

特別公開講座

The 3rd Symposium on Women Can Change the World

～第3回シンポジウム 女性是世界を変える～

2019年12月21日(土) 13:30~15:30 開催

於：昭和女子大学オーロラホール

昭和女子大学では駐日欧州連合パトリシア・フロア大使、お茶の水女子大学石井クンツ昌子教授、リトアニアのヴィータウタス・マグヌス大学のリーナス・ディドバリシアアジア研究所長をお招きし、特別公開講座を開催。昭和女子大学理事長・総長・女性文化研究所所長である坂東眞理子をファシリテーターに、パネルディスカッションも行われました。また、現代教養学科の学生11名が11月から週1回勉強会を実施し、コアスタッフとして準備、運営に携わり、当日の進行を担当しました。第1回のシンポジウムの参加者であるリカルド・アリコック駐日ジャマイカ大使もご出席くださいました。

講座の内容は以下の通りです。

2019年度 昭和女子大学 特別公開講座

The 3rd Symposium on Women Can Change the World

第3回 シンポジウム 女性是世界を変える

Saturday **December 21, 2019** 13:30 - 15:30

**Aurora Hall
Showa Women's University**
1-7-57 Taishido, Setagaya-ku, Tokyo (6th Floor of Building 8)
Access 17-minute walk from Sangenjaya Station, Tokyo Orem-ya South Line, South Exit A

会場：昭和女子大学 オーロラホール
〒158-8501 東京都世田谷区 1-7-57 北千駄保6-8
東京国際研修センター 3階研修室A 成人出入口から徒歩7分

Language | English / 英語
Admission | Free / 無料 / 無料

Panelists | **Patricia FLOR** Ambassador of the European Union to Japan
駐日欧州連合大使 パトリシア・フロア

| **Masako ISHII-KUNTZ** Professor in Graduate School of Humanities and Sciences, Ochanomizu University
Director, Institute for Gender Studies, Ochanomizu University
お茶の水女子大学 基幹研究大学院専攻 教授 / ジェンダー研究 所長 石井クンツ昌子

| **Linas DIDVALIS** Head of the Center for Asian Studies, Vytautas Magnus University, Lithuania
ヴィータウタス・マグヌス大学 (リトアニア) アジア研究センター 所長 リナス・ディドバリシア

Facilitator | **Mariko BANDO** Chancellor of Showa Women's University
昭和女子大学 理事長・総長 坂東眞理子

 Patricia FLOR
 Masako ISHII-KUNTZ
 Linas DIDVALIS
 Mariko BANDO

Registration required | Please visit
http://forms.gle/gSYEXz9HfmcrcW7 or scan the QR code.
定員あり / 申し込み必須 / 定員あり / 申し込み必須

Deadline | Thursday, December 19 / 申込締め：12/19 (土)

Hosted by | Institute of Women's Culture, Center for International Exchange, Showa Women's University, Department of Contemporary Liberal Arts
研究所：女性文化研究所、国際交流センター、現代自由学センター、現代教養学科
関係の先生：昭和女子大学 国際交流センター ShowaCenter@shw.ac.jp

SHOWA WOMEN'S UNIVERSITY
The 3rd Symposium on Women Can Change the World

Saturday, December 21st, 2019 13:30~15:30
Aurora Hall, Showa Women's University

■ Program
<MC: Kanna SHIRASU / Momoko SHIMPO, Contemporary Liberal Arts Major>

13:00~13:30	Arrival
13:31~13:46	Opening Remarks Mariko BANDO , Chancellor of Showa Women's University
13:46~14:06	Keynote Speech 1 H.E. Dr. Patricia FLOR , Ambassador of the European Union to Japan
14:06~14:26	Keynote Speech 2 Ph.D. Masako ISHII-KUNTZ Professor in Graduate School of Humanities and Sciences, Ochanomizu University Director, Institute for Gender Studies, Ochanomizu University
14:26~14:46	Keynote Speech 3 Dr. Linas DIDVALIS Head of the Center for Asian Studies, Vytautas Magnus University, Lithuania
14:46~15:16	Discussion, Q&A
15:16~15:21	Closing remarks Keiko TAKEGAWA , Deputy director of Institute of Women's Culture, Showa Women's University
15:21~15:30	Photo session
15:45~16:45	Tea party

