



World Bosai Forum



世界防災フォーラム2025

防災まちづくりと 女性の リーダーシップ 2025

World BOSAI Forum 2025

Disaster Risk Reduction and Women's Leadership2025

2025.3.8^土 15:00~16:00

Saturday, March 8, 2025

仙台国際センター 会議棟2階 橘

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

主催: 仙台市・公益財団法人せんだい男女共同参画財団

Organizer: Sendai City / Sendai Gender Equal Opportunity Foundation

「仙台防災枠組 2015–2030」には、防災・減災に向けた女性のリーダーシップの重要性が盛り込まれています。仙台市と公益財団法人せんだい男女共同参画財団は、平時から意思決定する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に発信してきました。

女性たちは町内会やNPO、企業など多様なセクターでまちづくりに関わっており、仲間をつくることで影響力を高めています。このセッションでは、能登半島地震の復興状況も踏まえ、女性のリーダーシップ促進が防災・減災になぜ重要かをおさえるとともに、女性たちのネットワークが地域にもたらず影響力を共有します。

The *Sendai Framework for Disaster Risk Reduction 2015–2030* emphasizes the importance of promoting women’s leadership for disaster prevention and mitigation. The City of Sendai and the Sendai Gender Equal Opportunity Foundation have disseminated the importance of women leaders’ participation in various fields in decision-making processes during non-emergency periods.

Women engage in community-building through neighborhood associations, NPOs, and businesses, strengthening their influence by forming networks. This session will examine the necessity of women’s leadership in disaster prevention and mitigation, using the recovery efforts from the Noto Peninsula Earthquake as a case study. The discussion will also focus on how women’s networks contribute to strengthening local communities.

「仙台防災枠組 2015-2030」とは

2015年3月に仙台で開催された第3回国連防災世界会議の採択文書で、世界各国が2030年までに防災・減災の分野で共通して取り組むことを定めた指針。2005年の第2回会議（兵庫）で採択された「兵庫行動枠組」の後継。兵庫行動枠組では災害弱者とされていた女性が防災・減災の「推進主体」と位置付けられ、女性のリーダーシップ促進の重要性などが明記されている。

Sendai Framework for Disaster Risk Reduction 2015–2030

The *Sendai Framework for Disaster Risk Reduction 2015–2030* is a policy document adopted at the Third UN World Conference on Disaster Risk Reduction, held in Sendai in March 2015. This framework establishes a set of shared commitments for countries worldwide to implement disaster prevention and mitigation measures by 2030. The *Sendai Framework* serves as the successor to the *Hyogo Framework for Action*, which was adopted at the Second UN World Conference on Disaster Risk Reduction in Hyogo in 2005.

The *Hyogo Framework for Action* categorized women as a vulnerable group in disasters. In contrast, the *Sendai Framework* recognizes women as key drivers of disaster prevention and mitigation. The framework explicitly emphasizes the importance of promoting women’s leadership in disaster risk reduction efforts.

防災まちづくりと女性のリーダーシップ2025

Disaster Risk Reduction and Women's Leadership 2025

レクチャー

池田 恵子 氏

静岡大学グローバル共創科学部 教授
減災と男女共同参画 研修推進センター 共同代表

トークセッション

■スピーカー

宮腰 紀子 氏

株式会社関・空間設計 企画部リーダー
宮城県男女共同参画審議会委員
※企業の未来プロジェクト「仙台女性リーダー・トレーニング・プログラム」修了者

八木沼 智香子 氏

仙台市太白区西多賀地区 民生委員児童委員
※地域版女性リーダー育成プログラム「決める・動く」修了者

■コーディネーター

池田 恵子 氏

Lecture

Keiko Ikeda

Professor, Shizuoka University Faculty of Global Interdisciplinary Science and Innovation
Joint Representative, Training Center for Gender & Disaster Risk Reduction

Talk Session

■ Speaker

Noriko Miyakoshi

Leader, Planning Department, Seki Kukan Sekkei Inc.
Member, Miyagi Prefecture Gender Equality Council
*Graduate of the Company Future Project "Female Leaders Training Program in SENDAI"

