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Contact the Editors no.1shimbun@fccj.or.jp

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The Foreign Correspondents' Club of Japan Marunouchi Nijubashi Building 5F Marunouchi 3-2-3 Chiyoda-ku Tokyo 100-0005 Tel: (03) 3211-3161 Fax: (03) 3211-3168 fccj.or.jp

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In This Issue

This issue is all about women in our Club, and in the media and other workplaces in Japan. So, a serious issue, but one that we have all done our best to make readable.

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Cover photo: from top left: Hiroko Moriwaki, Librarian; Vicki Beyer, Kanji; Abby Leonard and Nathanial, 2019 Board; Sandra Mori, Entertainment Committee; Kyoko Adachi, Main Bar; Mary Corbett, Director From bottom left: Ilgin Yorulmaz, Director; Haruko Watanabe, Special Projects, Life Member; Isabel Reynolds, President; Suvendrini Kakuchi, Library (President 2015). Photo by Julio Kohji Shiiki.

THE FRONT PAGE From our new President

Dear members,

s Japan's longest-serving Prime Minister prepares to ride off into the sunset, the Liberal Democratic Party is agog over who will be the next Prime Minister and which senior lawmakers will finally get that sought-after post in the cabinet after years of waiting. Hardly less momentous than the successor to Shinzo Abe is the appointment of committee chairs to work on all aspects of FCCJ activities.

Since my own appointment as President, it's been a race against the clock to fit the pieces of the puzzle together, and I'm not sure I'll get the full picture in time for the publication of this issue of *Number 1 Shimbun*. But it's been wonderful to find out just how many of our talented members are willing to contribute their time and skills to all the projects we organize, finding ways to work around the Covid-19 risk as they do so. I'm truly grateful to everyone who volunteers for the Club.

The theme of this month's *Number 1 Shimbun* is women. As the Abe administration draws to a close, one of the goals it's plainly failed to reach is that of having 30% of management posts in all fields occupied by women. That's one reason we wanted to highlight the vital roles played by women who work at the Club as well as its members in the current issue. But we can do more. I'm hoping that having a bigger proportion of women on our Board will encourage women in journalism and all walks of life to join the FCCJ, attend events and organize them too. Our Diversity Committee is already beginning to take shape.

Meanwhile, I was delighted to see that our Professional Activities Committee hosted a timely online session with Kyoto-based Thai dissident Pavin Chachavalpongpun, as anti-monarchy demonstrations continue in Bangkok. Do take a look on our website, if you haven't yet watched the interview: I learned a



lot about the complex relations between social media giants and protest groups, among other things. I'm sure we'll also see press conferences devoted to the upheavals in Japanese politics in the very near future. It already feels the end of an era for Japan, and yet we're still only two-thirds of our way through a year that never ceases to surprise.

We can also expect an interesting programme of films and photo exhibitions for the remainder of the year. Do bear in mind that social distancing efforts will limit numbers for the film showings. Incidentally, I should remind everyone that the Board last month approved a motion that everyone entering the Club should be wearing a mask, as we endeavour to keep Members and visitors as safe as we can from the coronavirus. Please, mask up and stay safe!

 Isabel Reynolds has been reporting for Bloomberg in Tokyo since 2012. She has lived in Japan for more than 20 years and been a Regular Member of the FCCJ for most of that time.

FEATURE >> Women in Japan

MILES TO GO AND PROMISES UNKEPT

WOMEN'S RIGHTS IN POST-WAR JAPAN

VICKI L. BEYER

hen Douglas MacArthur arrived in Japan in August 1945 to head the Occupation as Supreme Commander for the Allied Powers, he brought a mandate to "demilitarize, democratize and eliminate the basis for economic aggression".

MacArthur moved swiftly on the first two, even conflating them when he called on the Diet later in 1945 to revise the Election Law to give women the vote. Apparently when his staffers warned him that Japanese men would not favour female enfranchisement he replied to the effect, "I don't care. I want to discredit the Japanese military. Women don't like war."

MacArthur got his way. The revised Election Law, giving the vote to "all men and women aged 20 and over", was promulgated on December 17, 1945, and Japanese women voted for the first time on April 10, 1946.

A key figure in helping Japanese women understand their new right of suffrage and encouraging them to use it was Lieutenant Ethel Weed (1906-1975), an American Women's Information Officer, who hosted a weekly "Women's Hour" radio program that often addressed political issues. Weed also toured Japan prior to the 1946 election urging women to vote; 13.4 million women obliged, and there was a surge of women candidates. As a result, the expanded electorate of 1946 sent 39 women to the House of Representatives, 8.4% of the body.

Peak representation

Sadly, the 1946 return remains the highest proportion of women ever to be elected to the Diet. By the next house election, in 1947, women representatives dwindled dramatically to one or two percent and stayed there for the



next 50 years. This in spite of the promulgation on May 3, 1947 of the "Peace Constitution", in which Article 14 states: "All of the people are equal under the law and there shall be no discrimination in political, economic or social relations because of race, creed, sex, social status or family origin."

What happened?

There are various theories about why women haven't taken a more prominent role. Many of

Beate Sirota Gordon following a 2011 screening of "The Sirota Family and the 20th Century" (シロタ家の 20世紀 / Shirota-ke no nijyu seiki / Dir. Tomoko Fujiwara / 2008) at the Japan Society in Manhattan, New York City.

FEATURE >> Women in Japan MILES TO GO AND PROMISES UNKEPT

them focus on the deeply entrenched paternalism of Japan and the "men's world-women's world" bifurcation that was popularized during the post-war high-growth period. There is even the linguistic subordination of women. The theories, in a sense, represent a vindication of the view of a 22-year-old "slip of a girl" ¹ working for GHQ during the Occupation who found herself involved in drafting a new constitution for Japan in early 1946.

Beate Sirota (later Gordon) was the first non-Japanese civilian woman to enter Japan after the end of the war, arriving on Christmas Eve 1945 to work for the Occupation. The Austrian-born Sirota had grown up in Japan and been stranded in the U.S., where she was attending university, when Japan attacked Hawaii in 1941. Fluent in six languages, including Japanese, after the war she readily got a job with the Occupation that enabled her to be reunited with her parents in Japan.

Less than six weeks after her return to Japan, Gordon was assigned to work on drafting civil rights provisions for Japan's new constitution. Her teammates on the project suggested that since she was a woman, she should draft the women's rights section.

Speaking at the FCCJ in 1995, Gordon described her work on that project in early February 1946. To aid her efforts, she borrowed around 10 national constitutions from several local libraries still standing in bombed-out Tokyo and found six, mostly written in the early 20th century, that included provisions relating to women's rights.

Having grown up in Japan, Gordon understood well the pre-war position of Japanese women. The pre-war Japanese Civil Code stipulated that "women are to be regarded as incompetent". They could not sue, they could not seek divorce (although their husbands could divorce them), they could not own property. Pre-war Japanese women were powerless, in law and in effect. They were no more than chattels, belonging first to their fathers and later to their husbands.



Beate Sirota's 1946 draft civil rights provisions for the Japanese constitution

III. Specific Rights and Opportunities

18. The family is the basis of human society and its traditions for good or evil permeate the nation. Hence marriage and the family are protected by law, and it is hereby ordained that they shall rest upon the undisputed legal and social equality of both sexes, upon mutual consent instead of parental coercion, and upon cooperation instead of male domination. Laws contrary to these principles shall be abolished, and replaced by others viewing choice of spouse, property rights, inheritance, choice of domicile, divorce and other matters pertaining to marriage and the family from the standpoint of individual dignity and the essential equality of the sexes.

19. Expectant and nursing mothers shall have the protection of the States, and such public assistance as they may need, whether married or not. Illegitimate children shall not suffer legal prejudice but shall be granted the same rights and opportunities for their physical, intellectual and social development as legitimate children.

20. No child shall be adopted into any family without the explicit consent of both husband and wife if both are alive, nor shall any adopted child receive preferred treatment to the disadvantage of other members of the family. The rights of primogeniture are hereby abolished.

21. Every child shall be given equal opportunity for individual development, regardless of the conditions of its birth. To that end free, universal and compulsory education shall be provided through public elementary schools, lasting eight years. Secondary and higher education shall be provided free for all qualified students who desire it. School supplies shall be free. State aid may be given to deserving students who need it.

22. Private educational institutions may operate insofar as their standards for curricula, equipment, and the scientific training of their teachers do not fall below those of public institutions as determined by the State.

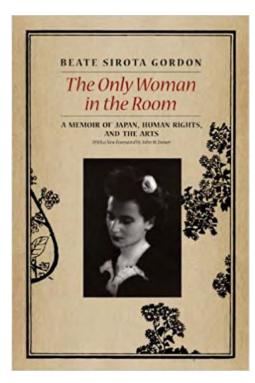
23. All schools, public or private, shall consistently stress the principles of democracy, freedom, equality, justice and social obligation; they shall emphasize the paramount importance of peaceful progress, and always insist upon the observance of truth and scientific knowledge and research in the content of their teaching.

24. The children of the nation, whether in public or private schools shall be granted free medical, dental and optical aid. They shall be given proper rest and recreation, and physical exercise suitable to their development.

