CEDAW) and Gender-Based Violence (GBV): Progress and Challenges 20 years after Beijing", which she had participated in as a moderator.



International Understanding Seminar, KFAW Consulate Series 6: British Honorary Consul Talks About the UK and Japan

Date	August 18, 2015 (Tuesday) 15:00-16:30
Venue	Main Seminar Room, 5 th Floor, Kitakyushu Municipal Gender Equality Center, MOVE
Lecturer	Mr. Lawrence CHIVERS (British Honorary Consul Kitakyushu)
No. of Participants	113

The International Understanding Seminar under the theme of the comparison of cultures and differences in gender roles between the UK and Japan was held, inviting British Honorary Consul Kitakyushu Lawrence Chivers, who is a resident of Kitakyushu, as a lecturer. Based on his own experiences, Honorary Consul Chivers illustrated gender roles at home and at work as well as customs in the UK in an enjoyable way, sprinkling his talk with jokes and quizzes.

He explained that nowadays there is almost no stereotyped gender roles such as "the father's tasks and the mother's tasks", and basically all the members share household tasks in British families, citing concrete and easily understandable examples such as "a person who has cooked does not have to wash dishes; instead, each one washes his/her own dishes after meal." At the question and answer session following the seminar, many of the participants actively made inquiries, including high school students who asked questions in English.



Information

26th Kitakyushu Conference on Asian Women "Promoting Women's Active Participation: in Partnership with Asia"

The 26th Kitakyushu Conference on Asian Women will explore "the promotion of women's active participation" as its main theme. At the conference, Ms. Asako OSAKI from Gender Action Platform (GAP) will deliver the keynote lecture on future visions and present challenges of women's active participation in Japan and other Asian regions. As a specialist on development policy and gender, Ms. Osaki is active in various fields at government agencies, aid agencies, international organizations, NGOs, research institutions, among others. Subsequently, the overseas panelists (Hong Kong and Vietnam) will describe the current situations of women's active participation in Asia. Furthermore, the conference aims to chart a future course toward the promotion of women's active participation after hearing from the Japanese panelists about their experiences and the actual situations in Japan.

Date	October 31, 2015 (Saturday) 13:30-16:00
Venue	Main Seminar Room, 5 th Floor, Kitakyushu Municipal Gender Equality Center, MOVE
Capacity	100 seats (First-come-first-served basis)
Nursery	Available (500 yen per person, reservation required)

▶ Keynote Speech

Ms. Asako OSAKI
(Visiting Professor, Kwansei Gakuin University /
Director, Plan Japan)

She is a commentator of TBS's
"Hiroshi Sekiguchi's Sunday Morning."



▶ Panel Discussion

Panelists

- **Ms. Asako OSAKI**
(Visiting Professor, Kwansei Gakuin University / Director, Plan Japan)
- **Ms. Nguen Thi TUYET** (Vice President, Hanoi Women's Union, Vietnam)
- **Ms. Clarie LO** (Member, the Steering Committee of the Hong Kong Basic Law /
Member, the Appeal Board of the Financial Disputes Resolution Council)
- **Ms. Masako KATSUKI**
(Sales Manager, Kitakyushu Head Office, the Nishinippon Shimbun)
- **Mr. Harumichi YUASA** (Professor, Institute of Information Security /
Director, Kitakyushu Forum on Asian Women)

Coordinator

Ms. Mitsuko HORIUCHI
(President, Kitakyushu Forum on Asian Women)

KFAW

The Kitakyushu Forum on Asian Women (KFAW) was established in October of 1990 with a special government fund for revitalization projects. Subsequently, in 1993, the KFAW was recognized as a foundation by the Ministry of Labour (the present Ministry of Health, Labour and Welfare). The purpose of the KFAW is to promote the improvement of women's status through various projects as well as their mutual understanding and cooperation in Asia.