

# Project Proposal

Gender equality is seeing males and females as being of equal status and value. It is judging a person based on their merit, and not viewing them as inferior or superior purely based on their gender. (1) Gender equality can be achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviors, aspirations and needs of women and men are equally valued and favored. (2)

Gender inequality is an issue that is faced today even in the workplace. From the Ohio State University, research was performed on the importance of gender discrimination at work and the experience women had. This research was done through the analysis of 219 narratives of personal experiences held by women in actual work places. This article shed light on how stereotyping and women's sexual appeal played a role in the hiring and promotion of some women. (3)

In a study examined the economic effects of gender discrimination on the professional progression of women and the difference in rate of employment as well as pay rate between genders, women are hired for certain jobs because of their work pattern and behavior such as waitresses, hosts, secretaries, caregivers. Women are given these types of jobs because they are seen as docile, and are not as respected as men, whereas men attain jobs of higher pay and more physical labor because they are seen as bread winners, strong and dominant. These different factors are some of the few that tremendously affect women in the workplace. (4)

The nature of women's development is different from their male counterparts (5,6,7). As Bierema (1998) suggested, women's development is different from men's because women experience more interruptions in their careers. Interruptions are mostly due to family responsibilities that women face being the primary providers of child and elder care (8). The nature of women's development is changing, and it is contextual. The changing nature can be attributed to changes driven by the information age, shifts in careers, demands for work life balance, and inequalities in the workplace (6). For women, the demands of work-life balance and the existence of gender inequalities are critical factors for success. Women face unequal pay for the same type of work that men do or have fewer job promotion opportunities (9,10).

Wirth (11) argued that gender equity boosts productivity, increases economic growth, and improves the welfare of families. The way organizations respond to the needs of women will determine how successful they are in assessing what talented women have to offer. Thus, organizations will need to consider present and future needs of women and respond actively to them (12).

In Japan, young women are on average better educated than young men, but gender differences in the labor market remain large. Women are less likely to be employed than men and those who do work typically earn much less than their male counterparts. The gender pay gap is closely linked to

men being more often in regular employment than women, with greater access to employer-provided training and benefits, as well as age and tenure-related pay increases. Japan has been modernizing some of its work/life balance policies to support both parents to be in work, but investment in early childhood education and care is limited compared with other OECD countries. (13)

Japan still has the third highest gender pay gap in the OECD – at 25.7%, down from 32.8% in 2005. Working women in Japan face an uphill battle in advancing their careers. Japan ranks among the lowest in the OECD for women in management positions and for the share of women on boards of directors, and Japan also fares badly in the number of women in leadership in public life. Those gaps can reinforce negative gender stereotypes and inadvertently curtail the aspirations of girls and women of all ages.

According to the facts I learnt from the above studies, I do think that we need to understand how contextual and individual factors operate towards enhancing women's development although there are some circumstantial factors that help women advance in organizations. Moreover, I would like to address factors that contribute to women's development in creating career development interventions that help maintain, develop, and retain women in the workforce.

In order to achieve accountability for leaders in gender equity, it is also important to attract and retain more women in underrepresented areas and to increase the number of women in senior and leadership positions. By supporting women's careers through training, leadership and development, I also believe that it can maintain a flexible workplace culture and close the gender pay gap.

### **Group Members**

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2. Shajiden Kelimu, Final year student, Maxillofacial Prosthetics Department, TMDU.

### **Strategies**

Hypothesis and Conceptualization

**Qualitative:** Interviews, historical research.

**Population sample:** TMDU international students, other professionals in different workplace from different countries.

Samples will be collecting the same amounts of male participants as well as female participants in each grade year, different departments of faculty/staff that work on campus of TMDU, other professionals in different workplace from different countries including TMDU alumni by using systematic random sampling via interviews or taking surveys.