25. There shall be no full-time employment of children and young people of school age for wage-earning purposes, and they shall be protected from exploitation in any form. The standards set by the International Labor Office and the United Nations Organization shall be observed as minimum requirements in Japan.

¹A description of Gordon given by Col. Charles Kades (1906-1996), chief of GHQ's Government Section, in an interview for the 1992 Pacific Century documentary series.

FEATURE >> Women in Japan MILES TO GO AND PROMISES UNKEPT



Beate Sirota Gordon's memoir, University of Chicago Press, US (2014).

In her 1997 memoir, *The Only Woman in the Room*, Gordon wrote, "I tried to imagine the kinds of changes that would most benefit Japanese women." She determined that the essentials were "equality in regard to property rights, inheritance, education and employment; suffrage; public assistance for expectant and nursing mothers as needed...; free hospital care; and marriage with a man of her choice."

Gordon understood Japanese society and traditional male attitudes well enough to know that slipping broad aspirational provisions into the Constitution would not in itself be sufficient to drive the cause of equality for women. She saw that the only way to achieve equal rights for women was to include very specific and insurmountable provisions in the Constitution. In her research, she found similar provisions in the 1918 Soviet Constitution and, in particular, the 1919 Weimar Constitution, which she drew on heavily for her draft entries.

In the end, Gordon wrote eight very specific civil rights provisions for inclusion in the new constitution (see inset). But when her draft came before the Steering Committee, made up largely of American military men, it met with considerable opposition. The Steering Committee objected on the grounds that Gordon's provisions were too specific and constituted revisions far in excess of the rights enshrined in the U.S. Constitution. As Gordon noted in her speech at the FCCJ, this was not difficult, for "the American Constitution doesn't even contain the word 'woman'."

The Steering Committee maintained that such specificity should be left for inclusion in other laws, like the Civil Code. Gordon tried to push back, explaining to the Committee that, given entrenched male attitudes, the provisions would never make it into law if they weren't included in the new Constitution from the outset. She admits that she even cried, but the men were unmoved. In the end, the main rights she advocated were included, in an abbreviated form, but the binding details Gordon had wanted were omitted:

Article 24. Marriage shall be based only on the mutual consent of both sexes and it shall be maintained through mutual cooperation with the equal rights of husband and wife as a basis.

With regard to choice of spouse, property rights, inheritance, choice of domicile, divorce and other matters pertaining to marriage and the family, laws shall be enacted from the standpoint of individual dignity and the essential equality of the sexes.

Article 25. All people shall have the right to maintain the minimum standards of wholesome and cultured living. In all spheres of life, the State shall use its endeavors for the promotion and extension of social welfare and security, and of public health.

Article 26. All people shall have the right to receive an equal education correspondent to their ability, as provided by law.

All people shall be obligated to have all boys and girls under their protection receive ordinary education as provided for by law. Such compulsory education shall be free.

If American men on the Steering Committee found Gordon's ideas hard to accept, the reactions of their Japanese counterparts at a meeting held a month later were off the scale.

Gordon was only attending the meeting to act as interpreter. By her own account, the Japanese liked Gordon as a fast and accurate interpreter, though they had no idea she had been involved in drafting the document under discussion. After several hours of debates over the draft, the group finally reached draft Article 24. The Japanese delegates were vehement in their rejection. For the American Committee, Colonel Charles Kades said, "Gentlemen, Miss Sirota has her heart set on these provisions. Why don't we pass them?" Stunned by this interjection, the Japanese acquiesced.

In the fullness of time, it is plain to see that the watered-down version of Gordon's draft has not had the effect she had hoped for. Gordon's specific, but rejected provisions, which her American colleagues had assured her would enter Japan's Civil Code, never quite made it.

In her memoir, Gordon wrote: "To this day, I believe that the Americans responsible for the final version of the draft of the new constitution inflicted a great loss on Japanese women."

Worldly effects

On paper, women were accorded basic rights in the 1947 Constitution. In practice, not much changed outside of voter

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Beate Sirota Gordon (centre, facing) with SCAP staffers and others ca.1946



Beate Sirota Gordon, interviewed in later life

participation, which pre-dated the new Constitution and over 73 years has remained 60-70%. The Japanese patriarchy continued to resist equality for women as effectively as it had been doing since the late 19th century, when Japanese women themselves first began agitating for social reforms. This validates the characterization of the Constitution as an heirloom sword in the tokonoma, a treasure on display for all to see but not to be used except in the most dire of emergencies.

Speaking in 1995,

"Although the basis

of women's rights is

Gordon told the FCCJ:

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lot of time." Time has

During the 1950s and 60s, as Japan's economy recovered and expanded and Japanese society increasingly urbanized, the preferred mythology of Japanese society was a kind of "separate but equal" situation for men and women. There was the so-called "ideology of the male breadwinner" that, these days, contributes to Japan's reduced marriage rates and the notion that women should stay at home, manage the household, and make babies. Both of these have been highly influential over the past seven decades, although attitudes are gradually changing.

Speaking in 1995, Gordon told the FCCJ:

"Although the basis of women's rights is there, they have not yet achieved its realization. It's still going to take a lot of time." Time has proven Gordon correct.

It wasn't until 1985 that Japan adopted the Equal Employment Opportunity Law and it did so only to comply with its international obligations under the U.N. Convention for the Elimination of Discrimination Against Women. The new law was as vehemently opposed by the Japanese business community as the women's rights provisions in the constitution had been by Japanese politicians back in 1946, with the result that in its first decade the law contained no sanctions for breaches. Equal employment opportunity has slowly gained traction but even today gender-biased hiring and promotion continues unchecked.

More recently, the Abe administration has claimed to advocate for increased female participation in both business and political leadership, but even this government intervention has yet to produce significant change. True, women are

> increasingly achieving leadership roles in business, but numbers are still low and the rate of change is far slower than in most industrialized nations. Participation rates in national politics remain at an abysmal level.

> In her 1995 speech at the FCCJ, Gordon's final advice to Japanese women was to join support organizations, band together, and keep making a noise demanding equality. Twenty-five years on from this advice, movements and campaigns for reform are gaining traction as Japanese women learn to speak out. This is not a uniformly progressive

development; it's still two steps forward and one step back as outspoken women all too frequently find themselves badgered and bullied. But it's undeniable that the pace of change has accelerated and points forward. Who knows? Maybe we'll even see a female prime minister by the centenary of women's suffrage in Japan.

[•] Vicki L. Beyer is a travel writer, a kanji on the 2020 FCCJ Board, and a professor in the Hitotsubashi University Graduate School of Law Business Law Department.

FEATURE >> Fathers at Work

MOOD SWINGS

A FATHER LEARNS TO BALANCE HOME AND WORK COMMITMENTS



ANDY SHARP

n the evening of February 28, Shinzo Abe delivered the news that most working parents in Japan had been dreading.

I was heading to my karate *dojo* in Shibuya when an NHK alert informed me the prime minister had asked all schools in the country to close their doors. I greeted my sensei (also a father of young children) and the resigned look in his eyes revealed he'd also heard the announcement.

Many of the fathers practicing that night were not as focused as usual during sparring. I went home to a scene that aptly describes the swings in emotions over the next six months.

Domestic dilemma

My wife was despondent. "What are we going to do?" she asked. But our three boys (aged three, seven and nine) were jumping for joy on the marital bed.

I had no answers. As a commissioning editor at the *Nikkei Asian Review* dealing with reporters stretched across a vast region, I was busier than ever handling copy on the rapidly changing social, political and economic situations in a host of countries. My employer, thankfully, encouraged staff to work from home. "Like most working mothers, for whom I have very quickly gained a deeper respect, I also had to be constantly switching hats. One moment, I would be discussing a pitch with a reporter, the next changing a diaper. A quick switch back to polish a story, before attacking the inevitable pile of dishes." Like most working mothers, for whom I have very quickly gained a deeper respect, I also had to be constantly switching hats. One moment, I would be discussing a pitch with a reporter, the next changing a diaper. A quick switch back to polish a story, before attacking the inevitable pile of dishes.

My kids star in online morning conference calls about the day ahead. I sneak out after the meetings to don a mask to kick a ball about with soccer-mad Leo. The demands for my phone so the kids can play *Fortnite* online with their friends are relentless. I've probably missed a bunch of important calls. But my colleagues and bosses make sure I don't miss anything, meaning I have to contend with endless *Slack* messages.

The kids started to return to school in baby steps in May, but classes only went into full swing in June, barely a month before the summer holidays.

The time together with my wife and children has been both a blessing and a curse. At times, the temperature at home is as hot as this summer's blistering sun, or as frigid as the air conditioning we are blasting 24/7. And while the home environment has stretched my working day from dawn 'till long after dusk, it's given us time for family meals filled with random conversations and many moments of mirth.

Easing the rules

When my employer started relaxing the rules on attending the office, I was torn. I'd grown used to the five-second commute from bed to desk and small joys such as making the lunchtime soup between assignments. But like many journalists, I craved cynical conversations about the news with colleagues.

I still have the option to work at home or in the office, and intend to take advantage of the more relaxed working arrangement. But as I finish this piece, my three-year-old just came into my room for tickles. It's going to be hard to give that up.