Hosted by Institute of Women's Culture, Center for International Exchanges,
Showa Liaison Center, Department of Contemporary Liberal Arts

H.E. Dr. Patricia Flor

Ambassador of the EU to Japan



EUROPEAN EXTERNAL ACTION SERVICE

Women Can Change the World

H.E. Dr. Patricia Flor, Ambassador of the EU to Japan

Showa Women's University
21 December 2019, 13:30-15:30

1. Women do change the world!

- i) Demographic evidence
- ii) Peace processes/Peace-keeping Operations
- iii) Benefits of diversity in the workplace/public arena

2. What changes are needed to:

- Remove barriers and restrictions
- Change mindsets
- Break glass ceilings

The EU and Member State experience

- i) Quotas
- ii) Burden-sharing/parental leave
- iii) Enabling environment
- iv) Transparency/monitoring =creating the new normal



Personal responsibility

- Confidence
- Willingness to fight
- Lobbying



Role of men

- Must be allies
- Both gender roles need changing

A Union of Equality

Political guidelines of the new Commission 2019 - 2024

"We need equality for all and equality in all of its senses"



"This will be one of the major priorities of my Commission and of the implementation of the European Pillar of Social Rights"

Task Force on Equality established by new President of the European Commission, Ursula von der Leyen

To find out more



The Delegation of the EU to Japan

https://eeas.europa.eu/delegations/japan_ja



euinjapan

Ph.D. Masako ISHII-KUNTZ

Professor in Graduate School of Humanities and Sciences,

Ochanomizu University

Director, Institute for Gender Studies, Ochanomizu University



Good afternoon. I would like to express my appreciation to Chancellor Bando and Showa Women's University for all their preparations and hard work. I am quite honored to be here with the distinguished panelists.

I am a family sociologist. My research interest has been fathers and men's participation in childcare and housework. So, today I want to share some of the findings from my own research and others.

I became interested in fatherhood issues because of my own childhood experiences. That is, in my family, my father was a main caretaker for children and housework, not my mother. I grew up thinking that our family was rather unique, and finally found the answers why my family was like that by taking family sociology and gender studies courses in college. I have been studying fatherhood since then.

Some of the sociodemographic changes that have been occurring in Japan include ageing, delay in marriage and childbirth, decline in fertility, and an increase in women's labor force participation. All of these demographic changes point to the necessity of men caring for children and participating in housework. In 2012, IMF (International Monetary Fund) published a working paper entitled, "Can women save Japan?" According to this article, women's economic participation is necessary for the economic growth of Japan. And they made two suggestions to increase women's labor force participation. One is creating a policy to increase the number of female career track employees and managers, and the other was to provide better support for working mothers by increasing daycare centers.

In addition, men's involvement in family roles has been found to increase women's career advancement and their continuing employment. For example, men's shorter work hours and their involvement in housework and childcare are related to increase women's labor force participation. Since 1999, the Japanese government has been conducting some campaigns to increase men's participation in childcare. Subsequently, the government started *Ikumen* (fathers who actively participate in childcare) Project in 2010. Magazines, books about *ikumen*, cookbooks for men, baby care goods such as strollers for men became big sellers at different stores. "Fathering Japan" which is probably the most famous NPO today was established at around the same time. Additionally, important revisions of the Childcare and Eldercare Leave Law were announced in 2010. With the father-friendly revisions, husbands of homemaker wives are allowed to take a leave, husbands take the leave during wives' maternity leave then he can take the second leave afterwards. If husbands take the leave, it can be extended to 14 months from 12 months, and this is called "Papa and Mama Extra Leave."

Given these changes you would think that there will be more men taking childcare leave but the statistics shows otherwise. For example, in 2010 about 1.38 percent of men have taken it, and in 2018, it went up to 6.16 but still it is not as high as that of women (82%).

Several hypotheses concerning men's childcare involvement have been examined in the past studies. First, father-friendly corporate culture and environment are definitely necessary. Role models and mentors are important. Having a boss who is understanding toward men's participation in childcare would make it easier for men to take childcare leave.

