

世界防災フォーラム／防災ダボス会議@仙台2019セッション

# 防災まちづくりと 女性の リーダーシップ

World BOSAI Forum / IDRC 2019 in Sendai  
Disaster Risk Reduction and Women's Leadership



プログラム

Program

2019.11.10(日) 14:00-15:30

Sunday, November 10, 2019

仙台国際センター 会議棟2階 萩

Sendai International Center, Conference Bldg. (Hagi Conference Hall)

主催：仙台市男女共同参画課・公益財団法人せんだい男女共同参画財団

Organizer: Gender Equal Opportunity Section, City of Sendai / Sendai Gender Equal Opportunity Foundation

第3回国連防災世界会議で採択された「仙台防災枠組2015-2030」では、これまで災害弱者とされていた女性が防災・減災の「推進主体」と位置づけられ、女性のリーダーシップ促進の必要性が盛り込まれました。

仙台市と(公財)せんだい男女共同参画財団は、この枠組及び東日本大震災での教訓に基づき、災害に強くレジリエントなまちづくりには、平常時から意思決定の場への女性の参画が必要不可欠であることを、女性リーダーの多様なありようとともて発信してきました。

このセッションでは、女性のリーダーシップ促進を地域コミュニティの中でさらに定着させていくため、これまでの実践を振り返り、成果や課題を共有します。

The “Sendai Framework for Disaster Risk Reduction 2015-2030” that was adopted at the Third UN World Conference on Disaster Risk Reduction incorporated the need to promote leadership by women, with women who have been considered until now as being vulnerable in times of disaster being positioned as a “main promoter” of disaster prevention and reduction.

Based on this framework and on the lessons learned from the Great East Japan Earthquake, the city of Sendai and the Sendai Gender Equal Opportunity Foundation have been delivering the message of the absolute necessity to have women participate in the decision-making process, along with implementing diverse ways of having women exert leadership, from times of normalcy, in order to be able to develop towns that are strong and resilient in the face of disasters.

In this session, we will review the practices that have been implemented thus far, and share the results and issues that were found, in order to further entrench the practice of promoting women’s leadership within the local communities.

## 目次

### Contents

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登壇者プロフィール Speakers’ Profile		1
女性のリーダーシップ:防災まちづくりの「鍵」に Women’s Leadership: The “Key” to Developing Towns Built on Disaster Risk Reduction	大崎 麻子 Asako Osaki	3
発表要旨 Abstracts		
1 住民主体の地域づくり Community Development by The Residents’ Initiative	佐藤 尚美 Naomi Sato	5
2 地域で暮らす障害児者と家族をサポート Supporting Disabled Children and Their Families Who Live in The Community	谷津 尚美 Naomi Yatsu	7
3 変化・発見・私の「リーダーシップ」 Change, Discovery, and My “Leadership”	繁野 みど里 Midori Shigeno	9
4 多様な人が関わって、風通しの良い町内会に Becoming A Neighborhood Association with A Friendly Atmosphere, with The Involvement of Diverse People	山内 功 Isao Yamauchi	11
5 防災・復興に果たす男女共同参画センターの役割 Roles of The Gender Equality Center in Disaster Risk Reduction and Recovery	木須 八重子 Yaeko Kisu	13
地域版 女性リーダー育成プログラム「決める・動く」 “Decision-making and Taking Action” – Promotion of Women Leadership Program		15

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### コーディネーター

### Coordinator

#### 大崎 麻子

関西学院大学 客員教授  
特定非営利活動法人Gender Action Platform 理事

米国コロンビア大学国際公共政策大学院で国際関係修士号を取得後、国連開発計画（UNDP）に入局。ジェンダー平等と女性のエンパワーメントの推進を担当し、世界各地で女子教育、雇用・起業支援、政治参加の促進、紛争・災害復興等のプロジェクトを手がけた。現在は、フリーの国際協力・ジェンダー専門家として、国内外で幅広く活動中。東日本大震災後は、被災地での女性支援プロジェクトやジェンダー視点からの調査・政策提言活動に従事。内閣府男女共同参画推進連携会議有識者議員、公益財団法人プラン・インターナショナル・ジャパン理事等を務める。

#### Asako Osaki

Visiting Professor, Kwansei Gakuin University  
Director, Gender Action Platform

Asako Osaki earned a Masters in International Affairs in School of International and Public Affairs, Columbia University. She joined the Bureau for Development Policy at the United Nations Development Programme (UNDP) where she specialized in promoting gender equality and women's empowerment, and worked on numerous projects in various parts of the world in such areas as promoting female education, giving support to women finding employment and launching businesses, promoting women's participation in politics, and conducting recovery in areas damaged by conflicts or disasters. She currently freelances in a broad range of activities both in and outside of Japan as an expert on international cooperation and gender issues. After the Great East Japan Earthquake, she worked on projects in the disaster-affected areas that gave assistance to women and also conducted surveys and proposed policies from the perspective of gender issues. She serves as a specialist in the Council for Gender Equality and Specialist Committees of the Cabinet Office, and is also a board member of the public interest incorporated foundation, Plan International Japan.

### スピーカー

### Speakers

#### 佐藤 尚美

一般社団法人ウィーアールワン北上 代表理事

宮城県石巻市出身。1997年、結婚を機に北上町（2005年に石巻市と合併）へ。3児の母。東日本大震災の津波により夫が他界、地域は壊滅的な被害を受ける。現在は、義父母と自宅を再建し暮らす。震災後、住民の女性が中心となり、「コミュニティ・なりわい・集落」の3つの再生を柱に活動を展開する任意団体を設立、2017年に法人化。住民の暮らしの環境整備や地域資源の再興、住民自治の推進などに取り組む。石巻市北上地域まちづくり委員。石巻市まち・ひと・しごと創生総合戦略推進会議委員。石巻市復興推進会議委員。いしのまき市民公益活動連絡会議共同代表。

#### Naomi Sato

Representative Director, We Are One Kitakami

Naomi Sato is from Ishinomaki City of Miyagi Prefecture. She married and moved to Kitakami Town (merged into Ishinomaki City in 2005) in 1997, where she became a mother of three children. She lost her husband to the tsunami from the Great East Japan Earthquake, and her community received catastrophic damages. Currently, she lives in their restored house with her father- and mother-in-law. After the disaster, women living in the area took the lead in establishing a voluntary organization that conducts activities focusing on rebuilding the three areas of "communities, livelihood, and settlements." This organization, which was incorporated in 2017, conducts various efforts including organizing the living environment of the residents, recovering the regional resources, and promoting the development of the residents' local autonomy. She is a member of the Kitakami Redevelopment Committee for the City of Ishinomaki, and also a member of Ishinomaki City's Committee for Rebuilding the Town, People, and Industry. She is also a member of the Ishinomaki Recovery Promotion Council, and a joint representative of the Ishinomaki City's Public Activities Liaison Council.