• Andy Sharp is Deputy Politics and Economics Editor at the *Nikkei Asian Review*

FEATURE >> Fathers at Work

THE PARENT TRAP

HOW DO JOURNALISTS KEEP THEIR SANITY WHILE WORKING AT HOME?



DAVID MCNEILL-

ne evening last summer I found myself under a blanket with my iPhone, reporting for live radio on the Tokyo heatwave that had sent thousands of people to the hospital. My wife and three young

kids were corralled into another corner of the apartment. Our middle child Una (3) broke loose and began filling the air with her caterwauling. Sweat trickled down my nose. The RTE presenter sensed my discomfort (and heard the wails) and cut the interview short.

Robert Kelly's young daughter Marion made screenbombing famous when she sauntered into view as her dad discussed Korean politics on the BBC in March 2017, but we've all been there. Kids could care less about your deadlines or your live spots and will gleefully upend both, exploiting any weakness: Kelly had simply forgotten to lock the

door of his study. We have sliding doors in our cramped Meguro flat and, at 60 square meters, there's nowhere to hide.

Priority Pocoyo

My orderly world changed in 2011 with the birth of our first son, Luka. His teething was the first thing to drive me out of the home with my laptop, to the local café. A year later he began commandeering my computer to watch Pocoyo and Peppa Pig. At some point, I abandoned it and bought another, which he tipped beer over, euthanizing it with a soft pftt. By the time our two younger kids Una and Noah came along I had swapped daily journalism for a weekly, which at least eased the stress of evening deadlines.

Once there was an office

Some journalists have offices, of course. But long before the pandemic made collective workplaces dangerous, the global cull of foreign bureaus had forced many to report from home. Covid-19 temporarily shut the FCCJ, taking away a potential alternative, and public schools, leaving thousands of working parents to make abrupt childcare adjustments. Even the coffee shops closed, so for a month or so there was nowhere to escape.

Post-lockdown, my wife was ordered to teach remotely by her kindergarten school. At one point the two of us were on shifts, taking kids out to the park while the other worked. Covid-19 took out our childminder of last resort - baba. We were desperate enough to seek out some of the plethora of self-help sites that sprang up but the advice dispensed seemed pedantic and condescending: "It's not about thriving - it's about surviving," said one. No shit.

Preoccupied parents

More helpful to me, at last, were the insights of another writer and parent. I'd been commissioned to interview Meiko Kawakami before lockdown and began reading her books. Children

> in Kawakami's fiction are often the victims of self-centered parents - not bad, just preoccupied and struggling in a way most of us can understand. Many forget that kids are dealing with the fear and resignation of being abruptly thrown into life. "Coming to the realisation you're alive is such a shock," said Kawakami.

> I find myself recalling this when I'm about to wig out over the latest domestic squall (as I was writing this Una spilt sugar all over the apartment while making 'honey' for her doll). My kids didn't ask to come into the world. It's not their fault I need quiet to work. So, I suck it up, wipe

up the sugar, plug in my Mozart again and resume tapping. And that's when Noah comes to tell me he has peed in his pants.

• David McNeill is co-chair of the FCCJ's Professional Activities Committee and a professor at the Department of English Language, Communication and Cultures at Sacred Heart University in Tokyo. He was previously a correspondent for *The Independent* and *The Economist* newspapers and for *The Chronicle of Higher Education*.

"Some journalists have offices, of course. But long before the pandemic made collective workplaces dangerous, the global cull of foreign bureaus had forced many to report from home."

FEATURE » Women in Japan MAKING GREAT WAVES OFF MARUNOUCHI

DOING BETTER FOR THE FCCJ



ILGIN YORULMAZ-

n 1995, as a female graduate fresh out of international university, I was working at a Tokyo advertising company when a female friend quit her well-paid job at a publishing company, just as her career was taking off. The reason? To get married.

Back then marriage was more or less the universal choice. By the time they reached 50, just 5% of Japanese women and about 10% of men were still single, according to the National Institute of Population and Social Security Research.

There have been major changes since then. Both sexes are postponing marriage and women are less likely to abandon careers to tend to a man. Yet, despite the fanfare surrounding "womenomics", the term popularized by Prime Minister Shinzo Abe as part of his plan to feminize the workforce, systemic rigidities and hierarchies hold back women in Japan.

Are we any better?

The FCCJ has little to boast about. While we have had a female president (Lucy Birmingham), and previous female Presidents in Mary Ann Maskery (1984) and several prominent female members, only 251 of our 1,643 members are women. That's just 15% – worse than the 20% makeup of women in the Japanese media.

That's notwithstanding high-profile cases like Chrystel Takigawa, the French-Japanese news presenter. She recently married Environment Minister Shinjiro Koizumi, who, after being appointed to the post as the youngest member of the Cabinet last year, did the unthinkable by taking parental leave.

Demographic deficit

The fact is, news in the media industry is still overwhelmingly edited and disseminated by middle-aged or older men. This reflects Japan's ageing demography: people aged 35-65 years now make up the bulk of the population pyramid, meaning it looks like a vase with a "fat belly" in the middle. Japan in

FEATURE *» Women in Japan* MAKING GREAT WAVES OFF MARUNOUCHI

2020 is a middle-aged society run by men despite more women now going on to four-year universities as opposed to two-year vocational colleges, and gearing up for leadership roles.

Part of the problem, points out Izumi Nakamitsu, the highest-ranking Japanese at the United Nations, is that the Japanese media reinforces traditional roles for women, such as the subservient housewife/mother devoted to her family, who somehow cannot afford to divorce her husband.

In an interview with Kyodo News in March, Nakamitsu, the UN's female under-secretary-general and high representative for disarmament affairs, said: "On (Japanese) TV debate programs, men discuss difficult subjects while female announcers are set on the set like ornaments. On TV dramas, too, you might see men holding a business meeting and women serving them tea."

Media and the working mother

Toko Shirakawa, a journalist who serves on a cabinet panel on work-life reforms, also partly blames Japan's media industry. In an opinion piece she wrote for Japan Times in January, she criticizes Japanese media's "male-centric homogeneity" and gives the example of the shortage of daycare services for the gap between social change and the media's perception of issues. For a long time, says Shirakawa, major Japanese media organizations gave scant coverage to the issue despite the insistence of their own working mothers.

"Their proposals to take up the issue have often been rejected by their senior male editors...who think they can dedicate 24 hours of their time to their job while leaving their wives to care for their children. [They] must have found it unusual for mothers to work by leaving their children in day care services," she adds.

That attitude changed when an anonymous blogger's comment went viral. 'My child was turned down by a nursery school. Japan must die!' the angry blogger wrote. But by then a precious opportunity to move forward had been lost.

The Ito Shiori case

A far more painful example is the rape case brought by journalist Shiori Ito against Noriyuki Yamaguchi, the Washington bureau chief of Tokyo Broadcasting Services. Japanese media gave the story little coverage until foreign media, the BBC in particular, covered it extensively. Ito's landmark case ended with victory for her in a civil court case and a much-needed public debate on archaic rape laws.

The Asahi Shimbun's Gender Equality Declaration, announced this year, offers more than a glimmer of

Abigail Leonard Freelance Journalist



"I do think the club could be more welcoming to women and people of all stripes. I can't count the number of times I've heard women - and men - say the club just doesn't feel like a place they think they'd belong. Here I can instance the male Club member who congratulated a fellow member on "always

having meals with the new female members". Then there are the ongoing discussions about whether to bring out "The Marilyn": the poster-sized photo of a scantily clad Marilyn Monroe that used to hang in the main bar.

Women journalists do battle with such idiocy daily, but we also face harassment by employers and sources; maternity leave and the work-life balance; safety in the field and access issues. We need the support of a strong network of female journalists. As a Club, we could all do ourselves a real service by being more forward-thinking and proactive in promoting the club to women. This *Number 1 Shimbun* issue is a positive step in that direction."

Sayuri Daimon ex-Japan Times Executive Operating Officer and Senior Editor



"It is disappointing that a Cabinet Office panel recently decided to give up on the government's long-held target of having 30% of leadership positions held by women by 2020. The government is now saying that it will try to achieve the target at an earliest possible time in the 2020s.

However, I refuse to be pessimistic about the future of women in Japan. Many women have entered the workforce and many companies are finally realizing that they need to include more women in the higher rankings of their companies.

Although there are more female journalists now at major media organizations in Japan, there are only a few women in top posts. The selection of news is too often dominated by men. What women can do is keep covering the issues that we feel are important, and support each other."

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hope. The declaration aims both to empower women in reporting and business operations and to achieve gender equality within the *Asahi* ranks.

Diversity Committee

A rundown of the FCCJ's 20 committees also shows that all but six (Associate Members Liaison, Entertainment, Film, Freedom of Press, Library, and Special Projects), are chaired by men. By contrast, nearly half of 17 governors and committee members in The Foreign Correspondents' Club, Hong Kong are women.

I ran on a platform of women and diversity in the 2020 FCCJ election and am one of four women board members. I have now made it my priority to attract at least 82 new women members to our Club to make up for the 5% we need to hit the 20% women membership target. Not an easy job, you may think. But I am immensely encouraged by recent developments.