Chikako Yaginuma

Community and Child Welfare Commissioner, Nishitaga District, Taihaku Ward, Sendai City
*Graduate of the Regional Women's Leadership Development Program "Decide and Act"

■ Coordinator

Keiko Ikeda

講師・コーディネータープロフィール

Lecturer and Coordinator Profile

池田 恵子

静岡大学グローバル共創科学部 教授
減災と男女共同参画 研修推進センター 共同代表

Keiko Ikeda

Professor, Shizuoka University Faculty of Global Interdisciplinary Science and Innovation
Joint Representative, Training Center for Gender & Disaster Risk Reduction

国際協力の現場で環境保全・防災事業にジェンダー・多様性の視点を組み込む業務に従事した後、2000年から静岡大学教員。専門は、社会地理学、災害とジェンダー研究。2011年に発足した東日本大震災女性支援ネットワークの活動に参加。2014年より、後継団体の減災と男女共同参画 研修推進センター 共同代表。「東日本大震災『災害・復興時における女性と子どもへの暴力』に関する調査」、「令和6年能登半島地震の女性の経験と思いに関するヒアリング調査」など災害と女性に関する調査に従事。多様な人々の視点に基づく防災体制づくりの研修、手引きなどの作成にも力を入れている。

After working on incorporating gender and diversity perspectives into environmental conservation and disaster prevention projects in the field of international cooperation, Keiko Ikeda became a faculty member at Shizuoka University in 2000. Her areas of expertise include social geography and research on disasters and gender. She has been involved in the activities of the Women's Support Network for the Great East Japan Earthquake since its establishment in 2011. Since 2014, she has served as Joint Representative of its successor organization, the Training Center for Gender & Disaster Risk Reduction. Ikeda has been engaged in various disaster- and gender-related studies, including the "Survey on Violence Against Women and Children During Disaster and Recovery Following the Great East Japan Earthquake" and the "Hearing Survey on Women's Experiences and Reflections During the 2024 Noto Peninsula Earthquake." She is also actively involved in developing training programs, manuals, and guidelines for creating disaster response systems based on the perspectives of diverse individuals.

日常から女性が力を発揮できる地域に

池田 恵子

静岡大学グローバル共創科学部 教授

減災と男女共同参画 研修推進センター 共同代表



女性たちは、災害対応と復興の知恵と能力を持つ存在です。令和6年能登半島地震でも、女性たちの力は発災当初から発揮されました。ライフラインが途絶え大勢の避難者が身を寄せるなか、自らも被災しながら地域の人々のために尽力した女性たちがいました。その活動は、被災者自身が炊き出しをしなくて済むSNSを駆使したシステムづくり、在宅避難者への安否確認を兼ねた支援物資の配布、避難所での子どもの居場所づくり、避難所における福祉避難スペースの設置、情報を受け取りにくい二次避難中の高齢者向けの相談窓口など多岐にわたりました。自らの意思で女性たちが実施した活動には、災害対応と復興の一般的な支援から漏れがちな、脆弱性の高い人々のニーズに応える視点が含まれていました。このような災害時の女性のリーダーシップは、東日本大震災はもちろん、100年以上前の関東大震災の時代から発揮され続けてきたものです。

しかし、女性たちが力を発揮する場・機会や環境は、決して十分ではありませんでした。災害対応・復興を担う組織や団体には圧倒的に男性が多く、意思決定過程に女性が十分に参画できていなかったことは、女性たちが力を発揮する際の大きな足かせとなりました。行政の危機管理担当部署、災害対策本部、復興対策本部、地域の共助を担う自主防災組織には、責任ある立場に女性が非常に少ない状況が続いています。また自主防災組織は町内会や自治会を基盤とすることが多いため、元々女性が役員に就きにくいという問題があります。より広く社会を見渡