#### 谷津 尚美

認定特定非営利活動法人アフタースクールばるけ 代表理事  
※地域版女性リーダー育成プログラム「決める・動く2016」修了者

宮城県仙台市出身。東北福祉大学社会福祉学部を卒業後、宮城県内の養護学校（現特別支援学校）などで講師として勤務。1995年青年海外協力隊に参加。ドミニカ共和国に養護学校教諭として赴任。サンホセデオコア養護学校で、学校経営や学級経営などの活動を行う。帰国後、小学校の特別支援学級の講師などを経て、2002年、障害児の放課後ケア事業を行う「アフタースクールばるけ」を設立。2004年特定非営利活動法人、2017年認定特定非営利活動法人の認証を取得。現在は、同法人の代表理事及び相談支援専門員として、障害児者とその家族の支援を行っている。

#### Naomi Yatsu

Representative Director, After School PARQUE  
Note: Completed the "Decision-making and Taking Action 2016" – Promotion of Women Leadership Program

Naomi Yatsu is from Sendai City in Miyagi Prefecture. After graduating from the Department of Social Welfare, Tohoku Fukushi University, she worked as a teacher at schools for students with special needs within Miyagi Prefecture. In 1995, she joined the Japan Overseas Cooperation Volunteers as a teacher for special needs schools in the Dominican Republic, and served at a special education school in San Jose de Ocoa by conducting such activities as school management and classroom management. After returning to Japan, she worked as a teacher in classrooms for children with special needs in elementary schools. In 2002, she established After School PARQUE that provides after-school care for children with disabilities. In 2004, this organization became a specified nonprofit corporation, and in 2017, it acquired recognition as an approved specified nonprofit corporation. Currently, she provides support to disabled children and their families through After School PARQUE by serving as its Representative Director and as a specialist on providing counseling and support.

## 繁野 みど里

仙台市太白区西多賀北町内会 会長  
せんだい女性防災リーダーネットワーク  
※地域版女性リーダー育成プログラム「決める・動く2017」修了者

特定非営利活動法人イコールネット仙台が主催する「女性防災リーダー養成講座」受講後、仙台市地域防災リーダー(SBL)、防災士の資格を取得。女性防災ネット太白の代表として、太白区民まつりに参加し、区民に防災の啓発活動を積極的に行う。特定非営利活動法人防災士会みやぎ理事。宮城県防災指導員のフォローアップ講習の講師等を務める。民生委員・児童委員として月1回の高齢者サロンを運営。法務省人権擁護委員として相談業務、学校を訪問して人権教室を行っている。2019年に町内会長に就任後は、多忙のため、趣味の染色の時間が取れないことが残念。

## 山内 功

仙台市泉区山の寺連合町内会 会長

岩手県宮古市出身。進学を機に、宮城県仙台市へ。1994年より仙台市泉区山の寺で暮らし始める。会社員として勤務していた2006年、妻が出席するはずだった次期役員選考会にたまたま出席したところ、山の寺第二町内会長を引き受けることに。以後10年間、町内会長を務める。東日本大震災の際は、仙台市からの許可を得て山の寺2丁目集会所に避難所を開設するなど、住民の支援にあたった。2017年より山の寺連合町内会長に就任し、現在に至る。

## 木須 八重子

特定非営利活動法人全国女性会館協議会 常任理事  
公益財団法人せんだい男女共同参画財団 理事長

1978年、仙台市役所入庁。生涯学習、男女共同参画、総合計画、市民協働、環境などの分野を担当。2010年4月から2012年3月まで、仙台市宮城野区区長。東日本大震災発生時は、宮城野区災害対策本部長として、被災者の初動時対応から仮設住宅移転、集団移転に向けたコミュニティ形成などに取り組む。2013年より公益財団法人せんだい男女共同参画財団理事長。2015年より特定非営利活動法人全国女性会館協議会常任理事。被災地の男女共同参画センターとして、「大規模災害時における男女共同参画センター相互支援システム」の構築に関わる。

## Midori Shigeno

Chairperson, Nishitagakita Neighborhood Association, Taihaku-ku, Sendai  
Sendai Women Bosai Leaders Network  
Note: Completed the "Decision-making and Taking Action 2017" – Promotion of Women Leadership Program

Midori Shigeno completed the Women Bosai Leaders Development Training Course hosted by the specified nonprofit corporation Equal Net Sendai, after which she acquired certification as a Sendai City Community Disaster Preparedness Leader (SBL: Sendai Bosai Leaders in Japanese) and as a disaster prevention expert. As a representative of the Sendai women bosai leaders network for the Taihaku ward, she participates in the festivals hosted by the Taihaku ward for its residents and actively conducts awareness-building activities on disaster risk reduction toward the local residents. She is a Board Member of the Bosaisi Society in Miyagi, and serves as a lecturer at follow-up trainings given toward disaster-prevention instructors in Miyagi Prefecture, among other roles. She also operates a salon for elderly persons on a monthly basis in her role as a social welfare worker and child welfare worker. As a commissioner on the protection of human rights for the Ministry of Justice, she gives counseling, and also visits schools to conduct classes on human rights. After being appointed as Chairperson for the neighborhood association in 2019, she has unfortunately become too busy to have the time to pursue her hobby of creating dye works.

## Isao Yamauchi

Chairperson, Yamanotera Union of Neighborhood Associations, Izumi-ku, Sendai

Isao Yamauchi is from Miyako City of Iwate Prefecture. He moved to Sendai City in Miyagi Prefecture in order to further his studies. From 1994, he started living in Yamanotera in the Izumi ward of Sendai City. In 2006, while he was working as a company worker, he happened to take his wife's place in attending the executive selection meeting for the next term, which resulted in him accepting the position of Chairperson for the Yamanotera No. 2 Neighborhood Association, which he served for the next ten years. At the time of the Great East Japan Earthquake, he strived to provide aid to the residents, such as by receiving permission from Sendai City to establish an evacuation shelter at the Yamanotera 2-chome meeting house. He was appointed Chairperson of the Yamanotera Union of Neighborhood Associations in 2017, in which position he continues today.

## Yaeko Kisu

Executive Director, The National Council of Women's Center  
Chairperson, Sendai Gender Equal Opportunity Foundation

Yaeko Kisu started working at Sendai City Hall in 1978 and has since been in positions in the fields of lifelong learning, gender equality, general planning, citizen collaboration, and the environment. She served as the ward mayor of Miyagino-ku in Sendai from April 2010 through March 2012. At the time of the Great East Japan Earthquake, she assumed the position of head of the Miyagino Ward Disaster Task Force and was involved in everything from initial response for the afflicted to community building that entailed having people move into temporary housing and implementing collective relocation. She was appointed Chairperson of the Sendai Gender Equal Opportunity Foundation in 2013. In 2015, she was named Executive Director of the National Council of Women's Center. In her position of working at a gender equality center located in the disaster-affected area, she has been striving toward the development of a Gender Equality Center Mutual Support System to prepare for times of large-scale disasters.