## References:

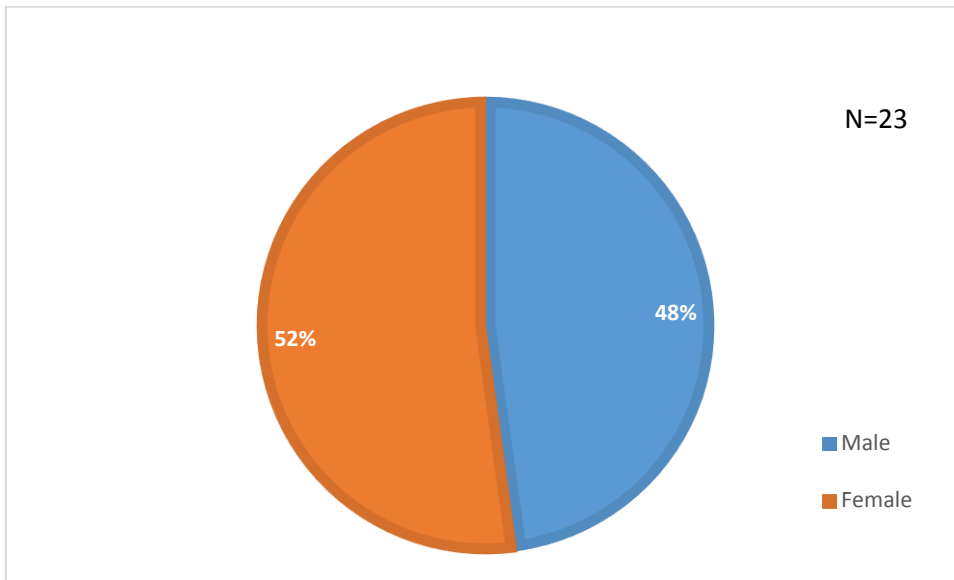
1. <https://theconversation.com/to-achieve-gender-equality-we-must-first-tackle-our-unconscious-biases-92848>
2. <http://genderequality.ie/en/GE/Pages/WhatisGE>
3. According to the article GENDER DISCRIMINATION AT WORK: Connecting Gender Stereotypes, Institutional Policies, and Gender Composition of Workplace By DONNA BOBBITT-ZEHER
4. "The Gender Pay Gap: Challenging the rationalization, Perceived Equity, Discrimination, and the limits of Human Capital Models" By Hilary Lips
5. Bierema, L. L. (1998). A synthesis of women's career development issues. *New Directions for Adult and Continuing Education*, 80, 95-103.
6. Phillips, S. D., & Imkoff, A. R. (1997). Women and career development. *Annual Review of Psychology*, 48, 31-59
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9. International Labor Organization (ILO). (2004). *Global employment trends for women 2004*. Geneva: Author.
10. Tharenou, P. (1999). Gender differences in advancing to the top. *International Journal of Management Review*, 1(2),111-132.
11. Wirth, L. (2001b). *Women in management: Closer to breaking through the glass ceiling?* Geneva: International Labour Organization (ILO).
12. Burke, R. J. (2002) Career development of managerial women. In R. J. Burke & D. L. Nelson (Eds.), *Advancing women's careers* ( pp.139-161) Oxford: Blackwell.
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14. The 2017 OECD report *The Pursuit of Gender Equality: An Uphill Battle* <https://www.oecd.org/japan/Gender2017-JPN-en.pdf>

## Career Development Project

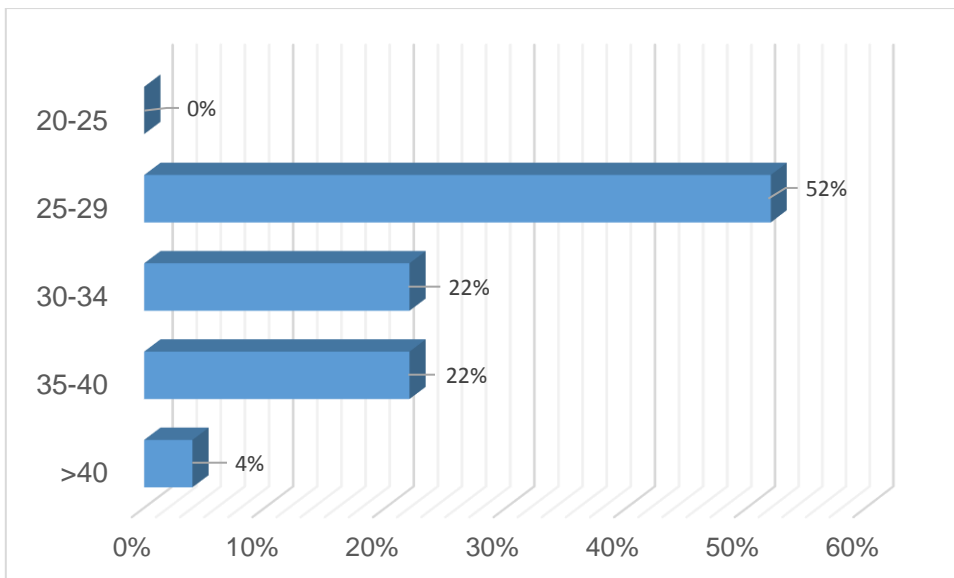
### Interview about gender equality, work and life balance, and career option