First, Isabel Reynolds of Bloomberg has just been elected as new President of our Club. With 4 out of 9 Board positions now filled by women, we have securely inducted ourselves to the Thirty Percent Club formed by Keidanren (Japan Business Federation) executives committed to bringing a minimum 30% women executives onto their board, in line with Abe's womenomics principle.

In this article, some of our members have shared their experiences in the media and with the FCCJ. They made it clear that they want a more diverse and open Club that feels welcoming to women.

Our *doyenne* is Haruko Watanabe, who brings her experience as a UNESCO consultant for Women and Media Development in training women in Asia and Africa, mentioned concrete examples such as FCCJ-sponsored workshops to help integrate Japanese women into global media. Others, like the *New York Times* Tokyo bureau chief Motoko Rich, said she wanted to see more events with female speakers and moderators.

For this reason, I am proposing the formation of a Diversity Committee, open to all sexes but with a dedicated desk specifically for women. I hope that as you start to see more women engaging with our Club, change will come organically.

We don't need "womenomics" to save Japan. Japan will save itself when it can establish "humanomics", to borrow from former *Economist* editor, Bill Emmott, author of the recently published *The Far More Female Future of Japan*, reviewed here by Vicki Beyer, and only if Japan sees no difference between a man and a woman when it comes to getting the job done.

Isabel Reynolds Bloomberg Tokyo Correspondent, FCCJ President 2020



"I would first of all like to see the Club become a more welcoming place for a diverse range of journalists, including women, who have been under-represented in our membership so far. I'd like to see an outreach to these people to encourage them to become part of the Club and to play an active role in everything

we do. I'm convinced that would help bolster our ranks, modernize our image and ultimately ensure our survival in these difficult times.

As part of that, and based on the Japanese <u>anti-harassment law</u> that came into effect recently, we should establish a clear-cut channel to deal with harassment. This could be part of the remit of the proposed Diversity Committee.

Finally, we should work hard to ensure diverse representation in our professional and other events. This can present difficulties in Japan, but the FCCJ can help by nudging Japanese media and society as a whole to take diversity seriously."

Lucy Birmingham FCCJ President 2013-2015



During my presidency I learned that one woman in a large crowd of men *can* make a difference, even in Japan! One thing I'm proud of during my presidency is the number of programs I initiated, including the Women's Forum, with many high-profile speakers such as Naomi Koshi, politician, lawyer, and

advocate for gender equality. In 2012 Koshi-san became Mayor of Otsu, Shiga Prefecture, the youngest elected woman mayor in Japan.

More than anything, I remain deeply grateful to those members who supported me throughout my two rollercoaster years, defying plots to oust me and outright misogynistic commentary. Women bring style and a different type of leadership to any table. Electing more women and hearing more women's voices will make a positive difference to the FCCJ. So it's great to learn that the Club will enjoy that positive difference with President Isabel Reynolds. I offer my congratulations, and a dash of humble advice: she who laughs, lasts.

[•] Ilgin Yorulmaz is Japan correspondent for BBC World Turkish.

IN THE FOOTSTEPS OF LEGENDS

THE FCCJ'S MAGGIE HIGGINS WOULD HAVE BEEN 'MIGHTY' IMPRESSED

MARY CORBETT-

he FCCJ election in this, our 75th anniversary year, saw candidates come out in record numbers vying for positions on the Board. Three rounds of voting stretched over a month of trying to meet the majority vote threshold, challenges to the results. Many recounts later, we have a historic new Board with three women directors, one of them since elected our president, along with the Club's second female auditor. The very fact that this change has not felt as glass-ceiling-shattering as ABC News' Mary Ann Maskery's 1984 election to the Club's very first woman Presidency in 1984 shows just how very far we have come.

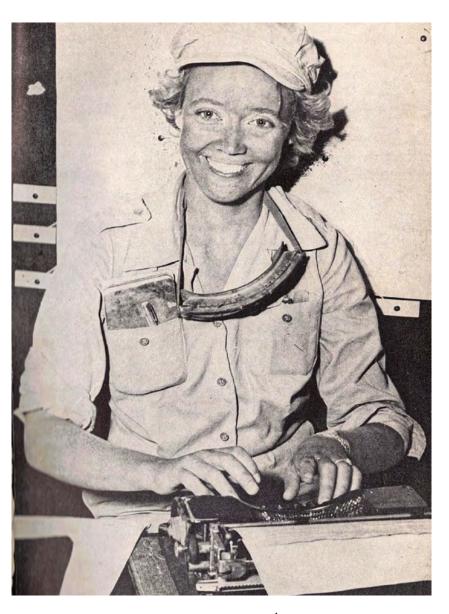
Maggie Higgins

Maggie Higgins herself never spent enough time on the ground to sit on our Board, but Higgins already stood out in a club brimming with seasoned war correspondents some 70 years ago.

Some of you may recognize her from the iconic photo which graces the cover of *Foreign Correspondents in Japan*, the history commemorating the Club's 50th anniversary, edited by Charles Pomeroy. This highly-recommended read of our evolution from gritty origins amidst the ruins of war-ravaged Tokyo shows how our transformation paralleled Japan's own race back to the world stage.

Higgins arrived in Tokyo as the *New York Herald Tribune* bureau chief in 1950 having reported on the liberation of the Dachau concentration camp in April 1945, covered the Nuremberg war trials and the Soviet blockade of Berlin.

War broke out in Korea barely weeks into Higgins' new Japan posting, and she became one of the first reporters on the new front in East Asia, witnessing the Hangang Bridge



bombing and barely escaping by raft to reach US military headquarters the next day.

MacArthur intervenes

Higgins found herself having to appeal to General Douglas MacArthur upon being ordered to leave Korea by General Walton Walker, of Walker Hill, Seoul, fame, who was intent on allowing no women on the war front.

•

Marguerite Higgins, her face and hands covered with Korean mud, at work on the manuscript for her book "War in Korea: The Report of A Woman Combat Correspondent". Photo by Carl Mydans.

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MacArthur immediately wrote to the *Herald Tribune* to confirm his lifting of the ban on women correspondents, pointing out that, 'Marguerite Higgins is held in highest professional esteem by everyone'.

But not everyone shared MacArthur's opinion. Higgins went on to be the only woman recipient of the 1951 Pulitzer Prize for her reporting on the Korean War. Her senior colleague and fellow member of the FCCJ, Homer Bigart, was another Pulitzer winner. The two were well known for their rivalry, and at times clashed publicly. Bigart was known for his resentment of Higgins's 'foolish bravery', making him feel obliged to 'go out and get shot at occasionally' himself. Maggie Higgins probably took that as a compliment.

Haru Matsukata Reischauer

Around the same time, in the far more peaceful setting of Maggie's press club in Tokyo, another female FCCJ pioneer was grappling with an entirely different set of metrics. Bilingual, and comfortable in multi-cultural environments, Haru Matsukata was in growing demand amidst the internationalization of a new postwar Japan. Matsukata was already forging an impressive career as a correspondent for the *Saturday Evening Post* and the *Christian Science Monitor*, and was the first Japanese woman on the FCCJ board.

Granddaughter of the Meiji era Prime Minister and *genro* Masayoshi Matsukata, and her mother born to a wealthy Japanese merchant in New York, Haru attended the American School in Japan at her mother's insistence, and went on to continue her education at a Christian college in the US. With unparalleled family connections and an exceptionally privileged international education, the postwar world should have been her oyster, yet she felt a stranger everywhere and wondered where life would take her.

The FCCJ helped unleash the Matsukata's potential to influence US-Japan relations beyond even her capacity as a much sought-after correspondent. The FCCJ had by the 1950s grown into one of the international set's favorite watering holes, crowded with not only journalists, but celebrities from all walks of life, businessmen, ambassadors, and exotic spies.





Haru and Ed Reischauer in San Francisco, 1969

On one occasion Matsukata was having lunch with her good friend James Michener, fresh off his Pulitzer prize for *Tales From the South Pacific*, a blockbuster on Broadway, and headed for Hollywood fame. Michener then spotted his friend, the recently widowed Edwin Reischauer, walking into the dining room and introduced him to Matsukata. Within months, Haru was starting her married life at Harvard where Reischauer was teaching, returning to Japan in 1961 when her husband was appointed ambassador by John F. Kennedy.

Reischauer, who had grown up in Japan, is still remembered by the Japanese as one of the best ambassadors in the history of US-Japan

Haru with American occupation officers, Tokyo, 1947. Top and left photos taken from "Samurai and Silk: A Japanese and American Heritage" by Haru Matsukata Reischauer

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relations, and his wife Haru, Matsukata Reischauer, as First Lady of the US Embassy. At a time of considerable tension, it was the Reischauers who convinced JFK to send his brother, Attorney General Robert Kennedy, to Japan, and then coached the younger Kennedy on how to win over the public, a charm offensive that took the Japanese by surprise. The Reischauer's place in Club lore as our premier power couple still looks unchallengeable.

Clare Hollingsworth

A respected trailblazer known to both Haru and Maggie in those days was that regular visitor to the Club and 'undisputed doyenne of war correspondents', Clare Hollingworth, who would often come through Tokyo between her globetrotting assignments.