## 女性のリーダーシップ： 防災まちづくりの「鍵」に

関西学院大学 客員教授  
特定非営利活動法人Gender Action Platform 理事  
大崎 麻子

2011年3月11日。東京に、尋常では無い揺れが襲ってきました。余震が続く中、小学校に娘を迎えに行き、帰宅してテレビをつけると、ヘリコプターがリアルタイムに撮影する、信じがたい光景に膝の力が抜けました。「ああ、大変なことになった」というあの日の感覚が今も残っています。あれから8年半。世界防災フォーラムに際し、まずは、これまでの日々を一日一日生き抜き、地域を再生させてきた宮城・仙台の皆様には心からの敬意を表します。

自然災害が起こると、平時の不平等が増幅し、社会的弱者やマイノリティがより大きな困難に直面し、復旧・復興からも取り残されがちになることは、東日本大震災が起こる前から国際社会で既に共有されていた認識です。世界各地の紛争・自然災害の経験・教訓を糧に、「被災した人たちは尊厳を持って生活する権利がある」との考え方に基づいた「スフィア基準」が人道支援のガイドラインとして設定されたことは皆様もご存知かと思います。

同じように、「自然災害は、男性と女性に異なる影響を及ぼす」「備えから、復旧・復興のすべての過程において、男性と女性が共に意思決定に参画することが重要である」という教訓も、国際社会では既に共有されていました。皆様が経験された通り、地域社会は多様性に満ちています。高齢者、子ども、思春期の若者、障がい者、外国人。どの属性にも男女がいます。多様性の最も根源的な要素は性別である、と言われるのはそのためです。また、性的マイノリティの人たちもいます。災害への備えから、避難所の運営、復興にいたるまで、その地域の実情に合わせた取り組みを行うには、男女と一緒に考え、一緒に決めることが最も合理的であり、不可欠であるという認識が世界に広まり、災害が起こりやすい地域では、男女と一緒に防災に取り組んでいます。

残念ながら、日本の防災においてはその考え方は主流化されておらず、東日本大震災では、多くの女性・ガールズたちが、避難生活や生活再建において、大変な苦勞をされました。しかし、それらの一つ一つの経験を「過去のつらかった出来事」ととどめるのではなく、女性たちのストーリーを丹念に記録し、専門的な見地から分析したこと、そこから得られた経験・知見を「人づくり」と「まちづくり」に活かしていらっしゃることは、日本国内だけではなく、世界の災害頻発地域にとって、大きな意味を持ちます。私がかつて勤務していたUNDP(国連開発計画)は、途上国の開発機関として、災害に強い地域づくりを支援しています。スローガンは、「Empowered Lives. Resilient Nations」。一人一人がエンパワーメントされることによって、災害に強い国ができる。日本でも必要な考え方だと思います。皆様は、このアプローチを全国に先駆けて実践し、地域において形にしてこられました。

現在、「今までのやり方・考え方では、地球環境・経済・社会が持続しない」という問題意識のもと、すべての国々が「持続可能な開発目標(SDGs)」に向けた取り組みを行っています。SDGsの要は、社会変革(Social Transformation)です。地域社会や災害に関する意思決定を今までのように男性中心で行うのではなく、そこに女性も参画すること。女性がリーダーシップ・スキルを身につけ、それを発揮できるような地域にすること。それは、SDGsが掲げる「社会変革」そのものです。このように、東日本大震災後の8年半の歩みを貴重な「教訓」として、また、SDGsの「モデル」として、日本と世界に向けて発信して下さる宮城・仙台の皆様には、さらなる敬意を表します。

# Women's Leadership: The "Key" to Developing Towns Built on Disaster Risk Reduction

Asako Osaki

Visiting Professor, Kwansei Gakuin University  
Director, Gender Action Platform

March 11, 2011. Tokyo was hit by a tremendous quake. As the aftershocks continued, I went to pick up my daughter from elementary school, and when I turned on the TV after returning home, I collapsed to my knees in seeing an unbelievable sight that was being broadcasted live from helicopter cameras. I still remember that feeling that I had that day, thinking, "Oh, something terrible has happened." Eight and a half years have passed since then. On this occasion of the World BOSAI Forum (WBF), I would first like to express my heartfelt respect to everyone in Miyagi Prefecture and Sendai City, who survived through each and every day and has been striving to recover their community.

When we are faced with a natural disaster, the inequalities that existed from ordinary times become even more apparent. The socially vulnerable and the minorities face major obstacles, and they tend to get left behind from even the recovery and restoration efforts. This problem has been widely recognized by the international community, from the times even before the Great East Japan Earthquake. I'm sure you all know that the guideline for providing humanitarian assistance is set based on the Sphere Standards, which is on the basis of the concept that "those affected by calamity or conflict have the right to live with dignity," developed from experiences and lessons we learned from conflicts and natural disasters in various parts of the world.

Likewise, the lessons that we learned from natural disasters—"they affects men and women in different ways," and "it is important to have both men and women participate in every step of the decision-making process toward recovery and restoration"—have already been known facts within the international community. As you all experienced, the local society is filled with diversity. There are elderly people, children, adolescents, persons with disabilities, and foreigners. There are both men and women in all of these categories. This is the reason why it is said that the most basic aspect of diversity is in gender. There are also LGBTs. It has become common knowledge throughout the world that in order to conduct efforts that are in accordance to the characteristics and needs of that local community—from disaster risk reduction to shelter operations and the recovery efforts—what makes most sense and what is essential is to have both men and women give thought to the situation and make decisions together. Thus, in areas where disasters are prone to occur, we find men and women working together toward disaster risk reduction.

Unfortunately, this way of thinking has yet to become mainstream in Japan's efforts toward disaster risk reduction. And at the Great East Japan Earthquake, many women including girls experienced great hardship in living as evacuees and in rebuilding their lives. However, instead of just letting each and every one of those experiences remain as "memories of hardship in the past," records of those stories from the women were carefully taken and analyzed by specialists. And there is major significance in the fact that these experiences and knowledge have been utilized toward nurturing people and building towns, not only for Japan but also for areas around the world that are frequently hit by disasters. The UNDP (United Nations Development Programme) where I used to work is a development organization for developing countries that supports building communities that are resilient against disasters. The slogan is, "Empowered lives. Resilient nations." We can build countries that are resilient against disasters by giving empowerment to each and every person. I think this way of thinking is also necessary here in Japan. All of you here lead Japan in taking this approach, and have given it shape in your communities.

Right now, all countries throughout the world are implementing efforts to realize the Sustainable Development Goals (SDGs) based on the awareness of problem that our environment, economy, and society cannot be sustained if we keep doing and thinking in the same manner as we have until now. The key for the SDGs is social transformation. When making decisions on local communities and on disasters, instead of doing so in a male-dominated manner as we have seen until now, we need to have women's participation. We need to have women acquire leadership skills, and be able to exert their skills in their local communities. That itself is the social transformation that the SDGs seek to achieve. I would like to express my further respect to everyone in Miyagi Prefecture and Sendai City for giving us the invaluable lessons learned through the eight and a half years of efforts that you have given since the Great East Japan Earthquake to Japan and to the world as being a model for the SDGs.