#### I. General information

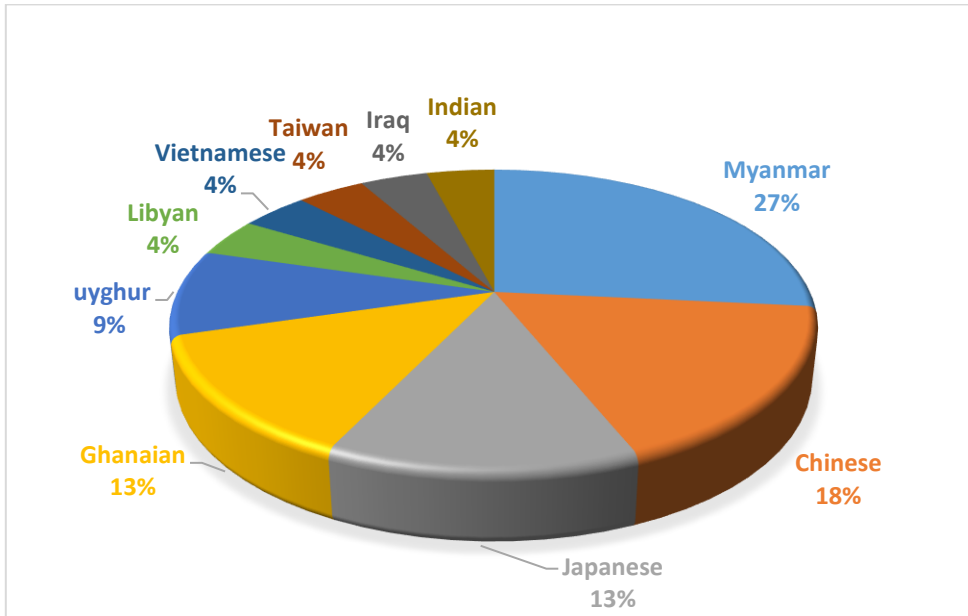
##### 1. Gender



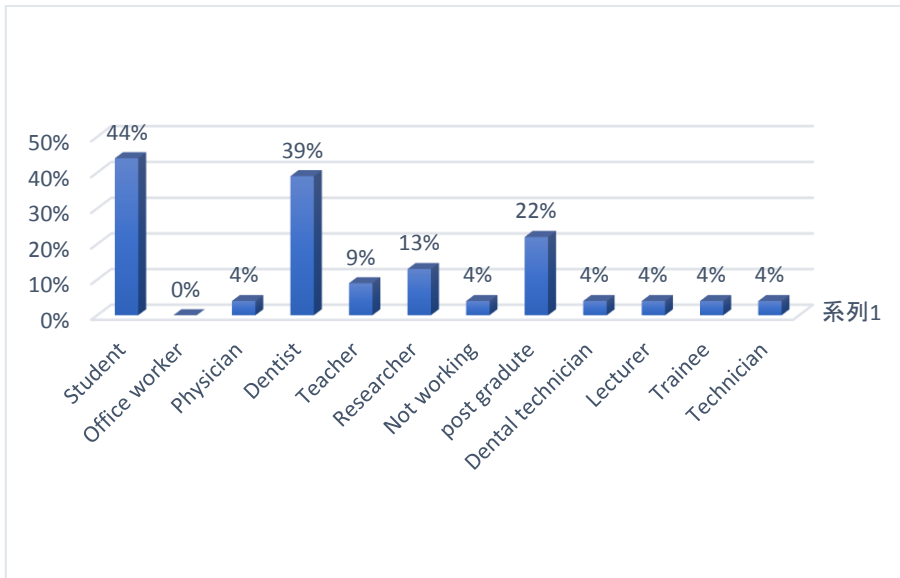
##### 2. Age



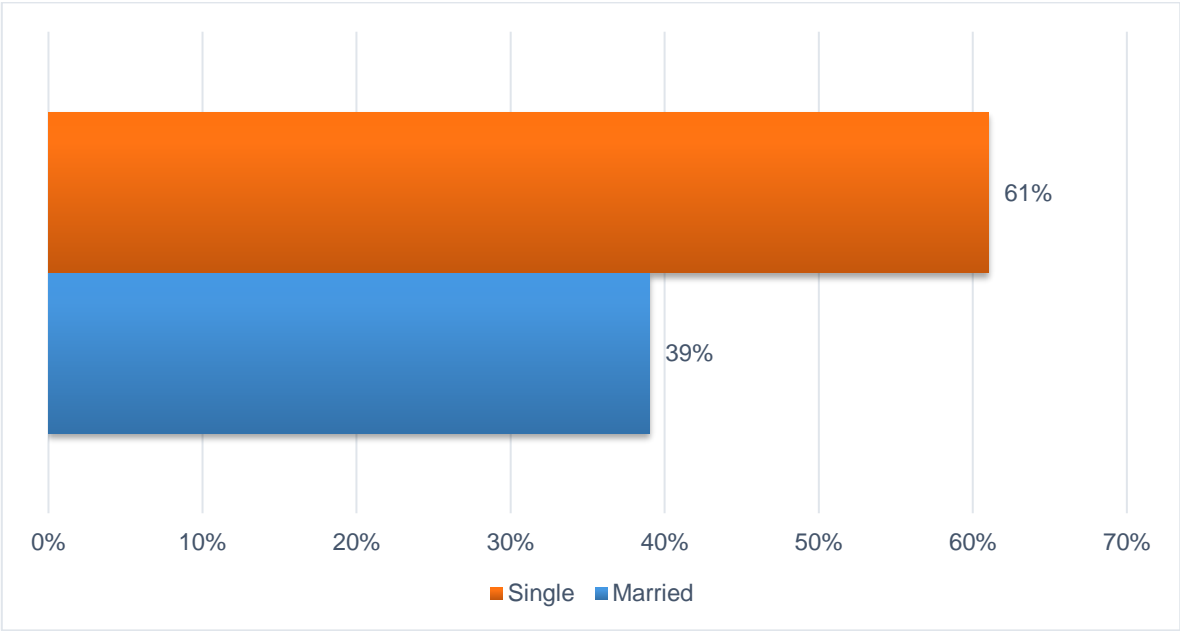