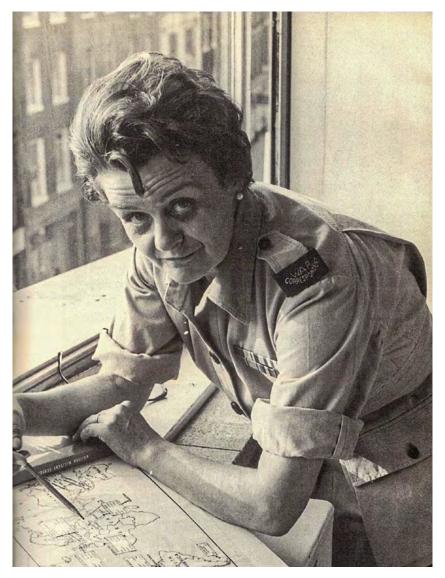
Clare would enthrall her many friends at FCCJ with a cornucopia of headline adventures. She made history within a week of starting work for London's *Daily Telegraph* when she was posted to Poland in August 1939. Hollingsworth borrowed the British Consul-General's car for a reconnaissance along the German border, immediately detecting a massive build-up of German troops and tanks facing Poland behind camouflage screens.

This scoop was promptly reported on her paper's front page the next day. A few days later, Hollingsworth achieved her greatest scoop as the first to report the outbreak of WWII. Her eyewitness report to the British Embassy in Warsaw of the invasion, for which she had to put her phone outside her window so that the sound of tanks invading Poland could be heard by disbelieving diplomats, was the first news of the invasion received by the British Foreign Office. She was also the first to report the defection of Kim Philby to the Soviet Union.

Hong Kong days

In later life, Clare settled in Hong Kong, where she became a beloved fixture at the Foreign Correspondents Club, alongside Richard Hughes, whom she first came to know during his legendary years as a member of the FCCJ in Tokyo.

What a magnificent court they presided over. Hughes as chairman of Alcoholics Synonymous, Clare as the 'Empress', as some came to describe her in later years. She never



officially retired. Approaching her eighth decade, the 4th June 1989 saw her scrambling for a bird's eye view of the crackdown on Tiananmen Square. She lived to witness Hong Kong's handover to China and many of the signs of its still-unfolding aftermath.

Clare continued to mentor and inspire many a young journalist, and never really stopped reporting until her death at the age of 105 in 2017. Though her days chasing wars and breaking news were long behind her when she passed away, close friends report that she never lost the habit of keeping her passport and work shoes by her bed 'just in case.'

• Mary Corbett is a writer and documentary producer based in Tokyo and is a member of the FCCJ's Board of Directors.

Just back from Vietnam, 1966. Photo taken from "Front Line" by Clare Hollingworth

FEATURE >> Women in Japan

AN EARLY ADOPTER IN WOMEN'S MEDIA

HARUKO WATANABE LOOKS BACK

' ith four women elected to the board, here's a round-up on my own career as a woman in journalism, a professional choice that has taken me around the world.

Fair and Equal

Born as the fifth among six siblings in an old family of Kyoto, I have been very conscious about fairness and equality. I have always honored free speech though not many people then thought women should enjoy such a privilege.

During the 1960 Japan-US Security Treaty political fights era in Japan, Japan's seven major newspapers, which had seemed to have encouraged demonstrators, suddenly changed their attitude and started preaching, "Stop demonstrating and welcome President Dwight Eisenhower", with no accountable explanation.

I thought, "Not again," as I had a similar experience of respectable leaders betraying the trust of people.

Right after the Japan's defeat in World War II, I was frustrated by a teacher at the elementary school who instructed us to ink out lines from the textbooks. "Why? You taught us to carry these textbooks to air raid shelters when bombing started as these were holy gifts from the divine Emperor. Now you instruct us to disgrace them?" She began to weep but gave no explanation for her behaviour.

Missouri beckons

I also found *New York Times* reports on conflict between student demonstrators and the police around the National Diet in 1960 unsatisfactory. Michiko Kamba, Tokyo University co-ed lost her life.

Amherst College, Doshisha's founder Joe Niijima's alma mater, maintained the Amherst House in Doshisha University. Otis Carey advised me, "Go to Missouri University, the world's oldest school of journalism."

"Why not?" I thought. And so I applied.

Dr. Earl English, Dean of the School of Journalism, wrote back, "We have just established the Freedom of Information Center to commemorate our 50th anniversary. You may work as a staffer and study at our graduate school."

Such was my start in journalism. I owe my professional training to the University of Missouri and the taxpayers of the State of Missouri.

Video – in at the creation

In the 1970s I realised that video was the way to go. In 1973 I founded HKW Video Workshop in New York, Japan's first and only non-profit organization for educational video and television production. Later HKW rose to the challenge of women who gathered in Mexico for the first World Conference of Women in 1975.

Among their demands were for more women media gatekeepers (then mostly male) to present a more dynamic image of women making more "her-story" and less "his-story." At the Conference, women led a strong agenda for representation in the media. Around 200 Japanese women attended.

Aftermath in Mexico

I did not attend the Mexico conference, but I did attend the government meeting in Tokyo the following July. There I was shocked to hear conference delegate Taki Fujita report that the government would not allow her to speak freely on women's issues.

Because we could not attend the Mexico Conference, Yoko Nuita, the first woman commentator at NHK and I decided to produce a video interview with Fusae Ichikawa and to broadcast her message to the world on video. Yoko and I established the YH (Yoko-Haruko) Kasei Fund together and started video interviews with

women pioneers in journalism.

Our project ran from 1975 to 1976, recording 10 women pioneers who shared their professional life stories. These 10 Japanese women helped me open doors for UNESCO for other women in media. When the U. N. and UNESCO organized the first "Women and Media" Conference in 1980 in New York, I was invited to present the first and only videos for women produced and directed by women.



At the Missouri Freedom of Information Center, 1963

FEATURE *» Women in Japan* LOOKING BACK, AN EARLY ADOPTER IN WOMEN'S MEDIA



Left to right: Olara Otsununu (UN), the author, Barbara Crossette (UN bureau chief, *New York Times*)

UNESCO Consultant

After reviewing these videos, UNESCO commissioned me as a Women and Media Development Consultant covering video-TV production training and the organization of seminars and research.

Our video-TV training courses for women broadcasters in Asia and Africa were especially important. Muslim and Hindu religious edicts forbade male camera crew entry to maternity wards, kitchens and other women-only area, but not us. As long as we could carry our own video equipment, health and nutrition programs vitally needed for the developing countries could be produced and broadcast.

As a consultant, I conducted a UNESCO Study on "Women in the Pacific Media: Eval-

uation of the Needs/Requirements in Recruitment, Training, Advancement and Working Conditions for Professional Media Women throughout the Pacific Region."

This vast area covered Fiji, Kiribati, Papua New Guinea, the Solomon Islands, Tonga, Tuvalu, Vanuatu and Western Samoa.



TV-Video journalist course for women's development, Malaysia, 1981

Far left: Supervising TV-Video documentary by African women, 1985

The East-West Center in Honolulu, Hawaii, offered me the use of an office as the hub for research activities.

Beyond UNESCO, HKW produced video-TV documentaries on the U.N. Women's Decade meeting in Denmark in 1980 and Nairobi in 1985 and ran the HKW Women & Media Center at the Beijing World Conference of Women in 1995.

Free phones in Beijing

It was at this event in Beijing that we staged something of a coup by getting free use of 250 cell-phones for journalists, NGO women and even Japanese government officials.

Behind this was my previous experience when I organized a

seminar for Chinese women journalists some years before and discovered that many public telephones were out of order, apparently to hamper information flows.

The official conference venue in Beijing and the NGO forum in the suburbs of Huairou were over an hour apart and the site of NGO meeting was huge. Without proper communication tools, participants simply got lost. Fortunately NEC donated 250 top-notch handsets made in China. The phone numbers for local and international calls were provided by the Beijing Telecommunication Bureau with a promise that we return all phones after the event.

When HKW supplied the handy phones to Japanese journalists, I specifically asked them

to attend NGO meetings and write their stories in their own voice.

Fusako Fujiwara, pioneer newswoman at the *Nikkei Shimbun*, once called HKW's work a "media venture activity." That may well be true. I have a wealth of friends, but I am hardly swimming in material wealth.

SUGGESTIONS FOR MEN & WOMEN JOURNALISTS

Giving advice to younger people in journalism can seem arrogant, these what follows are a few suggestions.

- Journalism protects the people's right to know
- Keep your distance from PR and advertising
- Keep your own counsel and keep your word
- Keep and be good company
- Cultivate your garden, but save seed money for new projects
- Try following the above and you'll be on your way to becoming a good journalist.

• Haruko Watanabe is President of HKW, a former Tokyo Bureau Chief of the Press Foundation of Asia, and chairs the FCCJ Special Projects Committee.

PROFILE

KEIKO PACKARD

ONE WOMAN'S ROAD TO INDEPENDENCE IN THE JAPANESE WORKPLACE



SUVENDRINI KAKUCHI

ot so long ago it was normal for male bosses to make insensitive comments to female employees. Keiko Packard has heard her share. Recently, Packard, an active Associate Member of the FCCJ and the founder and president of KIP, a non-profit organization promoting global education, recalled these experiences in the early days of her career.