## 住民主体の地域づくり

一般社団法人ウィーアーワン北上  
代表理事 佐藤 尚美

### ウィーアーワン北上

私たちは、石巻市の半島部に位置する中山間地域で、東日本大震災を機に立ちあがった組織です。活動を始めた初期は、地域のためという思いではなく、「わたしのため」に始まり、そこから、私たちのため、地域のため、そして、今は社会のためになりたいと思えるように視野が少しずつ広がっていきました。恥ずかしながら、心からそう思えるまでに、私の場合は8年も要しました。歩みの遅い、本当にベンチャーにもならないような小さな組織です。

### 自治の強みと可能性

私自身が、あの震災を経験し、一番大きく変わったことがあります。それは、「地域コミュニティの大切さ」、「自治力の強みや可能性」に気付いたことです。地域コミュニティという言葉そのものは、いまの私には、実はしっくりきていない言葉ではあります。自分の言葉に言い換えるとしたら、「互いを程よく知り、帰属意識を感じること」と言えばよいでしょうか。正解ではないかもしれませんが、私の中ではいまのところ、それが一番納得のいく言い方です。

自治力の強みと可能性について考えるようになったのは、復興支援は、時限のあるものですから、その後はどうする、誰がやる、と入り口は単純。そこで、当然たどり着くのは、もはや選択肢はなく「地域で暮らす人々自ら」しか残されない。自治の力で、何ができるのかと学び始めたら、想像以上に無限で深く、その可能性に楽しみさえ覚えるようになってしまいました。

### 課題にシンプルに作用する「地域コミュニティ」

私たちのまわりにある、社会問題や地域課題は、解決しようとするとなりが複雑な構造です。しかし、地域コミュニティと自治力をもつてすると、なぜか複雑な構造の問題にシンプルに作用できるものも多くあると思えるのです。実際に、復興のプロセスは、とても複雑です。復興事業は、時間や予算ともせめぎあいながら、一定の制約、制度をベースに、住民、暮らし、地域産業、担い手、歴史文化、次世代のこと、時には慣習までもが絡み合い地域を再生するプロセスです。そこに地域コミュニティが良い方へ作用し、難題を解決できた奇跡的なプロセスや、女性ならではの発想で生まれた結果を、私は活動する地域の中で目の当たりにしてきました。自治とは、思いを寄せ合って、決めて、動くことなんだということを、住民に教えられました。

### 「地域」の先にある一人ひとりの「わたし」

私たちはいま、地域の自治組織の再編を促し、サポートする事業に着手しています。何十年と続いてきた地域運営の在り方に、ある意味メスでもいれるような、間違いが許されない恐い事業だと思ふこともあります。それでも、復興支援から始まり、地域の自治サポートや地域運営の在り方を人口構造やニーズの多様性ある現代にあわせ最適化する作業は、すべてが地域の持続を前提にするもの。私たちの活動の主語は「地域」ではなく、一人ひとりの「わたし」がその先にあること、これを決して忘れず大切に、良い事業だったといつか思える日が来ることを信じるのみです。

団体ウェブサイト <http://www.wao-kitakami.com/>

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# Community Development by The Residents' Initiative

Naomi Sato

Representative Director, We Are One Kitakami

## We Are One Kitakami

Our organization was created because of the Great East Japan Earthquake, and it is located in a hilly and mountainous area on a peninsula in Ishinomaki City. During the initial period when we first started our activities, we weren't thinking about the sake of the community. It all started in order to help our own selves. And from there, our perspectives gradually broadened so that we started being able to think about wanting to do something for our community, and now, for our society. I'm embarrassed to say that in my case, it took me eight years to be able to feel this way from my heart. We are a small organization that can hardly be called a venture, and that moves forward slowly.

## Strengths and potentials of local autonomy

There is something that changed me the most after having experienced that earthquake disaster. And that is, I learned of the importance of the local community, and the strengths and possibilities in having the capacity for autonomy. For me right now, the word "local community" actually doesn't feel quite right. If I were to replace that word with my own expression, perhaps I would say, "knowing each other very well, and feeling a sense of belonging." That definition may not be correct, but that is what makes the most sense to me in describing what I wish to convey with the word "local community."

What started me thinking about the strengths and potentials of autonomy is simple—since aid for recovery is required only temporarily, we needed just to figure out what to do afterwards, and then who was going to take those actions. And of course, what we found finally was that there was only one answer to these questions. The only possible answer was by the people who live in that area to do it themselves. And when I started learning about what we could do with our own autonomous efforts, I discovered that this issue was much more infinite and deeper than I had imagined, and I found myself actually starting to enjoy thinking about its possibilities.

## Local community that works on the issues in a simple manner

Once you try to resolve the social problems and regional issues that we have around us, we usually find that they have a complicated structure. However, when you have the help of the local community and implement autonomy, for some reason, we can take a simplified approach to many of those issues that have those complicated structures. The reality is that the recovery process is very complex. The recovery project involves a process of re-development where residents, livelihood, local industries, workers, history, culture, matters that affect the next generations, and sometimes even customs intermingle in a complex manner, while having to deal with the conflicts involved in time and budget, in addition to having to work within the confines of certain restrictions and systems. Within the community that I work in, I saw with my own eyes how local communities were able to have a positive effect to miraculously resolve those highly difficult problems, and how results were gained from ideas that could only be brought forth from a women's perspective. The residents taught me that autonomy means to bring together our desires, make decisions, and to take action upon them.

## Reaching each and every individual that exists beyond the local community

We have now started a business that encourages and gives support for local autonomous organizations to reorganize themselves. I sometimes think that this is a frightening business where mistakes cannot be allowed, in which we are taking drastic steps to change the decades-old ways of operating the local community. However, this work—which begins with providing support toward the recovery efforts, and which covers optimizing the support that we give toward autonomy and the ways of community operations in accordance to the population structure and the diversifying needs of modern times—are all conducted based on the premise of achieving the sustainability of the local community. The real reason that we are striving with our activities is not for the local community, but for each and every individual that exists within that community. We place importance on this and never forget this concept, as we continue to strive by believing that there will come a day when we will be able to reflect back and think that what we worked on was a good project.

Organization's website <http://www.wao-kitakami.com/>

Facebook <https://www.facebook.com/wao.kitakami/>



## 地域で暮らす 障害児者と家族をサポート

認定特定非営利活動法人アフタースクールぱるけ  
代表理事 谷津 尚美

### アフタースクールぱるけ

2002年団体設立、障害児者とその家族を支援する事業を開始。現在、障害児の放課後等デイサービス事業所3か所、ヘルプサービス事業所1か所、相談支援事業所1か所を運営。私自身が団体設立と同時に娘を出産、育児と母親の介護をしながら団体を運営してきているため、「育児をしながらも介護をしながらも働き続けることができる職場づくり」を大切にしている。

### 「受援力」と「支援力」

2011年3月11日東日本大震災。地域とのつながりが持ちにくい環境で生活していた多くの障害児者と家族が地域の避難所への避難を躊躇して、自宅や車中で不安な避難生活を送っていた状況を目の当たりに。

震災後、「ちょこっと・ねっと」という「支援力と受援力の大切さ」を広める障害理解啓発活動を、障害児者の保護者と一緒に開始。「受援力」とは、「支援を受ける力」。困った時に「助けて」と言える力を、障害児者本人と家族も身につけて使っていくことが大事。「支援力」とは、「支援をする力」。自分が今できることをする力、もし自分が今できなかつたらできる人を一緒に探すなども含む力を身につけて行動をすることが大事ということを伝える活動をしている。