### 3. Nationality



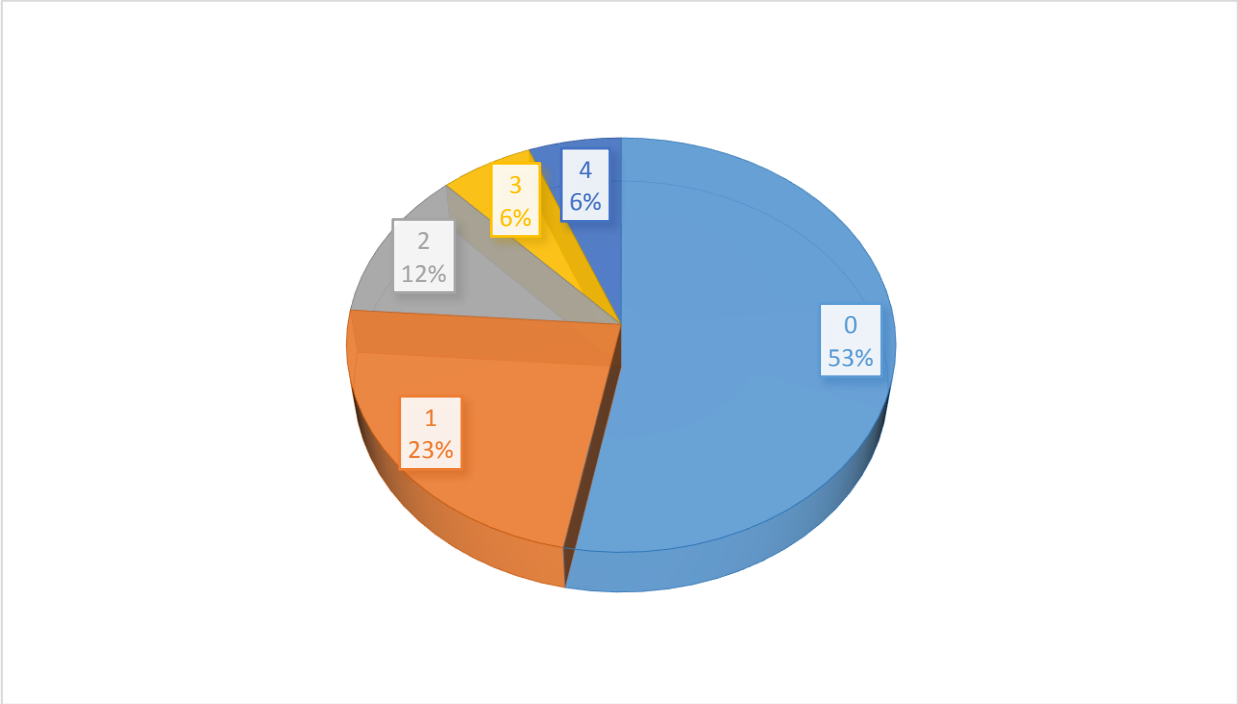
### 4. Job-title



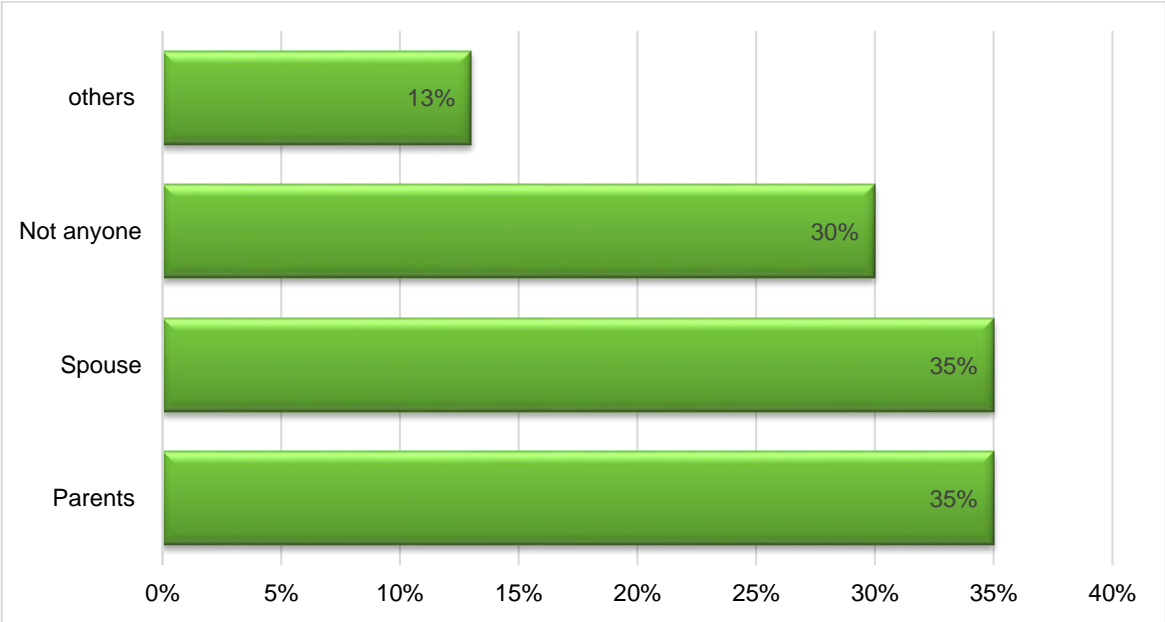
5. Marital status