すと、政治分野（国や地方の議会議員）でも経済分野（民間企業の管理職）でも、女性の参画は伸び悩んでいます。日常の社会のあり方が、女性が男性と並んでリーダーシップをとれるようにはなっていないのです。また、女性はケア者としてより大きな負担を負っており、そのために地域社会の意思決定に参加する時間を奪われ、災害時には仕事を辞めざるを得ない状況に追い込まれることもあります。

この状況にありながら、持てるネットワーク、知識、経験を総動員して地域の人々を守るために強い思いを持って支援を提供した女性たちに、深い敬意を抱かずにはおれません。

格差や不平等の問題をしっかりと見据え、災害前よりも「脆弱な存在をつくり出さない社会」へと復興することをめざすのであれば、性別や多様な集団によって異なる災害の影響を理解し、男女が持っている能力を正當に評価し、細やかな復興ニーズに対応した復興計画・事業を行う必要があります。女性たちにも防災や災害対応の学びと能力開発の機会を保障し、女性が防災活動に意見を言える立場で参加できる機会を制度化することが不可欠です。同時に、地域で暮らし、地域づくりにかかわり、そして働く日常にこそ、女性のリーダーシップが根付いていく必要があります。地域の職場・企業、市民活動、地域活動、学校など、普段の生活の場で女性のリーダーシップが当たり前になり、いろんな場で活動する女性たちが普段から横につながっているような地域でこそ、災害時に女性たちも力を発揮しやすくなります。

Building Communities Where Women Can Demonstrate Their Capabilities in Daily Life

Keiko Ikeda

Professor, Shizuoka University Faculty of Global Interdisciplinary Science and Innovation
Joint Representative, Training Center for Gender & Disaster Risk Reduction

Women possess the knowledge and skills necessary for disaster response and recovery. During the 2024 Noto Peninsula Earthquake, women demonstrated leadership from the very beginning. Despite being disaster victims themselves, many women took action to support their communities amid widespread evacuations and disruptions to essential services. Their efforts ranged from developing online systems to streamline meal distribution, ensuring displaced individuals did not have to cook for themselves, to organizing the delivery of aid supplies while checking on the well-being of those sheltering at home. Women also played a key role in setting up child-friendly spaces in evacuation centers, establishing welfare support areas, and creating consultation services for elderly evacuees facing difficulties in accessing information. These self-initiated efforts by women addressed the needs of vulnerable individuals who are often overlooked in conventional disaster response and recovery efforts. Women's leadership in disaster situations is not a new phenomenon—it has been evident in every major disaster, including the Great East Japan Earthquake and even the Great Kanto Earthquake more than a century ago.

However, opportunities and environments where women can fully exercise their leadership have remained insufficient. Disaster response and recovery organizations are overwhelmingly male-dominated, and women have had limited participation in decision-making processes. In government crisis management departments, disaster response headquarters, reconstruction management headquarters, and community-based disaster preparedness organizations, women hold few leadership positions. Many local disaster prevention groups are structured around neighborhood and community associations, where women have historically faced barriers to becoming executives. This lack of representation extends beyond disaster response. Women's participation in political decision-making, such as in national and local legislatures, as well as in economic leadership roles, such as corporate management, has stagnated. Society, as a whole, has not yet fostered an environment where women can take on leadership roles alongside men. Furthermore, caregiving responsibilities disproportionately fall on women, limiting their ability to engage in community decision-making. In times of disaster, many women are forced to leave their jobs, exacerbating gender-based economic disparities. Despite these challenges, many women have mobilized their networks, knowledge, and experience to support their communities with extraordinary dedication. Their contributions deserve deep respect and recognition.

To rebuild a society better than before, not to create new vulnerabilities, disaster recovery efforts must directly address issues of inequality and social disparity. This requires a comprehensive understanding of how disasters affect different groups based on gender and other social factors. Disaster recovery planning must fairly evaluate the capabilities of both men and women and respond to diverse needs with inclusive policies and programs. Ensuring that women have access to education and capacity-building opportunities in disaster preparedness is essential. Institutionalizing women's participation in disaster planning and response will help create more inclusive and resilient communities. At the same time, women's leadership must become an integral part of everyday life—not just during disasters. Leadership must be cultivated in workplaces, businesses, civic organizations, community initiatives, and schools. A society where women's leadership is recognized and valued in daily life will naturally enable women to play a role during crises, strengthening the resilience of the entire community.