### 学び合いで得たもの

「決める・動く」(P.15参照)に参加し、地域とのつながりを持ちにくい障害児者と家族が地域とのつながりを作っていくことの必要性についてあらためて強く感じた。また、自分の強みを知ることでスタッフへの見方も変わり、人材育成を行う上での覚悟や心構えができ、自分自身とても楽になった。様々な年代や分野の方とのグループワークや話し合いなどから、情報発信やつながり方、合意形成の仕方などリーダーシップについての学びを深めることができた。

### これから

障害者権利条約では、第6条に障害のある女子、第7条に障害のある子どもの権利について書かれている。障害児者・障害のある女子が、自分の意見を表明して、自分らしい人生を歩むために参画していくことをしっかりサポートしていきたい。また、障害児者の家族・きょうだい支援の必要性についても広めていきたい。

団体ウェブサイト <https://paruke.com/>

Facebook <https://www.facebook.com/npoparuke/>

# Supporting Disabled Children and Their Families Who Live in The Community

Naomi Yatsu

Representative Director, After School PARQUE

## After School PARQUE

After School PARQUE was established in 2002 to provide support toward disabled children and their families. Currently, the organization runs three offices for daycare service, including after school service, for disabled children, in addition to one help service office and one counseling and support office. I myself gave birth to my daughter at the same time that this organization was established, and as I have been operating this organization while providing childcare as well as nursing care for my mother, I place importance on creating a workplace environment that enables people to continue working even while providing childcare and nursing care for their families.

## Abilities to receive assistance and to give support

The Great East Japan Earthquake occurred on March 11, 2011. I saw with my own eyes how many of the disabled persons and their families, who have spent their lives having difficulties forming ties with the local communities, were living a life of a refugee in their own homes or in their cars because they were hesitant to go to the shelters.

Immediately after the disaster, I started activities called “Chokotto Netto” with a parent of a child with disabilities. Together, we worked to spread awareness and understanding about people with disabilities and the importance of receiving and giving aid. The ability to receive aid refers to the capability of being accepting toward receiving assistance. It is important for people with disabilities and their families to acquire the ability to ask for help in times of need. Meanwhile, the ability to give aid is the capability to provide assistance. What is important is that we acquire the ability to do what we can in that moment, and if we cannot take action at that moment, we need to be able to work with others to help find someone that can perform the assistance that is needed at that time. Our organization conducts activities to inform people of the importance of such capabilities.

## What I acquired from learning from each other

By participating in “Decision-making and Taking Action” (see page 16), I felt a renewed sense of urgency in the need for forging together a connection between the community and the disabled children and their families, who have difficulty formulating ties with their local community. Also, learning about my strengths helped me to change the ways that I look at the staff, so that I was able to create within me the determination and mindset of nurturing human resources, which also gave me more peace of mind. I was also able to deepen my learnings about leadership through the group works and the discussions that we've had with people of diverse ages and expertise, such as about the ways for disseminating information, how to network with people, and how to formulate agreements.

## From now on

The Convention on the Rights of Persons with Disabilities states the rights for women with disabilities in Article 6, and for children with disabilities in Article 7. I wish to provide solid support to women and children with disabilities, so that they will be able to express their opinions and participate in society in order to live the life that is suited to them as an individual person. I also wish to expand awareness on the necessity of providing support toward the families, including brothers and sisters, of disabled children.

Organization's website <https://paruke.com/>

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## 変化・発見・私の「リーダーシップ」

仙台市太白区西多賀北町内会 会長  
せんだい女性防災リーダーネットワーク  
繁野 みど里

### 生き残った者として～活動の背景

それは東日本大震災がきっかけだった。

私の住んでいる地域は仙台平野の端。長町利府活断層の上にある。震災の時、民生委員として担当要援護者の皆さんの安否確認を夜遅くまで行っていた。真っ暗な夜道、星が瞬き、涙が出るくらいとてもきれいだった。津波情報も何の情報もわからず回っていた。

同じように回っていただろう沿岸部の民生委員の方々が犠牲になったと後で知った。私は偶然に生き残っている。生き残った私にスイッチが入った。生き残った者として、「皆で生き残るため」の防災減災の地域のシステムづくりをせねばならない。それは一人ではできない。どうしたらよいのか。

どうすればよいのか気づくために「地域づくり講座」や「決める・動く」(P.15参照)を受講した。

### 町内会長になって

地域づくり講座の中で「役が来たら引き受ける」というキーワードがあった。

変えたいと思うだけではなりたくない地域にはならないし、意思決定の場がいなければ実現できない。町内の女性有志とサロン運営等の活動をしていたが、彼女らの後押しで2019年の今年、町内会長に就任した。

- \*はじめの一歩は今まで年数回だった役員会を毎月開催して、町内会の問題や私の悩み事も共有できるようにしたこと。
- \*町内の出来事や問題等を町内会住民と共有するために、市政だよりと共に町内会だよりを全戸配布するようにした。
- \*小さいお子さんを抱えた若いパパやママも順番で班長さんになる。3ヶ月に1度、夜に開催される班長会議では、出席しても廊下でお子さんのめんどうを見ていて会議に入れない状況だった。このこととお便りで発信。班長会議の時の保育ボランティアを募集したところ、その記事が気になったというベテラン保育士OGが託児を引き受けてくれた。わたしが会長を引き受けて一番うれしくて素敵な出来事だった。
- \*個人情報の保護のため、今までは地域の中にいる要援護者が誰かわからないこともあった。要援護者を班内周知し、地区担当役員に知らせて、日常の見守り、声かけ、挨拶運動を提唱している。

### これから

班の再編成に着手。1世帯だけの班や20世帯以上の班もあり、これまでの複雑な経緯で再編不要と言い張る役員もいて、手を付けられないでいたが「班再編プロジェクト」と銘打って班長の中から代表数名を選考したばかり。これからだ。

笑顔と挨拶が飛びかうまち。ここに住んでいてよかったと思うようなまち。ここにいれば安心と思えるまちをつくりたい。なぜなら自分がそのようなまちに住みたいからだ。

# Change, Discovery, and My “Leadership”

Midori Shigeno

Chairperson, Nishitagakita Neighborhood Association, Taihaku-ku, Sendai  
Sendai Women Bosai Leaders Network

## As a survivor—background on my activities

It all started because of the Great East Japan Earthquake.

I live at the edge of the Sendai plains. It lies above the active Nagamachi-Rifu fault. Just after the disaster occurred, as a local social welfare worker, I worked late into the night to make sure of the safety of the persons with special needs that I was responsible for. As I walked through the completely darkened roads, the stars were shining so beautifully that it nearly brought tears to my eyes. I made the rounds with no information about the tsunami or any other information.

I learned later that the welfare workers in the coastal areas, who would have made similar rounds as myself, had become victims of the disaster. I just happened to survive. This triggered something within me, as being a survivor. As a person who lived through this, I felt that I needed to develop a local system for disaster risk reduction in order to enable everyone to keep surviving. And I couldn't do this on my own. The question was, what do I need to do?