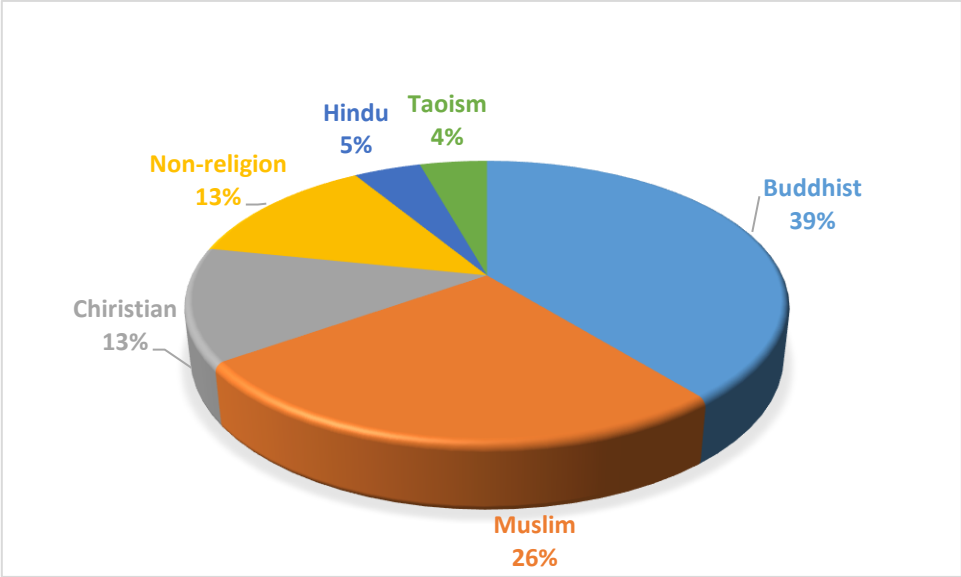
6. Number of Children



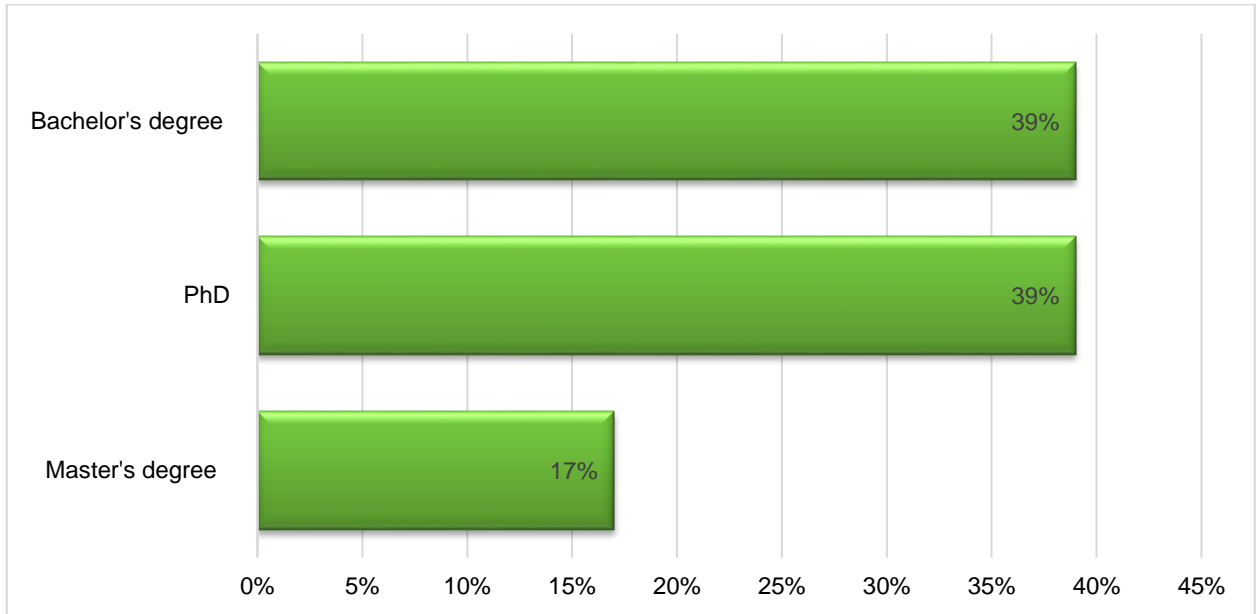
7. Who is supporting you to balance work and family? (Multiple-choice)