スピーカープロフィール

Speaker Profile

宮腰 紀子

株式会社関・空間設計 企画部リーダー
宮城県男女共同参画審議会委員
※企業の未来プロジェクト「仙台女性リーダー・トレーニング・プログラム」修了者（2016 マネージャーコース、2020 エグゼクティブコース）



Noriko Miyakoshi

Leader, Planning Department, Seki Kukan Sekkei Inc.
Member, Miyagi Prefecture Gender Equality Council
*Graduate of the Company Future Project “Female Leaders Training Program in SENDAI” (2016 Manager Course, 2020 Executive Course)

様々な職種・雇用形態を経験した後、2011年4月に(株)関・空間設計入社。東日本大震災直後で震災復興業務に追われ疲弊する社員達のケアに取り組むも一向に成果は現れず。2016年度の仙台女性リーダー・トレーニング・プログラムを受講。同じプログラムを受講した同僚と、全社を巻き込んで業務改善・働き方改革に着手。仙台四方よし企業大賞優秀賞受賞、宮城県女性のチカラを活かす企業認証につながった。声を発し、行動し続ける重要性を感じ、「仙台働く女性のネットワークRadi-Lady」でも活動中。対話の花が咲く街「仙台」になってほしいという思いから、宮城県男女共同参画審議会委員も務める。

～対話から全てが始まる～

様々な働き方を経験し男女には待遇・業務内容にも差があり、私自身が発言の機会がない現実に悔しさや無力感を味わいながら生きてきました。この経験から、男女問わず社員の力が最大限に発揮できる組織を目指し2017年から全社的に「働き方改革」に取り組んでいます。重視したのは、社員同士で対話する場を定期的に持つこと。対話を繰り返すことで、それぞれが大切にしている価値観に耳を傾け「自分たちのことは自分たちで！」と取り組むようになった社員の姿を誇らしく思います。リーダーは場面ごとによって変わって良いし、互いに認め合う関係性の構築は「対話」によって育てられるのだと実感しています。8年かけてようやくここまで来ました。

何気ない日常も災害時も「私はね」と声を発することが大切。その一言にそれぞれの想いや願いを込め、対話の花が咲く組織や地域、仙台になることを願ってやみません。リーダーシップも男女共同参画も根っこところはきっと同じ。対話から始めていきましょう。

After experiencing various types of jobs and employment, Noriko Miyakoshi joined Seki Kukan Sekkei Inc. in April 2011. Immediately after the Great East Japan Earthquake, she worked to care for their employees, who were exhausted from being overwhelmed with disaster recovery work, but to no avail. She attended the Female Leaders Training Program in SENDAI in 2016. Together with her colleagues who had also attended the program, she started to improve operations and work style reforms involving the entire company. This led to the company receiving the Sendai Shiho Yoshi Company Grand Award for Excellence and certification as a Miyagi Prefecture company that harnesses the power of women. Realizing the importance of continuing to speak out and to take action, she is also active in “Sendai Working Women’s Network -Radi-Lady-.” She also serves as a member of the Miyagi Prefecture Gender Equality Council with the hope that Sendai City will become a city where people’s dialogue blooms.

It all starts with dialogue

I have experienced various ways of working, and there are differences in how you are treated at work and job descriptions between men and women. I, myself, have lived with frustration and a sense of helplessness at the reality that I have had no opportunity to speak up. Based on this experience, we have been working on a company-wide “Work style reform” since 2017 with the aim of creating an organization where employees, regardless of gender, can maximize their strengths. The emphasis was on having regular opportunities for dialogue among employees. Through repeated dialogue, the employees have come to listen to the important values of each of them and to “Take care of themselves!”. I am proud to see employees who have come to work on their own initiatives. I feel leaders could change depending on the situation, and that the relationship of mutual recognition is nurtured through “dialogue.” It took eight years, but we have finally made it this far.