After working a decade in various roles at a prestigious jewellery company, Ms. Packard was headhunted as chief sales promoter for a company which was about to start a new business. When she told her men friends about this opportunity, their comments were less than welcoming.

"You'll never do it. After all, you're a woman, so the stakes are too high." Or "Become a consultant? Is that real work?" And sometimes, "Start an independent company?! Think carefully."

PROFILE » Keiko Packard ONE WOMAN'S ROAD TO INDEPENDENCE IN THE JAPANESE WORKPLACE

Turning the tide

Packard explains how she drew on her reserves of grit and intelligence to turn this frustrating environment in her favour.

"After a while, I figured it all out," she recalled. "The most momentous time of my career was when I became sure of my expertise and effort. Once I realized I mattered to the company, I could stand up for myself and survive the male-dominated corporate culture."

This hard-earned lesson was also linked to her awareness of the mindset of the older male managers around her. For example, at one point Packard was a member of a team handling a project to develop a line of products for

younger customers.

"This new jewellery was affordable and trendy and aimed to capture the growing market of working women that emerged in the early eighties. Our plan signalled a major revolution for the company traditionally associated with high-end, exclusive products," she explained.

The new line brought young people into the stores and exposed them to fashion-jewellery accessories.

Understanding from above

That experience gave Packard new confidence, helped by the support and understanding of a sympathetic and reliable male boss.

"My talent was recognized by my male senior. Encouraged by him, I travelled to international conferences and represented the company in the global marketplace."

Going solo

When Packard set up her own consultancy, she recalls, "I was strongly attracted to making my own career on my own terms in Japan's conservative business world, even though most of my male colleagues reacted as if I was crazy."

Later on, Packard's marriage to an American banker led to a long stay in Hong Kong, where she learned the importance of not only listening to different opinions but also voicing her own.

"Gender equality follows a similar pattern. We need to recognize the difference between men and women and at the same time realise the importance of respecting each other," she said.

Coming home

Soon after returning to Japan with her family, Ms. Packard continued her activities in cultural instruction and guiding, co-teaching a course on Japanese culture, and for eight years



"My talent was recognized by my male senior. Encouraged by him, I travelled to international conferences and represented the company in the global marketplace."

working as the onsite director for a science and engineering summer program funded by the US government.

As well as offering cultural guiding services for academic and business leaders from overseas, Ms Packard is currently devoting her time to KIP, a group that focuses on discussion and education aimed at helping college age and young professionals to understand global civic issues and to integrate more deeply with their global peers at universities in the United States, Asia and Australia.

Selective lens

These goals are important because, Keiko Packard believes, information in Japan is absorbed through a selective prism. She hopes that the KIP program, which she has run for nearly 13 years, will contribute to a new generation of Japanese who do not rely on learning through manuals, but rather by develop their own, individualized strategies.

Gender is still an issue, even at KIP, but Ms. Packard is increasingly seeing college women express themselves and push themselves forward. Ms. Packard tells these young women not to forget who they are. As she puts it, "It's fine to pour tea for colleagues, as long as there are equal opportunities for both genders to advance."

Our discussion of gender issues took an interesting turn as we discussed the social patterns deep-rooted in paternalistic Asian society. Packard emphasized the importance of strengthening one's own determination.

"I never wanted to be seen as a victim," explained Ms Packard. "I tended to respond directly when asked for my opinions, an attitude that sometimes resulted in embarrassing moments. But I would sleep on such incidents and return to work the next day where I would still stick to my point."

Maintaining that spirit helped Packard acquire a sense of freedom from gender pressures at work. As she sees it now, "Once

I had learned to cope and survive as an individual, I learned to become a leader."

We ended our conversation with her wise words: "I will be happy when the gender equality debate is based not on the divisions between women and men but rather seen from the broad perspective of human beings, for that is who we are."

[•] Suvendrini Kakuchi is Tokyo Correspondent for *University World News* in the UK.



CHIE MATSUMOTO AND DAVID MCNEILL

ast April a reporter filed a lawsuit against <u>Nagasaki city</u>, claiming she was raped by a senior city official. The official, who worked for the city department that handles claims of radiation exposure from the 1945 atomic bomb, took his own life in November after reports emerged linking him to the rape. It had taken 13 years before the woman recovered and plucked up the courage to fight - but what made her do so now?

One reason is changing attitudes toward harassment and sexual violence inside Japan's media industry. A sign of this shift was the decision in 2018 by a female reporter with TV Asahi to publicize harassment claims against then Vice Finance Minister Junichi Fukuda, the nation's most senior finance bureaucrat. The broadcaster initially threatening to reprimand the reporter for going public without consent from her source before apologizing. Fukuda subsequently resigned.

Landmark

Last December, journalist Shiori Ito won a landmark civil suit against Noriyuki Yamaguchi, a former Washington bureau chief for TBS who she says raped her in a Tokyo hotel in 2015. Tokyo district court ordered him to pay ¥3.3 million in damages. That stunning denouement once looked very unlikely. Ito says she was crushed by the reaction to her first press conference in June 2017 when she aired her story to reporters. The response was media indifference and a flood of hate mail.

Those cases have prompted others to come forward with tales of sexual harassment. Yuki Katayama, a veteran journalist and reporter for the regional Hokkaido Shimbun newspaper, recalls being propositioned for sex in the back of a car by a senior police officer. She was visibly pregnant at the time. Kaori Hayashi, a journalist-turned-academic who now teaches at the University of Tokyo, says she left the industry in the 1990s partly because such experiences made it toxic. "I was groped, touched, or else discounted because I was a young woman," she says.

Standard issue

The encounters are so routine, says Katayama, that female reporters must learn to either laugh them off or quit. "If we raise a fuss about sexual harassment our sources will dry up," she wrote in the Hokkaido Shimbun. After the Fukuda scandal broke, however, she began to rethink a professional lifetime of silence: "I was mentoring a junior reporter who confided in me. She said she felt ill because every time she goes for drinks with an important source, he touches her and uses obscenities. She said, her voice shaking, 'I can't work as a reporter any more.' I thought: 'I have a responsibility to her.'"

Workforce numbers

Japan's workforce is unusually lopsided: Women make up more than half of all employees but they have barely dented senior management. In journalism, the percentage of women reporters has doubled to 21.5% since 2001 when the Japan Newspaper Publishers and Editors Association began counting. But women occupy just 8.5% of managerial posts in newspapers and wire services. (They fare better in broadcasting: 15%.) https://bit.ly/2EPNbGv

Among the handful of powerful women in the industry are Keiko Chino, an editorial board member of *The Sankei* newspaper, and Kazue Yonamine, chief editor of *The Okinawa Times* (by contrast, the top editors of *The Economist, The Guardian*, both major UK publications, are women). It's hardly all good news outside Japan: while the latest diversity survey by the

FEATURE » Women in Japan NO TURNING BACK



May 2018: Chie Matsumoto (left) at the Women in Media Network Japan (WiMN) launch

American Society of News Editors finds women comprise over 40% of newsroom workforces, "men still dominate in every part of news, entertainment and digital media." <u>https://bit.ly/3lvOvze</u>

Harassment is common: 30% of Japanese women report unwanted sexual attention at work, according to Japan's labor ministry. A 2018 survey of 428 men and women by a group of media unions found an alarming 74% had been sexually harassed – everything from unwanted touching to stalking and being forced to have sex.

Women in media

Women in the media are particularly at risk. Reporting in Japan involves long hours spent socializing with mostly male sources. Junior reporters are typically dispatched to regional bureaus where they are assigned to press clubs attached to government offices and police stations. Beating rivals to the punch in a system built on access involves cultivating sources, who may not be above using information as bait for sexual favors. A 2018 survey found that a third of the perpetrators of sexual harassment against female reporters are police officers, politicians, or government officials.

https://bit.ly/3hlujlb

Many women find themselves isolated. In June this year, a former *Asahi Shimbun* journalist blogged about her experience reporting one of Japan's most popular summertime events, the All Japan High School Baseball Tournament. She said a highschool athlete had come to her hotel room and masturbated in front of her. She says she was also assaulted by a police officer (who later resigned). She left the *Asahi* last year, complaining that the firm failed to take her claims seriously. https://bit.ly/2YN2qY9

Omerta and its accomplices

The code of silence starts even before women land a position: New recruits are asked during interviews whether they can handle sexual harassment because it is considered part of the job, says Kumiko Nakatsuka, former president of the *Asahi Shimbun* Workers' Union Osaka branch. Women build the all-important quality of *gaman* (endurance) into their mental job spec. "This is how they are made to believe they are wrong and to think of harassment as acceptable," says Nakatsuka.

Victims who speak out may get little sympathy. Though she won, Ito had to endure a flood of hate mail branded her a "prostitute" who had brought the assault on herself. With the exception of the tabloid weeklies, the domestic media initially made little of her story. She has since filed deformation lawsuits against several individuals, including right-wing LDP politician Mio Sugita, who suggested Ito had brought the rape on herself by dining alone with an older man.

Fukuda's boss, Finance Minister Taro Aso, dismissed the bureaucrat's misdeeds, saying the two had "talked" and he saw no need to take the matter further. He later hinted that Fukuda

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had been victim of a honey trap and said that sexual harassment was not, in any case, illegal in Japan. The way to stop harassment of women reporters, he said, was to replace them with men.