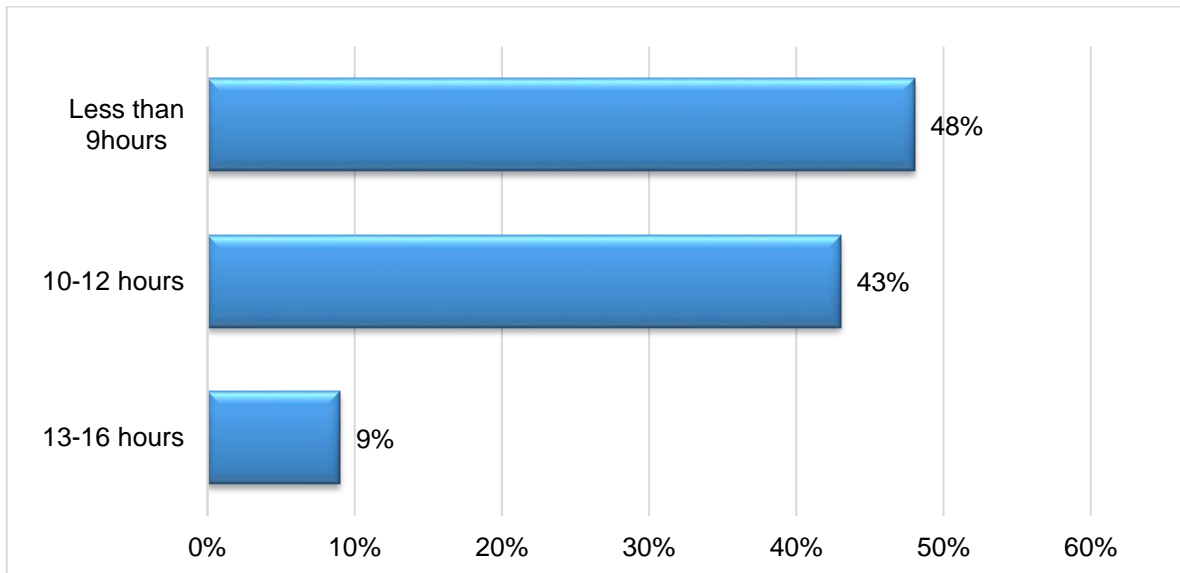
8. Religion



9. Level of education

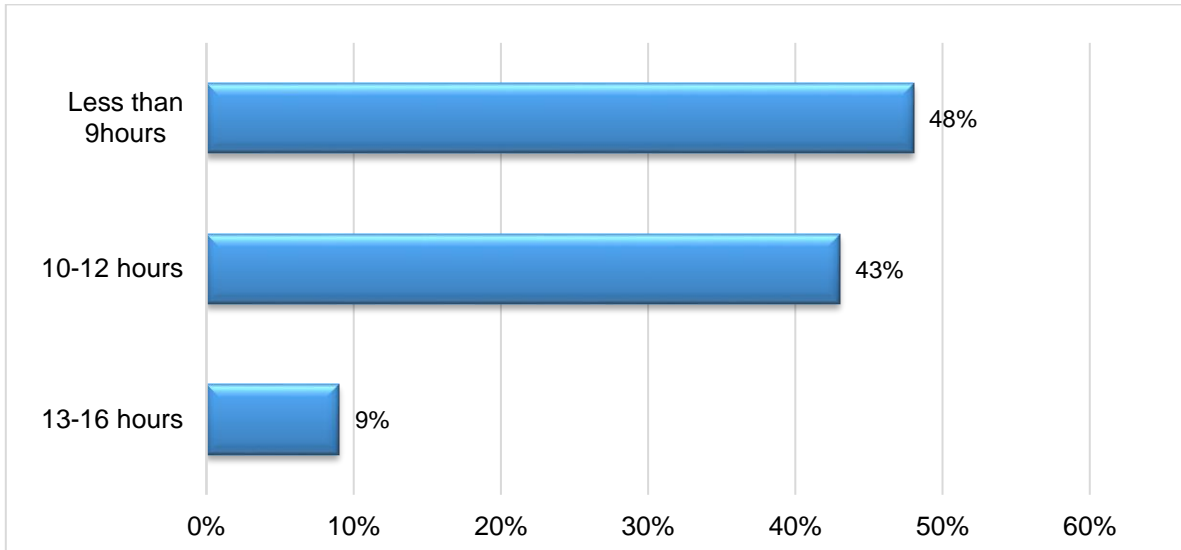


10. On average how many hours a day do you work/study?