It is important to say “As for me…” in both casual everyday life and in times of disaster. I hope each of us will put our thoughts and wishes into those words and make Sendai City a region and an organization where dialogue blooms. Leadership and gender equality surely have the same roots. Let’s start with dialogue.

八木沼 智香子

仙台市太白区西多賀地区 民生委員児童委員
(芦の口町内会担当)
※地域版女性リーダー育成プログラム「決める・動く
2023」修了者



Chikako Yaginuma

Community and Child Welfare Commissioner, Nishitaga District,
Taihaku Ward, Sendai City (in charge of Ashinokuchi neighborhood
association)

*Graduate of the Regional Women's Leadership Development Program "Decide
and Act" in 2023

宮城県仙台市出身。小学校で保護者として参加した読み聞かせボランティアが地域活動の始まり。中学校で初めてPTA本部に入り、その流れで創立70周年記念事業の実行委員長を引き受けることに。周りからの協力・アドバイス・応援で無事式典を開催し、1年半に及ぶ事業を運営できたことが自信となった。並行して西多賀地区民生委員児童委員協議会で主任児童委員として子育て支援クラブなどに関わる。現在は民生委員として、町内の高齢者や障害のある方の見守り・声かけ、近隣住民と交流できるサロンのサポートなどを行っている。仙台市地域防災リーダー（SBL）。

Chikako Yaginuma was born in Sendai City, Miyagi Prefecture.

Her community activities began when she volunteered to read to children as a parent at an elementary school. She first joined the Parents and Teachers Association headquarters in junior high school, and through that process, she accepted the position of executive committee chairperson for the 70th anniversary of the foundation. With the cooperation, advice and support of others, she was able to successfully hold the ceremony and manage the year-and-a-half-long project, which gave her confidence. At the same time, she became involved in childcare support clubs and other activities as a chief child welfare committee member of the Nishitaga District. Currently, as a commissioned welfare volunteer, she watches over and talks to the elderly and disabled people in the town and supports salons where she can interact with neighborhood residents. Sendai City Community Disaster Prevention Leader.

～私流のつながり方～

自分の住む地域をいつまでも居心地のよいふるさとにしたいと、地域の人たちに積極的に声がけし、女性リーダーの先輩方から学びながら西多賀地区の福祉の向上に取り組んでいます。

その一つが「地域での性教育活動」です。性被害・性加害、望まない妊娠・望まない妊娠からの不幸な出来事……。せめて自分の住む地域では未来ある子どもにそんな経験をしてほしくない。70周年事業で地域の方々と繋がりができたのをチャンスに、性教育講座の実施に向けて奮闘しました。昨年11月に近隣の子育て支援クラブ3館共催で、うぶごえ座（宮城県の助産師が中心となり出前講座を行うチーム）を招いて「いのちの授業」を開催。多くの人に参加してもらえたのは、地域の人や「決める・動く」のつながりを生かして積極的に情報を発信し、さらにその情報を地域の枠を越えて広めてくれる人がいたからです。私流のつながり方は「ちょっと勇気をだして、手をのばす」です。

My way of connecting

Wanting to make my community a comfortable hometown forever, I am working to improve the welfare of the Nishitaga Area by proactively talking to people in the community and learning from senior female leaders.

One of these activities is "Sex education activities in the community." The unfortunate events from sexual victimization, assault, and unwanted pregnancies... At least in my own community, I do not want children to experience such things. Taking advantage of the opportunity afforded by the 70th anniversary project to connect with local residents, I struggled to implement a sex education course. Last November, we co-hosted "Inochi no kyoshitu" with three nearby childcare support clubs and invited ubugoeza (a team of midwives from Miyagi Prefecture who mainly conduct delivery lectures) to hold a class on life. Many people participated in the event because people in the community were proactive in disseminating information by utilizing "Decide and Move" connections and also because there were people who were willing to spread information about the area beyond their own borders. My way of connecting is "To have a little courage and reach out".