I attended the lectures on community development and on “Decision-making and Taking Action” (see page 16) in order to find out what I needed to do.

## After being appointed Chairperson of the Neighborhood Association

One of the keywords in the lecture about community development was “to accept the role when it comes to you.”

Just wishing for change will not create the community that you want it to be. Change cannot be achieved unless I am in the place of decision making. I was operating a salon within the neighborhood with other like-minded women, and with their backing, I was appointed Chairperson of the Neighborhood Association this year.

- As a first step, I arranged to have the board meeting that used to be held only a few times a year to be held on a monthly basis so that we can share the problems within the neighborhood association, and so that I could voice the concerns that I had.
- We started delivering the neighborhood association newsletter as well as the city government newsletter to all households within our neighborhood in order to share the local events and issues with all of the local residents.
- We arranged to have young fathers and mothers with small children take turns in serving as group leaders. During the nighttime meetings for group leaders that are held once every three months, the members could hardly participate in the meeting even if they attended because they would end up in the hallway caring for their children. I informed our community about this situation through the newsletter, and asked for childcare volunteers during the group leaders' meetings. And a person who used to work as a childcare provider for many years noticed this article, and agreed to look after the children during the meetings. This was the happiest and most wonderful thing that happened since I accepted this position as Chairperson.
- Until now, for the sake of protecting personal information, there were situations where we did not know who the people with special needs are within our community. I made it be known who the people with special needs are within each neighborhood group, and notified this information to the board member responsible for that area. Furthermore, I am also promoting the practice of watching over, talking to, and greeting those people on a daily basis.

## From now on

We began reorganizing the groups within the neighborhood. There are neighborhood groups that consist only of one household, while there are others of more than 20 households. But because of the complexities in the backgrounds of these groups, there were some board members who adamantly refused to agree to reorganizing the groups, which made it impossible to start working on this issue. However, we just recently selected a few representative persons from among the group leaders to form what we titled the “Group Reorganization Project.” The work has just begun.

What I want to create is a town where smiles and greetings are exchanged frequently, where people feel glad to be living there, and where people feel safe being there. That is because that is the kind of place where I myself wish to live in.



## 多様な人が関わって、 風通しの良い町内会に

山の寺連合町内会 会長  
山内 功

### 山の寺2丁目

仙台市泉区山の寺は、泉区の中央からやや北東に位置し、国道4号線バイパスに隣接した地域で、閑静な住宅街が広がっている。1～3丁目それぞれに単位町内会があり、それらをあわせて山の寺連合町内会が構成されている。

私の住む山の寺2丁目の世帯数は約830で、戸建て住宅とアパートが半々くらい。古い団地で高齢化も進んでいるが、住む人がいなくなった土地が分割して売りに出され、そこに若い世代の新しい人が入ってきているので、最近では世帯数が若干増えている。

### 機能する自主防災組織に

私が山の寺第二町内会長に就任した当時、自主防災組織の名前はあったが、機能していなかった。その原因は、自主防災組織が町内会の役員のみで構成されていて、役員が変わると、その仕事がきちんと引き継がれなかったためだ。そこで、自主防災組織を町内会と連動しながらも独立した組織として再度立ち上げた。対策本部長と副本部長はそれぞれ町内会長と副会長のあて職にしたが、実施本部長などには役員以外の住民を割り当てた。

春と秋の最低2回は防災訓練を行い、自主防災組織の活動が定着してきた頃、東日本大震災があった。震災当日、防災訓練の際に安否確認として各家庭に出すように呼びかけていた「安全旗」がほとんどの家の前に出されていて、日頃の訓練の成果を感じた。

### 前向きな提案を後押し

山の寺第二町内会のユニークな取り組みとして、「サポート隊」というものがある。役員や班長の役割が終わっても、地域のために何かお手伝いをしたいという人が集まり、清掃活動や集会所での談話室（お茶飲み会）などを行っている。サポート隊に規則はなく、出入りは自由だ。

町内会長として、役員や班長になった方には、「たかが町内会、されど町内会。なった以上は1年間頑張ってください」とお願いしてきた。もちろん自分の生活が第一だが、なった以上はやれる範囲で協力してもらいたい。中には衛生部長としてゴミの問題を改善してくれた方、安全部長として夜間パトロールを提案してくれた方など、リーダーとして期待以上に個性や力を発揮してくれる人も。「決める・動く」（P.15参照）に推薦した女性もその一人で、本人からぜひ受講したいという申し出があったので、町内会として快く送り出した。彼女は現在も婦人防火クラブの会長として、地域に貢献してくれている。

私は町内会長が初めての経験で何も知らなかったもので、まわりの人たちの意見を素直に聞きながら進めることができた。そうしていく中で、男女を問わず、地域のために様々な提案をしてくれる人、前向きに取り組んでくれる人が多いと、町内会運営は非常にやりやすく、楽しいものになると実感してきた。

一方で、ぜひこの人に頼みたいと思った女性に声をかけても、「できません」と否定されてしまうこともあった。女性たちには尻込みせず、リーダーとしてどんどん個性や力を発揮してもらいたいと思っている。

# Becoming A Neighborhood Association with A Friendly Atmosphere, with The Involvement of Diverse People

Isao Yamauchi

Chairperson, Yamanotera Union of  
Neighborhood Associations, Izumi-ku, Sendai

## Yamanotera 2-chome

Yamanotera, in the Izumi ward of Sendai City, lies a little to the northeast from the middle of Izumi ward. It is a quiet residential area located adjacent to the Japanese National Route 4 bypass. Each area from the 1-chome district to the 3-chome district has its own neighborhood association. And all of these combined make up the Yamanotera Union of Neighborhood Associations.

Yamanotera 2-chome, where I live, has about 830 households, with about half each of houses and apartments. The population is aging at the old housing complexes, but uninhabited land has been divided and sold, with new people of younger generations coming in to live on those land, so that recently, the number of households is slightly increasing.

## Becoming a functional voluntary disaster-prevention organization

At the time when I became the Chairperson for the Yamanotera No. 2 Neighborhood Association, we had a voluntary disaster-prevention organization, but this was only in name and it was not functioning. The reason for this was that this disaster-prevention organization was composed only of the executives of the neighborhood association, and when the executives changed, the details about activities conducted by this disaster-prevention organization had not been properly transferred to the next person. And so, I re-launched the disaster-prevention organization by making it into an independent organization, which still works in tandem with the neighborhood association. The Chairperson and the Vice Chairperson of the Neighborhood Association serve as the Director and the Deputy Director for this task force, but the directors for actual execution and other roles were filled by the residents who are not on the board of the neighborhood association.

We have been conducting disaster prevention training at least twice a year, in spring and autumn. And just when the activities of the autonomous disaster prevention organization had started to take hold, we experienced the Great East Japan Earthquake. On the day of the earthquake, the "safety flag" that we had been asking each household to raise during our disaster prevention training in order to be able to see whether the residents were safe were put up at almost every house, which made me realize that the training that we had been conducting until then had served useful.