Second, relative resources refer to the difference between husbands and wives with respect to such resources as income and education. If women have more resources, their husbands are more likely to be involved in childcare and housework. Third, time availability is another factor. That is, men who spend more time at home are participating in childcare and housework more frequently. Fourth, if there is a greater demand for men's familial roles, then they are more likely to participate in childcare. These greater demands exist when there are more and younger children in the home, and in nuclear families where no assistance from grandparents is available.

Given these findings, it is clear that we need to change our attitudes toward gender roles, especially men's attitudes and family roles. It is, however, very difficult for adults to change, as you can imagine. That is, we cannot change overnight to become more liberated holding egalitarian attitudes. Thus I believe that we can make some efforts such as teaching about gender equality for small children through socialization at home, and throughout the formal and informal elementary to college education. In so doing, I want to emphasize the important role of Home Economics Education in which I believe teachers have ample opportunities to teach children about men's and women's roles at home and in society.

In addition, promoting gender equality and the sharing of childcare and housework between men and women in public and private sectors and media are also necessary. Having role models in the company such as men who have taken child care leave and women in managerial positions is helpful for the junior workers to follow. Speaking of women managers, we need to be careful about the "tokenism" which refers to the symbolic effort to include members of minority group. That is, we need to make sure that women are qualified for the job because of their abilities and skills rather than their gender. Tokenism may be one of the ways for women to be promoted but it is certainly not enough to advance gender equality in the workplace.

Finally, we need to provide support for mothers and fathers. Fathers' participation in childcare is sometimes called a "support" for mothers. However, "support" sounds like a secondary role. Rather, fathers are expected to raise their children, not simply supporting their wives. I hope that fathers continue to be more active participants in childcare and housework. Federal or local governments, are, of course, making concerted efforts to increase men's familial involvement. I am sure that they will continue to do so, given the continued decline in birthrates. Most importantly, what is important

in Japan is a collaborative effort by the government, private sectors, NPO's of mothers and fathers networks, and labor unions with the same goal of achieving gender equality at home, workplace and in the society. Women's leadership will bring about more opportunities for women's active participation in the labor force, and men's greater involvement in domestic activities.

Thank you very much for your kind attention.

Dr. Linas DIDVALIS

Head of the Center for Asian Studies, Vytautas Magnus University,
Lithuania



Good afternoon, everyone. My name is Linas Didvalis and I am really thankful for Showa Women's University to invite me here. I come from Vytautas Magnus University, which is in Kaunas, a city of a small European country called Lithuania. Today I will give presentation about a case of my country, its situation regarding gender equality and women's rights. I would like to start from quite a distance and tell you a short story about one very famous Lithuanian writer whose name was Zemaite. She is a well-known person in Lithuania because children are studying about her at schools in literature classes. Zemaite was born in 1845 and began publishing her books only when she was 50 years old. Therefore, she could be an inspiration for all of us that no matter what year you are, you can always begin new activities and be good at them. What is also interesting is that Zemaite was one of the early feminists in Lithuania. She was participating in some women's groups to demand more rights and as a writer she was also describing women's situation (such as inequality, mistreatment, and other issues) in Lithuania at the time in her novels.

I would like to use one Zemaite's story as an example – it is called Marti which means “daughter-in-law” in Lithuanian. The story is almost 120 years old as it was published at the very end of 19th century. It tells about arranged marriage when one family decides to marry their daughter with a son of another family. As a result, the girl is transferred from one family to another like a thing. The story then explains to us what kind of experiences and life she had in the new home. When reading the story one can understand how difficult the situation of women at that time in Lithuania was, because Zemaite very openly describes violence, abuse and other mistreatment that the girl had to endure. But why read a story that is 100 years old, you may ask. My answer would be that the knowledge about history allows us to compare how much progress is made and how much needs to be improved further.

If we look at the current situation of Lithuania by using international indexes and reports, such as Global Gender Gap Index, Lithuania was rather high in the list last year – 24th among all evaluated countries around the world. Therefore, we could applaud Lithuania's achievements in many areas of gender equality. On the other hand, there are still issues that need to be resolved in the future and this is very clear from this year's index which was announced this week: Lithuania suddenly dropped in

the list, similar like Japan, and in many cases it was because Lithuania was stagnating allowing many countries to improve their situation and push Lithuania down in the list. The ranking showed that Lithuania performed quite well in terms of economic participation because many women participate in Lithuania's economy, many women have leading position in companies, the wage gap while still existing is not high as in other countries, etc. The biggest issue, therefore, is not economy but political status of women, which I will discuss in more detail later.