2011年の東日本大震災の経験から、意思決定の場への女性の参画や、平時から女性がリーダーシップを発揮する重要性を痛感しました。仙台市と公益財団法人せんだい男女共同参画財団は、企業や地域で活躍する女性リーダーの育成事業として2つのプログラムを実施しています。

女性リーダー育成事業

企業の未来プロジェクト 「仙台女性リーダー・トレーニング・プログラム」

「企業の未来プロジェクト」は、仙台・宮城・東北の経済をリードする企業の女性活躍推進をサポートしています。その柱となる「仙台女性リーダー・トレーニング・プログラム」は、管理職候補の女性を対象としたマネージャーコース（2015年～）と部長相当職や役員候補の女性を対象としたエグゼクティブコース（2020年～隔年）を実施。10年間で延べ252社が参加、257人が修了しました。

東日本大震災を経験して

東日本大震災後、女性をはじめ多様な人材を活躍させている企業は、再建が早かったり、被災地の女性支援に迅速に取り組んだりするなど、地域の復興に大きく貢献しました。平時からの企業における女性活躍を促進するため、2015年に開始したのが企業の未来プロジェクトです。

仙台女性リーダー・トレーニング・プログラムは、男女平等先進国であるノルウェー王国の経営者連盟が実施する「女性役員候補育成プログラム（Female Future Program）」を参考にしています。企業へのアンケートや経営層・管理職層へのヒアリングを重ね、せんだい男女共同参画財団が開発しました。

プログラムの特長

◆マネージャーコース

- ・管理職としてのスキルアップをトータルサポート
- ・職場での実践を通して企業に還元
- ・多彩な地元のロールモデルに出会える

◆エグゼクティブコース

- ・経営者視点の獲得
- ・トップリーダーとの対話
- ・変化の時代に求められるリーダーシップを磨く

修了者の活躍と

「仙台働く女性のネットワーク Radi-Lady」

プログラムを通してリーダーとしての自信や影響力を高め、企業で意思決定するポジションで活躍している修了者も数多くいます。修了者は女性リーダーのロールモデルとなり、後進の育成や社内の風土改革などに取り組んでいます。また、企業向けのシンポジウムに登壇したり、「決める・動く」の修了者とともに仙台市政への政策提言プロジェクトに参加したりと、女性が活躍できるまち仙台をめざして発信しています。

「仙台働く女性のネットワークRadi-Lady（ラディ・レディ）」は2020年に立ち上がった、受講年度を超えた修了者によるネットワークです。定期的にミニサロンなどを開催し、情報交換やスキルアップに努めています。

<https://www.sendai-l.jp/cfp/>



The experience of the Great East Japan Earthquake in 2011 underscored the critical importance of women's participation in decision-making processes and the need for women to demonstrate leadership even during non-emergency periods. In response, the City of Sendai and the Sendai Gender Equal Opportunity Foundation have been implementing two programs aimed at developing women leaders active in businesses and local communities.

Women's Leadership Development Programs

Company Future Project “Female Leaders Training Program in SENDAI”

The “Company Future Project” supports the advancement of women in companies driving the economy of Sendai, Miyagi, and the Tohoku region. A central pillar of this initiative, the “Sendai Women's Leadership Training Program,” focuses on developing female leaders. The program includes a Manager Course (launched in 2015) aimed at cultivating women in managerial positions and an Executive Course (introduced in 2020 and held biennially) designed for women in department head or executive candidate roles. Over the past ten years, a total of 252 companies have participated, and 257 women have completed the program.

Learning from the Great East Japan Earthquake

After the Great East Japan Earthquake, companies that advanced women's participation in decision-making processes and effectively utilized diverse talents demonstrated faster recovery and swiftly supported women in disaster-affected areas and played a vital role in the recovery efforts. Recognizing the importance of promoting women's leadership in businesses during normal times, the Company Future Project was launched in 2015.