Instead of launching a third-party investigation into the claims, Finance Ministry bureaucrats posted Fukuda's denials on its website and called for his victims to come forward for interview—with its own team of hired lawyers. Japan's newspaper unions reacted furiously, calling the tactic "intimidation" of women and the media.

"This involved a corporate journalist," Nakatsuka says, a reference to the bifurcated world of full-time media workers and the vast pool of part-timers and contract workers that prop up the industry. Many full-time female employees began to worry whether their employers would protect them if they faced the same problem, she says. "It felt too close to home."

Women in Media Network Japan

In 2019, a group of 86 journalists formed the Women in Media Network Japan (WiMN), partly to generate solidarity for victims like Ito and to "expose harassment and abuse,"

said one of its members, Yoshiko Hayashi. (full disclosure: Chie Matsumoto is part of the campaign). While the #MeToo moment flared briefly in Japan, the Japanese hashtag quickly morphed into #WithYou – an acknowledgment that victims in Japan might not want to admit it has happened to them, even now. #WithYou expresses solidarity with women like Ito while demanding an end to harassment. Women reporters were taken aback by the way TV Asahi handled the case, says Nakatsuka. (The reporter remains anonymous.)

A dossier of stories compiled by WiMN in

May revealed two decades of harassment. All were anonymous, suggesting they feared that breaking the code of silence would harm their careers. In some cases their harassers have risen to positions of considerable authority. The stories formed the basis of *The State of Sexual Harassment in the Media*, (マスコミ・ セクハラ白書), published earlier this year.

Cases closed

This is not an easy read. For example, Junko Hirano (not her real name), writes that a male colleague invited her for a drink with a police officer because he thought she would have a better chance of getting a critical lead to an important story. She ended up being treated like a "party companion". The cop insisted in taking her to the front door of her apartment where he threw his arms around her. "I was so afraid," she recalled. "Even if I reported it, who would have believed me?"

Ao Ideta, then a rookie *Tokyo Shimbun* newspaper reporter, recalls a police chief jumping her and forcibly kissing her after an interview. Another print reporter in her forties said a police

chief had threatened to bar her from press conferences after she refused his advances. Another described an attempted rape by a senior colleague, who later pushed to transfer her. Many recalled uncomfortable, sometimes frightening encounters with bureaucrats, cops, and lawmakers. "In 20 years as a reporter I encountered countless cases of harassment and have never spoken to anyone," said one.

Room for improvement

Media companies have since introduced anti-harassment training. Many have passed resolutions promising to monitor whether reporters face intimidation during interviews. Bureaucrats from the Finance Ministry were ordered to take a training course on sexual harassment. A priceless picture was later released, showing a room full of stone-faced, mostly male bureaucrats being lectured on inappropriate conduct toward women by a woman lawyer. Aso did not attend.

There is a long way to go. Depriving female reporters of equal access to information and failing to protect them as whistleblow-

The importance of the WiMN movement is that it expresses rare cross-industry support for fellow journalists, and for women. ers is a threat to press freedom, says Mami Nakano, a Tokyo lawyer. "Rather than trying to protect herself, the TV Asahi reporter was serving the public's right to know." The importance of the WiMN movement is that it expresses rare cross-industry support for fellow journalists, and for women.

The Nagasaki reporter came forward because she knew her colleagues and the industry had her back. Among her supporters was the Japan Federation of Bar Associations, which recommended that the city apologize and install measures to prevent more assaults. Nagasaki has declined because the accused is

deceased. "I became a victim of sexual assault in my twenties and thought I'd die a victim," says the woman. "I never thought I'd live to see the day I became middle-aged. Now I am 41. I can finally think about how I should live my life the way I want."

This is an updated version of an article that ran in the *Columbia Journalism Review* on August 7th, 2018. <u>https://bit.ly/3lnKflk</u>

Chie Matsumoto is a journalist, interpreter and translator. She reports for magazines and online sites both in Japanese and English, and lectures at Hosei University in Tokyo. She also acts as a research assistant in information studies at the University of Tokyo.

• David McNeill is co-chair of the FCCJ's Professional Activities Committee and a professor at the Department of English Language, Communication and Cultures at Sacred Heart University in Tokyo. He was previously a correspondent for *The Independent* and *The Economist* newspapers and for *The Chronicle of Higher Education*.

FEATURE >> Women in Japan

JAPAN'S FAR MORE FEMALE FUTURE

BILL EMMOTT ANALYSES WOMEN IN THE WORKPLACE

VICKI L. BEYER-

n the late 1980s, after his three years as bureau chief for the Economist in Tokyo, Bill Emmott wrote *The Sun Also Sets: The Limits to Japan's Economic Power*, thinking it would be his swansong vis-à-vis Japan. Little did he realize then what many of us who've made our careers in Japan know well, that Japan can be like some viruses: once it's in your blood, you've got it for life.

The Sun Also Sets went on to become a bestseller and Japan became an important part of Emmott's work. Of his 14 books to date, including six published only in Japanese, ten have been about Japan.

Emmott's latest book has taken for its topic a phenomenon related to Japan's 21st century demographics: the rise of women in leadership positions in the Japanese workplace. Publication of Japan's *Far More Female Future: Increasing Gender Equality and Reducing Workplace Insecurity Will Make Japan Stronger* is scheduled for publication on 25 September 2020, but here's a preview.

Why women?

While this may seem an odd choice for a male writer whose work generally analyses political-economic trends, it is precisely Emmott's analytical skill that makes the topic of women in the Japanese workforce well worth his close attention. As Emmott puts it, "the real art for journalists and academics alike is not chiefly one of interpreting events but rather that of detecting and analysing the changes that take place more gradually, below the surface, out of sight of the TV cameras." This is what he does in *Japan's Far More Female Future*: identify the factors most likely to drive change to "women's role in society, the economy, and politics" going forward.



Emmott has always maintained that it is his job as a journalist and author to be proactive, in particular analyzing data to uncover patterns and trends that might slip past reactive writers who focus on reflecting conventional wisdom. Emmott insists this approach doesn't make him a contrarian; instead he characterizes himself as "instinctively suspicious of well-established •

Bill Emmott, looking longer, thinking deeper

FEATURE *» Women in Japan* JAPAN'S FAR MORE FEMALE FUTURE

views". He made that very clear in The Sun Also Sets.

Although Emmott has published frequently on Japan and other economic and political topics across the three decades between *The Sun Also Sets* and *Japan's Far More Female Future*, the latter begins like a sequel. Kicking off in 1989, Part One of *Japan's Far More Female Future* provides a detailed examination of the Heisei years, marked by Japan's rapid economic decline and the demographic shift that Emmott had forecast in his earlier book.

Mismanaging realities

It is, of course, no coincidence that Japan's economic downturn in early Heisei came just as Japanese demographics shifted from the "dividend" (large working-age population) to the "burden" stage (large non-working age population; in particular an ageing population). Demographic experts have long held that employment practices in those two stages must, of necessity, be different, with broader, more accommodating employment practices in the burden stage when workers are necessarily drawn from more diverse elements of a nation's population. Successful transition from one stage to the other requires rapid response, which is where Japan has failed up to now.

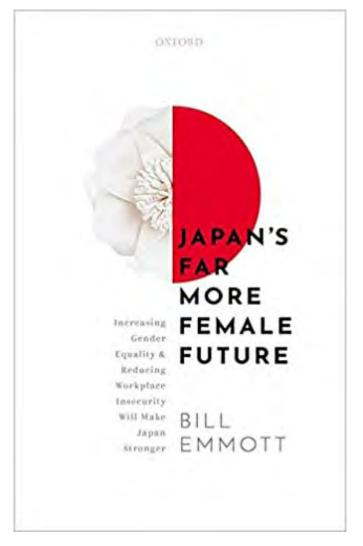
Why were Japanese business practices so slow to adapt to the post-bubble situation? Emmott's explanation is that after the bubble burst, policy makers and many private companies clung to tried and true practices, believing – or as Emmott suggests, wishfully thinking – the downturn to be a temporary blip. Of course, that assumption failed to recognize not only economic realities but also an irreversible demographic dilemma. Once a country has moved from dividend to burden stage, it never goes back.

At the same time, such a powerful economy as Japan's at the end of the 1980s could coast for a very long time. In a sense this has been Japan's saving grace, but it has also allowed Japan to make only incremental changes to its legal, economic and employment landscape that, in the end, may cause more harm than good.

The gig economy

One "incremental" change with seismic consequences for Japanese society has already arrived in Japanese employment practices. While so-called lifetime employment remains the gold standard for employment in the eyes of most Japanese, fewer and fewer lifetime opportunities are available. Instead, most large employers have come to rely on a substantial number of workers engaged on fixed-term contracts or unstable part-time arrangements. Such workers get little or no ongoing training and have little prospect of career advancement.

They are also overwhelmingly female, supplemented in this contingent sector by a growing cohort of entry-level and retiring workers. Emmott accurately characterizes this situation as "the under-use and long-term erosion of the country's human



capital", a shocking turn of events for a country whose greatest natural resource is its people. All this in an economy facing a severe labour shortages.

