

Creating a Society Where Women Are Beacons, and Everyone Shines

2617: Showa Women's University Senior High School

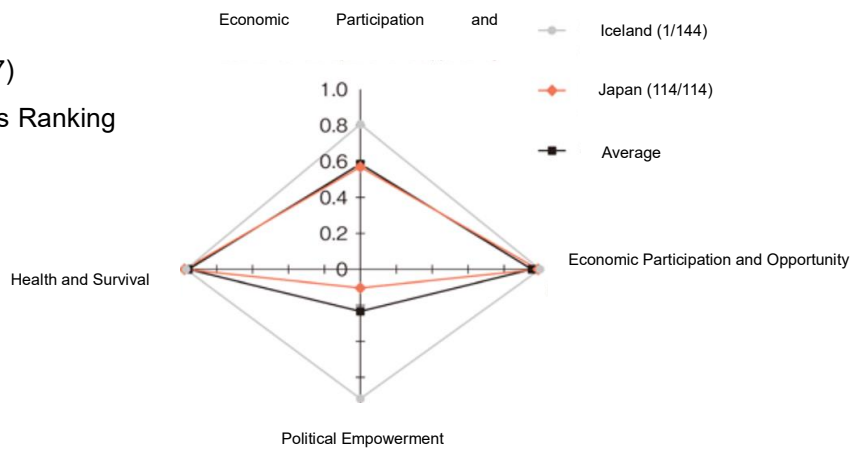
~ Introduction ~

Topic: The Global Gender Issues and Women's Leadership.

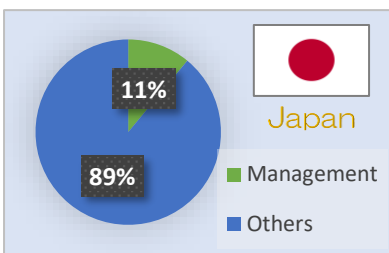
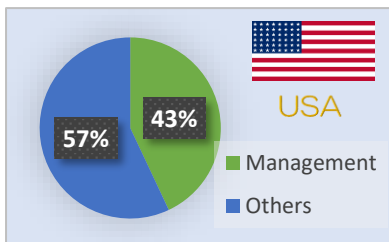
Objective: Finding Out What Will Help Japanese Women to Serve as Leaders, and Acquiring Those Qualities and Skills Ourselves.

Women Leaders in Global Management and Entrepreneurship

Gender Gap Index (2017)
Comparison with Japan's Ranking
in Each Field



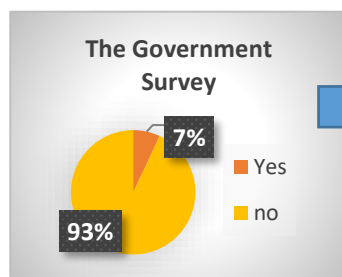
Rate of Women in Management



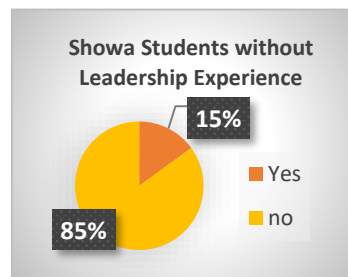
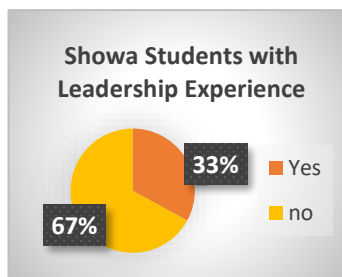
USA:
Laws to Ban Sex Discrimination
Are in Place

Japanese Women's Awareness

Question: "Do you want to be a manager?"



- Reasons for No
- Priority in family life and personal matters
 - Not wanting to work under pressure
 - No self-confidence / No role models
 - No interest in career advancement



Our Learning from Business Practices in the USA and Japan

- Keys to Successful Leadership: A Woman Executive at Boeing, USA: Three P's: Partnership, Passion and People
- Fuji Xerox: Supporting female employees who work from home, take leave for raising children, offer daycare at work, etc..
- Now Japan has more women managers than ever before, partly due to the government's initiative and efforts by women and employers.

Conclusion:

Japan needs stronger equality laws and equal education opportunities. If every student is given leadership roles, they will lead them to seeking leadership roles in society in the future.

Finland: Gender-Free Education and High Gender Ranking

Finland



• At Nursery School

- Tonttula nursery school has given gender free education since 2010.

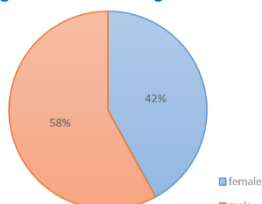


• At Elementary School

One School's Goal: Equality to treat all people equally, not only girls, but also racial minorities, the disabled and so on.

- It doesn't divide students based on sex.

Percentage of Female Legislators in Finland



Japan



• At Nursery School

Teachers seem to be unaware of gender bias stereotypes in their practices. They treat students differently based on sex. E.g.) Different lines for girls and boys.

Different addresses: Girls: XX chan, Boys: XX kun

Boys → More mischievous and less responsible

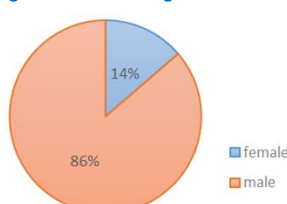
Girls → More polite and reliable

↑ This robs girls of a chance to be more bold.

It is a loss for society when gender stereotypes limit girls to be themselves.

→ The whole society seems to be based on gender stereotypes, and a still deeply rooted male-dominated value system seems to be operating.

Percentage of Female Legislators in Japan



Japanese Women Leaders Making a Difference in Developing Countries

Ms. Sachiko Kojima

Social Entrepreneur: Angkor Cookies

- Making a work place any person can work with no special skills
- Making souvenirs with Cambodian ingredients, by Cambodian people



Ms. Sachiko Kojima

Started an Organic Farm

- She left her first business, Angkor Cookies
- She wants to improve the low productivity of Cambodian farmers

Two Important Qualities of a Leader

- ★ Try to be flexible and adaptable wherever
- ★ Take action even if it is minor



~ Conclusion ~

Our Vision Expanded: From Gender Equality to a Diversity-based Society

Actions We Took: Providing a gender-free workshop for children, creating "Gender Karuta", conducting surveys with questionnaires on leadership expectations, distributing Fair-Trade products, putting up newsletters, joining workshops, and sharing our learning with peers through presentations