



Too Few Women at the Top

Japan's Progress
Toward Gender
Equality at Work



KUMIKO NEMOTO
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In Japan, the increase in the number of college-educated employed women and the implementation of some governmental and corporate policies on women's employment have gained much attention as signs of significant progress toward gender equality. However, it is not clear whether gender equality in Japanese firms is progressing in a manner similar to that of other advanced countries. This lecture will argue that gender inequality in women's employment in Japan needs to be examined in relation to Japan's unique institutional barriers. By analyzing in-depth interviews from three financial and two cosmetics firms in Japan, patterns of sex segregation in the Japanese workplace are examined, relating to salaries, promotions, and long work hours, as well as the consequences that result from the absence of women at the top of firms, including the persistence of gender stereotypes. The lecture will also evaluate the effectiveness of current policy interventions in Japan.

Kumiko Nemoto is Professor in the Department of Global Affairs at Kyoto University of Foreign Studies. Her research focuses on gender, family, work, and organization in Japan and the United States. She is the author of *Too Few Women at the Top: The Persistence of Inequality in Japan* (Cornell University Press, 2016) and *Racing Romance: Love, Power, and Desire among Asian American/White Couples* (Rutgers University Press, 2009).

Location: 5-7-12 Shinjuku, Shinjuku-ku, Tokyo, 1st Floor
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