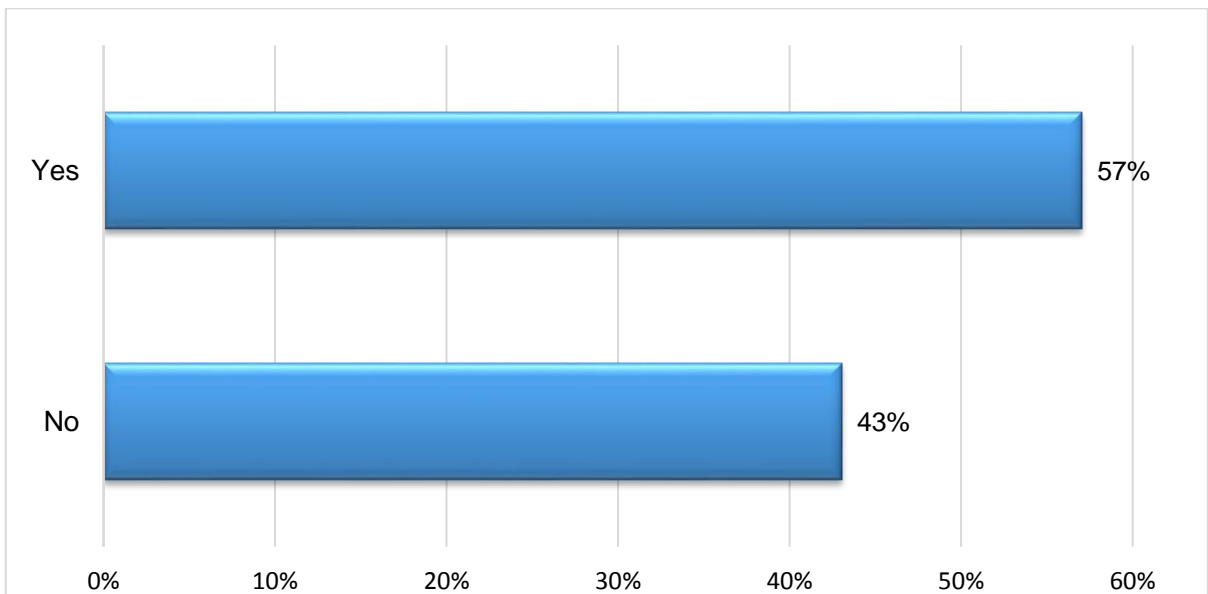




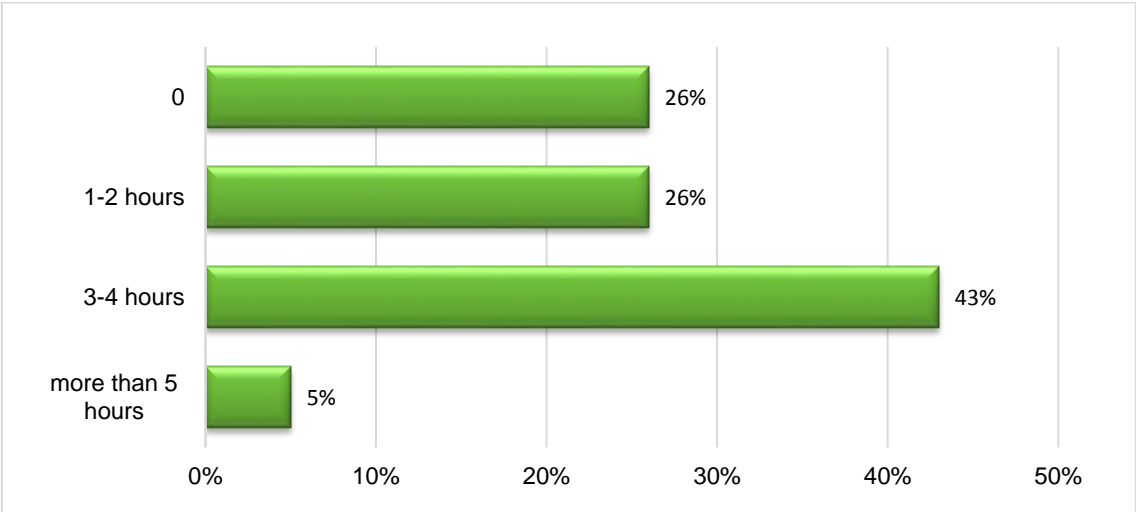
11. Averagely, how many hours do you sleep a day?