Another measurement to consider is Human Development Index adjusted by gender differences. Again, Lithuania is high in the list, almost in top-30 globally. Interestingly, this index shows that women's situation is better than men's because it considers economic situation, education, and longevity. Therefore, since women in Lithuania actively participate in economy, attend universities more actively, and live longer than men, it makes women's Human Development Index higher in Lithuania than men's.

Despite all these relative high rankings, I must acknowledge that there are persistent problems related to gender equality about which we must talk. Perception of these problems also depend on the context, because if we look at Lithuania in the global context, the situation may look quite good. However, if we zoom in into European context and start comparing Lithuania with other European Union countries, we may see many more things to be improved because other European countries are much ahead.

As it was briefly mentioned before, political representation of women is causing much discussions in Lithuania. On the one hand, Lithuania had female president Dalia Grybauskaitė for ten years and there were cases when women worked as the speaker of the Parliament or ministers of various ministries. On the other hand, behind these examples there is a broader picture: female parliament members take around 25% of all seats, female ministers in the government account for around 30% and Dalia Grybauskaitė was the only female president we had in 30 years history. In other words, the situation is not representing good gender balance.

Improvements can also be made in the economic sector because it must be acknowledged that women are in riskier situation financially because larger percentage of them occupy part-time positions than men. Finally, physical and psychological safety is an important issue due to existence of domestic violence. Although various anti-violence campaigns keep increasing social awareness in the society, there remains 15–20% of population that still treats domestic violence as a natural, traditional or unavoidable reality.

My time is limited here, so I would like to finish by asking what are the most effective ways to make change. I must say that it is a complicated question that is difficult to elaborate fully here. Therefore, my goal is to inspire you to think more about it and develop your own approaches.

First consideration is to think what works better when seeking gender equality – to focus on positive things and encouragement, or to focus on discouragement and maybe even punishment? In

Lithuania's case both approaches are used. For example, parental leave is encouraged for both parents because both mother and father can get up to two years of parental leave, and during those two years their salary is compensated. It must be said that data shows there are still more mothers than fathers that take parental leave, but the trends are changing and the whole perception that fathers must be involved in child rearing is strengthened.

Talking about punishment, I can mention Office of the Equal Opportunities Ombudsperson that investigates cases of discrimination according to Lithuanian law. If someone notices some inequality, some mistreatment, discrimination, etc., they can report the case and the Office will start investigation. There are multiple well known cases when companies or institutions that practiced gender discrimination were warned or even received fines. In other words, they were punished for not following the law.



The second large question is when the change should happen – should we wait until the society changes and then issue regulations or laws, or do regulations should come first and then the society must adapt? In other words, who should be leading the change? The Lithuania’s case provides no clear answer because on the one hand anti-discrimination laws were strengthened due to influence from the European Union. On the other hand, Lithuania is resisting some further changes due to some people who think that gender equality goes against “traditional family roles”, “traditional Lithuanian culture”, etc. An example of that can be Istanbul Convention on preventing and combating violence against women which Lithuania has not ratified yet.

Finally, the third question. It is about who should be the leaders of change and what kind of role should they play. As it was mentioned before, Lithuania’s example shows that good examples from abroad and effective foreign pressure can be influential. Although Lithuania has anti-discrimination laws for a long time, they were strengthened when preparing to join the European Union and updated several times after that. Therefore, European example was the inspiration for improvements. At the same time Lithuania has active business companies that pro-actively fight for equality by addressing the issues of unequal wages between men and women, lack of women in leading positions, etc. The experience of such companies can later be used by others who also want to create equal working conditions.

To conclude, I am afraid that there are no countries around the world yet that would have complete gender equality, and this may be discouraging. However, if we take into consideration the big picture, we can also find many positive stories and see big changes being achieved. Lithuania is part of this change as I tried to show by using the example of Zemaite’s story written more than 100 years ago and looking at it from today’s perspective. I hope that sharing of this information will give you some inspiring thoughts to seek changes around you.

Thank you very much for your attention.