Reasons to be cheerful

At the same time, Emmott, with his sharp eye on gradual, deep-level changes, sees increased labour participation by women with optimism. Noting how, particularly after Japan's Equal Employment Opportunity Act took effect in 1986, the number of women choosing four year universities over two year junior colleges increased substantially and continues to do so, Emmott also demonstrates how this trend is finally beginning to place women in senior leadership positions and postulates that the prospects for increased equality for working women can only increase from here.

Emmott concludes Part One with the observation that a significant problem for many women as they seek to establish or build their careers is the lack of role models. He then uses Part Two to introduce readers to 21 female role models across a diverse sampling of careers and work styles, a surprising and

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welcome shift from Emmott's partiality for crunching people's data rather than actually talking to people.

What he finds is that women aren't subject to the same stigma as men if they choose to leave a job because they don't see any future in it. Consequently, women are far more likely than men to vote with their feet when employers don't grant them career opportunities at the same pace as they do men, or overlook them in the promotion season: for good reason, it is often suggested that men are promoted based on potential while women get promoted based on achievement. Without tangible opportunities on their horizon, Emmott's examples show women on a spectrum from simply finding other jobs to going on to further education, often overseas, and/or becoming entrepreneurs.

Japan's women entrepreneurs

Most of the businesswomen in Emmott's profiles found success outside Japan's mainstream business world. While Japan is notorious for quashing ventures that don't originate in the mainstream, there tends to be more tolerance of female entrepreneurs. For a working woman, does this tolerance stem from not being taken seriously until her business model is so well-established that it cannot be ignored, or is something else going on?

Or perhaps it is something else, that the business ideas of female entrepreneurs come from diverse viewpoints and are driven by practicality. It is interesting to note how many of the role models Emmott presents have come up with creative, entrepreneurial business models that not only provide functioning livelihoods but have also enhanced society and even the economy of Japan. Whether it's starting a business to recycle used school uniforms, developing a cleaner waste-management system or building a chain of childcare services, Emmott's subjects have succeeded partly because they saw a need that no one else saw until they stepped in.

The cost of the climb

Nearly all of Emmott's subjects have had non-standard or non-mainstream careers, although there are notable examples of a diplomat and an executive in a large electronics company. Exceptions that prove the rule?

Sheryl Sandberg, Facebook COO and founder of LeanIn.org, would be pleased to see that the role models who are married with families have husbands who are true life partners, helping at home and with raising the children. At the same time, many of the role models Emmott spoke to are single or childless women. As Masako Kamiya of Gakushuin University noted even before the Equal Employment Opportunity Act, women in Japan could be just as successful as men as long as they were willing to work on the same terms, the same hours, single-mindedly devoting themselves to their employer's demands and jettisoning the distractions and obligations of family life, which for most of them meant remaining single. Decades later, Kamiya's observations are as valid as ever.



Bill at the FCCJ

Exceptions or mould-breakers?

One could be forgiven for concluding that the role models Emmott offers are not really representative of Japan's female workforce. As Emmott himself notes, those who rise to the highest echelons are, perforce, exceptional, irrespective of gender. Yet the accomplishments of these women cannot diminish their value as exemplars. The very diversity of Emmott's subjects tells this reader that there is something in there for everyone.

In the final part of *Japan's Far More Female Future*, Emmott issues a call to action, detailing a dozen public and private practices that must change if the Japanese economy is to fulfil its potential despite its 21st century demographic dilemma. His proposals and conclusions are based on sound political and economic reasoning and echo others' ideas, most notably those of strategy maven Kathy Matsui, originator of the term "Womenomics". Such proposals all bear repeating. Emmott's fundamental conclusion is that the Japanese male establishment cannot afford to ignore the necessity for change.

As a political economist, Emmott avoids getting tangled in cultural arguments relating to the trends he has analysed, perhaps wisely so. It is undeniable that Japan's aversion to change is a powerful brake on women's advancement towards workplace equality. But if Japan continues to walk while other countries run, it will inevitably fall behind. For Japan to delay qualitative diversification of its workplace, the way it delayed recognizing and responding to the reality of Japan's economic downturn in the early 1990s, is not just courting economic failure, it is a shame.

• Vicki L. Beyer is a travel writer, a kanji on the 2020 FCCJ Board, and a professor in the Hitotsubashi University Graduate School of Law Business Law Department.

CLUB NEWS

New members

PROFESSIONAL/JOURNALIST ASSOCIATE MEMBERS

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REINSTATEMENT (PROFESSIONAL/JOURNALIST ASSOCIATE) **CHIYOKA TORII**, Author and part-time instructor of Nihon University

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Exhibitions

09/05 - 10/02 Osamu Nagahama: Cotton Fields



10/03 - 11/06

Photo Correspondent Stanley Troutman: From Hollywood to the Pacific War

Atsugi airfield, Japan, August. 30, 1945: Defeated Japanese forces march past US Army Air Force planes. Later that day, General Douglas MacArthur arrived to take control of the base, then oversight of Japan as Supreme Leader of Allied Forces Pacific (SCAP) from 1945-1951. PHOTO STANLEY TROUTMAN ESTATE.

New in the library



Sharing a House with the Never-Ending Man: 15 Years at Studio Ghibli Steve Alpert Stone Bridge Press



Routledge Handbook of Memory and Reconciliation in East Asia Edited by Mikyoung Kim Routledge

2

3



Breasts and Eggs Mieko Kawakami Europa Editions



Travels with a Writing Brush: Classical Japanese Travel Writing from the Manyoshu to Basho Selected and translated by Meredith McKinney Penguin Books



Mass Media, Consumerism and National Identity in Postwar Japan (SOAS Studies in Modern and Contemporary Japan) Martyn David Smith Bloomsbury Academic



OSAMU NAGAHAMA

n the 1960s, just on the right side of 50, Osamu Nagahama took a break from com-

mercial photography to travel to the US Cotton Belt to photograph bluesmen, their families, and tell us about their lives. Nagahama headed for the South, moving and shooting, ten journeys from Japan to the USA and back over five years.

In that time, Nagahama shot film photographs for a documentary featuring over seventy blues musicians, taking around 42,000 photos. His photographs are warm and close, honest and modest as the music that inspired

them. Here's how he remembers some of his travels into the Cotton Belt.

Osamu Nagahama

"On the first of many journeys I made for this documentary, I drove from Atlanta to Chicago, expecting to meet many bluesmen along the way. I was taken back that the music and the musicians were not as popular as I had imagined. There were only a few chance encounters during the trip. However, going through their countryside gave me an opportunity to capture

the landscapes which saw the birth of the blues.

A few days into my second trip, I asked a young gas station attendant in the Mississippi Delta if there were any blues artists around?

"Oh yes," he said "there's an old drunk who plays a mean guitar. I'll introduce him to you."

And that was how I got to know James San Thomas, the first of many musicians I photographed.

I never expected to meet a child of the father of the

Delta Blues, the legendary Charley Patton. Seventy-six year-old Rosetta Patton was living right by the Dockery Farm in Mississippi, once the location of the cotton plantation where her father was raised and started to play the blues. There was no doubt about her being his daughter. She looked exactly like him. Rosetta insisted on showing me proof and brought out her birth certificate with Rosetta Patton written on it."



Osamu Nagahama blows a mean

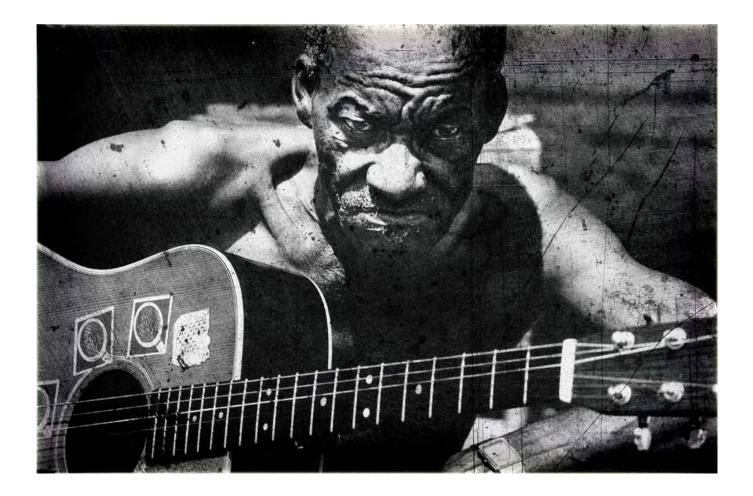
saxophone

PHOTOGRAPHY **OSAMU NAGAHAMA**



Jack Owens 1904-1997 "Whenever on tour, we always have guns holstered on our waists. That was our outfit" Photo by Osamu Nagahama.

PHOTOGRAPHY **OSAMU NAGAHAMA**



James San Thomas 1926-1993 Recognized as an artist that is carrying on the blues tradition, he was invited to play at Black Culture Heritage Dinner hosted by President Reagan. Photo by Osamu Nagahama.

PHOTOGRAPHY **OSAMU NAGAHAMA**



I was especially thrilled when meeting with a daughter of Charley Patton, one of the most outstanding players of Delta Blues. She was living in a ghetto of the Dockery Farm in Mississippi. Rosetta Patton, she was already 76 year-old at that time. Photo by Osamu Nagahama.



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