The Sendai Women's Leadership Training Program was developed by the Sendai Gender Equal Opportunity Foundation, drawing inspiration from the Female Future Program, a leadership development initiative by the Confederation of Norwegian Enterprise known for its progressive gender equality practices. The program was tailored to the needs of local businesses in Sendai through extensive surveys and interviews with corporate executives and managers.

Program Key Features

◆ Manager Course

- Comprehensive support for skill development as a manager
- Application of learnings in the workplace to benefit the company
- Opportunities to meet diverse local role models

◆ Executive Course

- Acquisition of an executive perspective
- Dialogue with top leaders
- Develop the leadership skills required in changing eras

Achievements of Program Graduates and the Sendai Working Women's Network Radi-Lady

Through the program, many graduates have gained confidence and increased their influence as leaders, securing positions in corporate decision-making roles. These graduates serve as role models for future female leaders, working to develop the next generation and drive organizational culture reform. Additionally, the graduates contribute to symposiums for businesses and participate in policy recommendation projects for Sendai's municipal government alongside graduates of the “Decide and Act” program, advocating for a city where women can thrive.

The “Sendai Working Women's Network Radi-Lady,” established in 2020, is a cross-cohort network of program graduates. The network regularly hosts mini-salons and other events to facilitate information exchange and skill development.

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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」



町内会やNPOなど地域に活動の場を持つ女性たちが、自分らしいリーダーシップを発揮できるようにするための人材育成事業です。2015年に開始した「仙台女性リーダー・トレーニング・プログラム」(※6頁参照)を地域向けにアレンジして2016年にスタート。9年間で202名が修了しました。“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ます。

国連防災世界会議と「決める・動く」

東日本大震災では、避難所運営や復興の過程で女性が十分にリーダーシップを発揮できない場面が多くみられました。震災で体験した女性たちの困難を繰り返さないためには、平時から女性たちが防災・まちづくりの担い手として意思決定の過程に加わることが重要です。

2015年の第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、それまで災害弱者とされてきた女性が防災・減災の「推進主体」と位置付けられ、女性のリーダーシップ促進の重要性が盛り込まれました。その翌年、会議の成果を継承する取り組みとして「決める・動く」を開始。「防災環境都市・仙台」の重要な担い手である女性リーダーを育成しています。

プログラムの特長

町内会やNPO、民生委員児童委員やPTAなど、地域に活動の現場を持つ女性を対象に、半年間にわたる研修をおこなっています。

◆リーダーシップを発揮するための自信

一人ひとりが自分の持っている力への理解を深め、自信を持って意見を発信するトレーニングを積み重ねます。

◆マネジメントの視点

話し合いの場づくり、リーダーとしてのあり方やコミュニケーション、他団体との連携など、多彩な講師陣やまちづくりに携わる女性リーダーの実践例から、マネジメントの視点を学びます。

◆実践トレーニングと受講者同士の学び合い

講座の学びを現場で実践し、受講者同士で共有します。同じ志を持つ女性同士で励まし合い、行動し続けるモチベーションが高まります。

修了者の活躍

修了者の年代は20代から80代と幅広く、活動分野も多岐にわたります。多様なバックグラウンドを持つ参加者同士の交流が、学び合いをさらに豊かなものになっています。修了年度ごとのネットワークも活動中で、それぞれが現場でリーダーシップを発揮する際の大きな支えになっています。町内会や地域団体のリーダー、審議会委員や自治体の議員になった修了者もいます。

政策提言プロジェクトへの参加や、防災関連イベントへの登壇は、防災まちづくりに向けた実践の機会となっています。



Women's Leadership Development Programs

Regional Women's Leadership Development Program

“Decide and Act”

This training program is designed for women who are active in local communities, such as those involved in neighborhood associations and NPOs, to help them develop and demonstrate their unique leadership styles. The program, launched in 2016, is a community-focused adaptation of the “Female Leaders Training Program in SENDAI,” which began in 2015. Over the past nine years, a total of 202 participants have completed the program. The United Nations has officially recognized the program as part of the “Sendai Framework Voluntary Commitments (SFVC).”