## Pushing forward positive proposals

There is a unique initiative implemented by the Yamanotera No. 2 Neighborhood Association. This is called the Support Team, where people who want to be of help to the community, even after their role as executives or team leaders of the association end, gather together to perform cleaning activities or hold discussions (tea parties) at the meeting house. There are no rules to this Support Team, and people can come and go as they like.

As the Chairperson of the Neighborhood Association, I have been asking people who have been named as executives or group leaders that, "Although this is just a neighborhood association, it is still an important association. Now that you have been appointed, please do your best during the year." Of course, their own lives come first, but if they have been appointed into such roles, I want them to cooperate in our activities as much as possible. There have been people who, as the manager of local hygiene, brought improvements to our problems with trash, a person who, in the role of safety manager, proposed conducting nighttime patrols, and others. All of them gave their individual abilities and strength into their leadership roles to a level that went beyond my expectations. A woman whom I recommended to the "Decision-making and Taking Action" (see page 16) is also one of such persons. This person came to me herself to ask to be allowed to attend the lecture, and so the neighborhood association very willingly sent her to the lecture. Even now, she continues to contribute to our community as Chairperson of the Women's Fire Prevention Club.

Since this was the first time for me to become the chairperson of a neighborhood association and I wasn't familiar with anything about it, I was able to proceed by being sincere in listening to opinions of those around me. Being in this situation, I felt that operating the neighborhood association becomes a lot easier and more fun when there are many people, regardless of gender, who give various proposals for the community, and are actively involved with a positive attitude.

Meanwhile, there are times when, even if I ask a woman to serve a certain role because of a strong desire to have her work on a given project, she would decline my request, saying, "I can't do it." I hope that women would demonstrate their individualities and abilities as leaders more proactively, without hesitation.



# 防災・復興に果たす 男女共同参画センターの役割

特定非営利活動法人全国女性会館協議会 常任理事  
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## 全国の男女共同参画センターが支え合うシステム

「大規模災害時における男女共同参画センターの相互支援システム」(以下「相互支援システム」)は、全国女性会館協議会が、大規模災害時に全国の会員館で連携して、被災地のセンターと被災地の女性支援に必要な支援を行おうと、クラウド上に構築したネットワークシステムである。

協議会は、東日本大震災直後から会員館によびかけ、被災地のセンターと連携し、募金や物資調達、女性相談の相談員派遣など、様々な被災者支援を行ってきた。それは、日頃、各センターが男女共同参画の拠点施設として培ってきた専門性に支えられたものであり、困難に直面した被災女性の支援に重要な役割を果たしてきた。

こうした経験を踏まえ、今後も発生が想定される大規模災害時のより速やかな女性支援とセンター同士が支え合う仕組みづくりを、平時に準備しておくべきとの認識のもと、調査・検討を重ね、2015年3月、仙台で開催された第3回国連防災世界会議パブリックフォーラムで、「相互支援システム」の立ち上げが宣言された。

## 各地での災害で効果を発揮

本来「相互支援システム」は東日本大震災クラスの大規模災害を想定したものだったが、2016年4月、熊本地震の発生に伴ってその一部運用が試みられた。熊本からの現状報告やニーズの発信、会員館からは激励や体験を伝える、義援金募集などがクラウド上に構築されたシステムを介して速やかに行われ、「相互支援システム」が一定効果を発揮することが確信できた。この年には、鳥取地震、福島県沖地震、2017年には秋田豪雨、九州豪雨、2018年に入ってからは大阪北部地震、そして西日本豪雨、北海道胆振東部地震と自然災害が続き、都度、情報交換や物資調達、義援金の活用が行われている。

## 地域防災と男女共同参画センター

東日本大震災以降、地方公共団体は地域防災計画の修正を行っており、男女共同参画の視点が反映されてきたことは大きな前進であるが、並行して行政内部や地域防災の現場での意識改革が進んだとは言い難い。しかし、全国には300を超える男女共同参画の拠点施設があることを考えれば、男女共同参画の専門性を持つ機関として、防災・復興の分野で地域の男女共同参画センターの果たす役割とそれをつなぐ「相互支援システム」への期待は大きい。

一方で課題もある。現在、協議会には90館のセンターが加盟しているが、ネットワーク環境へのアクセス制限他により「相互支援システム」が使えない館があることや、システム自体の使いやすさといった技術的改善の余地があること。男女共同参画センターはあるが、協議会に加盟しているセンターがゼロである空白県が9県あり、広域的に甚大な被害が発生した2018年の西日本豪雨では、長期的に女性支援が必要であるにもかかわらず、速やかに災害時の女性支援をカバーできないことも体験した。

セッションでは、これまでの取り組みの具体例を示しながら、男女共同参画センターが地域の防災・復興に果たす役割、大規模災害へ備える「相互支援システム」の公益的な可能性について報告する。

団体ウェブサイト <http://j-kaikan.jp/>

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# Roles of The Gender Equality Center in Disaster Risk Reduction and Recovery

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Chairperson, Sendai Gender Equal Opportunity Foundation

## System where Gender Equality Centers throughout Japan mutually support one another

The "Gender Equality Center Mutual Support System in times of large-scale disaster" (hereafter "Mutual Support System") is a network system developed in the cloud by the National Council of Women's Centers in order to enable the centers throughout Japan to work together during times of massive disasters, so that we would be able to provide the needed assistance to the centers located in disaster areas, and to the women in disaster-afflicted areas.

The Council called upon the member centers immediately after the Great East Japan Earthquake, and worked together with the disaster-affected areas toward collecting donations, procuring supplies, dispatching counselors to provide consultation to women, and various other activities. These activities were supported by the expertise that had been nurtured on a daily basis at each of the different centers, acquired by the centers serving as a central facility for gender equality, and have thus played an important role in providing assistance to afflicted women in the face of difficulties.

Based on such experience, we recognized the need to prepare, during periods of normalcy, a framework that would enable providing aid to women quickly and allow centers to mutually support one another in times of possible large-scale disasters that may happen in the future. To that end, we have conducted numerous surveys and discussions, and in March 2015, the launch of the Mutual Support System was announced at the Third UN World Conference on Disaster Risk Reduction that was held in Sendai.

## Demonstrating its effectiveness at disasters in various location

The Mutual Support System was originally developed under the assumption of a major disaster of the scale of the Great East Japan Earthquake. However, part of its operation was tested when the Kumamoto Earthquake hit in April 2016. Reports about the actual situation and information on needs were sent out from Kumamoto, and the centers gave encouragement as well as provided information based on past experience, while also quickly conducting such activities as collecting donations. Through this experience, the system was able to demonstrate its effectiveness to a certain level. On this same year, there were also earthquakes in Tottori Prefecture as well as off the shore of Fukushima Prefecture, followed in 2017 by the torrential rain in Akita Prefecture and the Kyushu region. Natural disasters continued in 2018 with an earthquake in northern Osaka, torrential rain in West Japan, and the Hokkaido Eastern Iburi Earthquake. And at every disaster, the system has been used to exchange information, procure supplies, and collect donations.