The UN World Conference on Disaster Risk Reduction and “Decide and Act”

During the Great East Japan Earthquake, many situations arose where women were unable to fully demonstrate leadership in managing evacuation centers and in the recovery process. To prevent the recurrence of the challenges experienced by women during the disaster, it is essential for women to participate in decision-making processes as key players in disaster preparedness and community development during normal times.

The *Sendai Framework for Disaster Risk Reduction 2015–2030*, adopted at the Third UN World Conference on Disaster Risk Reduction in 2015, redefined women—previously categorized as “vulnerable in disasters”—as “key drivers” of disaster prevention and mitigation. The framework also emphasized the importance of promoting women's leadership. The following year, as part of efforts to carry forward the outcomes of the conference, the “Decide and Act” program was launched to develop women leaders as crucial contributors to “Disaster-Resilient City Sendai.”

Program Key Features

A six-month training program designed for women active in local organizations, including neighborhood associations, NPOs, community and child welfare commissioners, and PTAs.

◆Confidence to Demonstrate Leadership

Participants deepen their understanding of their own strengths and build confidence through training that encourages them to express their opinions assertively.

◆Management Perspective

Participants learn management perspectives through examples shared by diverse instructors and women leaders involved in community development. Topics include facilitating discussions, effective communication as a leader, leadership approaches, and collaboration with other organizations.

◆Practical Training and Peer Learning

Participants apply what they learn in the training sessions to real-life situations and share their experiences with one another. This mutual support among like-minded women fosters motivation to take action and maintain their commitment.

Achievements of Program Graduates

Graduates range in age from their 20s to their 80s, with diverse areas of activity. The exchange between participants from various backgrounds enriches the learning experience. Networks formed by graduation year remain active and provide significant support for graduates as they demonstrate leadership in their respective fields. Some graduates have gone on to become leaders of neighborhood associations or community organizations, members of advisory councils, or local government officials.

Participation in policy recommendation projects and appearances at disaster-related events offer them opportunities for practical contributions to disaster-resilient community development.

【女性と防災コーナー】

仙台市男女共同参画推進センター エル・パーク仙台が、第3回国連防災世界会議で「女性と防災」テーマ館になったことを継承し、「女性と防災コーナー」を設置しています。女性と防災まちづくりの発信拠点としてミニイベントや展示を実施。防災・減災に関する全国の資料なども集めています。

女性と防災まちづくり
<https://www.sendai-l.jp/jbf/>



SFVC
<https://sendaicommitments.undrr.org/commitment/decision-making-and-taking-action-promotion-women-leadership-program>



【Women and Disaster Prevention Corner】

The Sendai Gender Equality Promotion Center, L-Park Sendai, has established the “Women and Disaster Prevention Corner” as a continuation of its role as the “Women and Disaster” themed pavilion during the Third UN World Conference on Disaster Risk Reduction. Serving as a hub for promoting women's roles in disaster-resilient community development, the corner hosts mini-events and exhibitions while also collecting materials from across Japan related to disaster prevention and mitigation.

Women and Disaster-Resilient Community Development
<https://www.sendai-l.jp/jbf/>



SFVC
<https://sendaicommitments.undrr.org/commitment/decision-making-and-taking-action-promotion-women-leadership-program>



発行

公益財団法人せんだい男女共同参画財団

仙台市男女共同参画推進センター エル・パーク仙台

〒980-8555 仙台市青葉区一番町4-11-1 141ビル(仙台三越定禅寺通り館)5F・6F

TEL:022-268-8300 FAX:022-268-8316

Published by:

Sendai Gender Equal Opportunity Foundation

Sendai City Gender Equality Promotion Center, L-park Sendai

5F/6F, 141 Bldg. (Sendai Mitsukoshi Department Store Jozenji-dori Bldg.),

4-11-1, Ichiban-cho, Aoba-ku, Sendai, 980-8555 Japan

TEL:+81-22-268-8300 FAX:+81-22-268-8316

<https://www.sendai-^{エル}l.jp/>