## Local disaster prevention and the Gender Equality Center

Since the Great East Japan Earthquake, the regional public organizations have been revising their local disaster prevention plans. In this process, major forward progress has been achieved in that the perspectives of gender equality have been reflected into such plans. Meanwhile, it cannot be said that the level of awareness has changed within the local administrations and at the actual site of the local disaster prevention activities. However, when we think about the fact that there are more than 300 centers for gender equality throughout Japan, we hold high expectations in the roles to be fulfilled by the Gender Equality Center in disaster risk reduction and in recovery as being an institution that specializes in gender equality.

Meanwhile, there are also problems. Right now, 90 centers are registered with the Council. However, there are centers that cannot use the Mutual Support System because of limited accessibility and other issues in their network environment. There is also room for improvement in the technical aspect of the system itself, in making it easier to use. There are also nine prefectures where, although they have gender equality centers, none are registered with the Council. Thus, in the torrential rain of West Japan in 2018 where massive destruction occurred over a broad area, we experienced a situation where we could not provide swift aid to women in those times of disaster, regardless of the fact that women's aid is needed over both the short and the long term.

At the session, I will report on the roles that the Gender Equality Center fulfills toward the communities' disaster prevention and recovery, and the potential of public welfare in the Mutual Support System that prepares for major-scale disasters, while also demonstrating specific examples of initiatives that we have implemented in the past.

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# 地域版 女性リーダー育成プログラム 「決める・動く」

仙台市と(公財)せんだい男女共同参画財団は、地域で活動する女性たちがリーダーシップを発揮するために必要なスキルの習得と、活動の分野を超えたネットワーク構築を支援するための研修プログラム「決める・動く」を開発し、2016年よりスタート。5年間で100名の人材を育成することを目標に掲げている。本プログラムは、“Sendai Framework Voluntary Commitments (SFVC)”(仙台防災枠組の自発的取り組み)として、国連の承認を受けている。

## 「仙台防災枠組」の具現化

東日本大震災においては、多くの面で市民力が発揮されたが、地域のリーダーの多くが男性であり、女性のニーズに配慮した避難所運営が行われにくいなど、様々な課題が顕在化した。このことは、普段から女性が発言権を持ってまちづくりに参画し、リーダーシップを発揮していくことの必要性を強く認識する契機となった。

一方で、女性たちによる被災女性の支援活動なども数多く行われ、「女性が弱者というのは本当なのか」「女性自身が自分の力に気づかずにいて、その力を行使することにためらいがあるのではないか」「社会の側に女性の力を評価する軸がないのではないか」といった問題意識が生まれた。

これは、「仙台防災枠組」の理念と通じるものであり、枠組の存在が本プログラムの拠りどころともなっている。

## プログラムの特徴

町内会などの地域団体や地域に拠点を持つNPOなど、既に活動の現場を持つ女性たちを対象とし、受講にあたっては、所

属する組織や団体から推薦を受けた人を優先。半年間、月に1～2回の講座で全10日、約40時間の研修を行っている。本プログラムは、以下の点を特に重視した内容としている。

### 自分らしいリーダー像

地域でも職場でもしばしば指摘される女性の課題は、自己肯定感が低いことである。自己の強みを理解するアセスメントを取り入れ、できていないことよりも、できていることに着目し、強みを使いこなすことで自信につながられるようにした。

### 実践トレーニングと受講者同士の学び合い

本プログラムでは、毎回、「チャレンジ」という課題を出している。次の回に各自の現場での実践と、そこで得た気づきや変化を共有する。この繰り返しにより、講座で得たことを主体的な行動につなげ、多様なリーダーシップのありようを互いに学び合っている。

## 成果とこれから

2016年から2018年までの3年間で65名が修了(2019年は、23名が受講中)。年代は20代から70代まで幅広く、多様なバックグラウンドを持つ参加者の体験が持ち込まれる。このことは「他者の体験からの学び」をさらに豊かなものになっている。修了者同士の自主的なネットワークも立ち上がっており、それぞれが現場でリーダーシップを発揮する時に大きな支えとなるだろう。

「5年で100名の人材を育成」という目標を達成した後、地域における女性のリーダーシップ促進にどのように取り組んでいくのか、本プログラムの成果を踏まえてさらに追求していきたい。



## “Decision-making and Taking Action” – Promotion of Women Leadership Program

The city of Sendai and the Sendai Gender Equal Opportunity Foundation developed a training program called “Decision-making and Taking Action” in order to have women who are active members of the community acquire the necessary skills to exert their leadership capabilities and establish a network beyond their fields of activities. This program was launched in 2016. The goal raised by this program is to train 100 talents in a five-year period. The program is recognized by the United Nations as the “Sendai Framework Voluntary Commitments (SFVC).”

### Realization of the “Sendai Framework for Disaster Risk Reduction”

The strengths of the people of Sendai were seen in diverse areas after the Great East Japan Earthquake. However, many of the local leaders were men, which brought out various problems, such as the fact that the shelters were being operated without being considerate of the needs of women. This served to impress upon us a strong awareness of the need to have women give voice to and participate in city development, and to have them demonstrate leadership, on a regular basis.

Meanwhile, there were many aid activities being performed by women for the disaster-afflicted women, giving rise to such questions as the following: are women truly vulnerable? Aren't the women themselves aware of their own abilities, and are they feeling hesitant to utilize their abilities? And perhaps there are no central function within society to evaluate abilities of women?

These are issues that are shared with the principles of the Sendai Framework for Disaster Risk Reduction, and the existence of the framework has become the grounds on which this program can rely.

### Features of the program

This program targets women who are already working actively on-site, such as at local organizations including the neighborhood associations as well as at the local offices of NPOs. Participants are selected with priority given to those

who were recommended to the program by the organization or group that the woman is affiliated with. Lectures are held once or twice a month for a period of half a year for a total of 10 days, with training hours totaling approximately 40 hours. This program places particular importance on the following.

#### Image of leadership that is right for that person

Problems regarding women that are frequently pointed out, both in the local communities and in the workplace, are that women have a low sense of self affirmation. Thus, the program incorporates an assessment process for understanding the individual's own strength, and places focus more on what the individual is able to do rather than on what that person is unable to do, thus building confidence in that person through acquisition of skills to utilize their own strengths.

#### Practical training, and having participants learn from each other

In this program, the theme of “challenge” is brought up every time. Participants put what they learned into practice, and at the next session, they share what they learned and what changes they noticed from implementing what they had learned in sessions. By repeating this process, participants can act upon what they gained from the program on their own initiative, thus learning about diverse ways of leadership from one another.

### Results and the future

During the three-year period from 2016 to 2018, 65 participants finished taking this program (23 are currently taking the program in 2019). They cover a wide range of ages, from those in their 20s to their 70s, with participants bringing to the program various experiences acquired from diverse backgrounds. This has further enriched the practice of learning from each other's experiences. A personnel network of those who completed the program has also been created by the participants' own initiative, which will be of great support when they begin to exert their leadership in their respective roles.

After the program achieves its goal of “nurturing 100 talents in five years,” we wish to make best use of the results acquired from this program to further consider what efforts we should make to promote women's leadership in the local community.



発行

**公益財団法人せんだい男女共同参画財団**

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Published by:

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