12. Do you regularly work/study longer than standard hours?

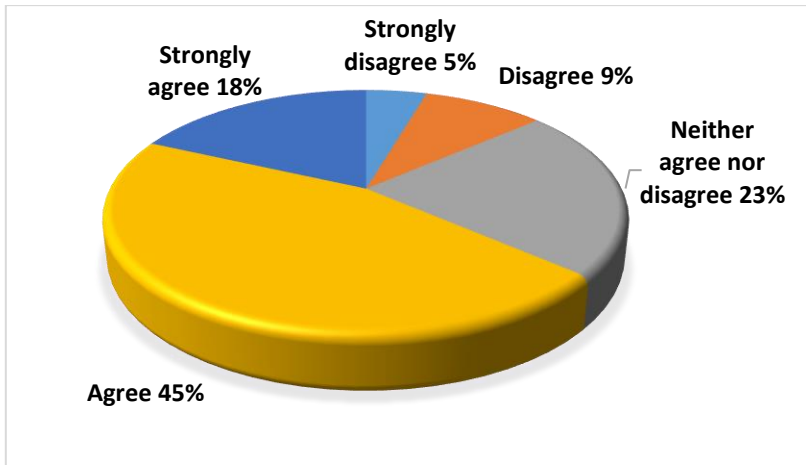


13. On average how many hours a week do you work overtime?

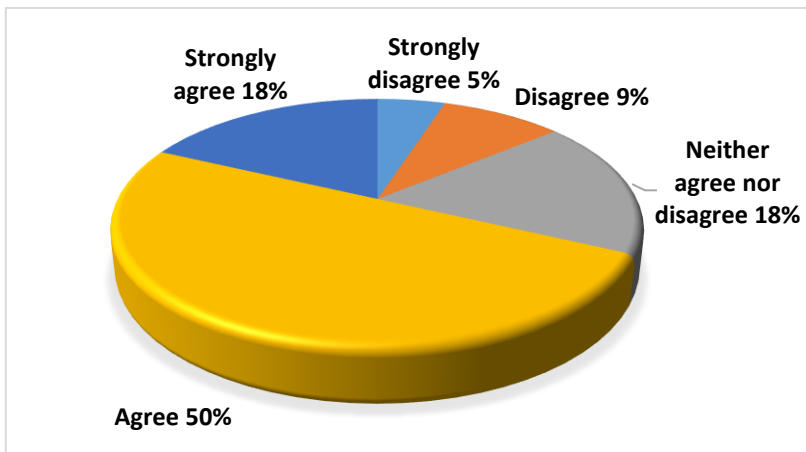


## II. Questionnaires about work and life balance

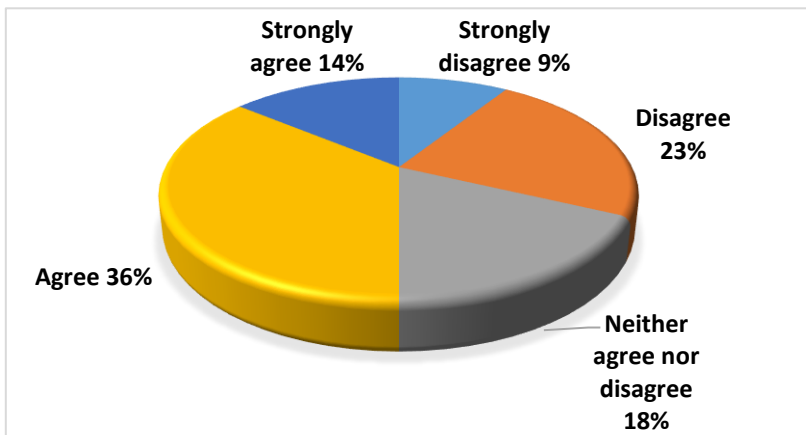
1) I am satisfied with my current job/study.



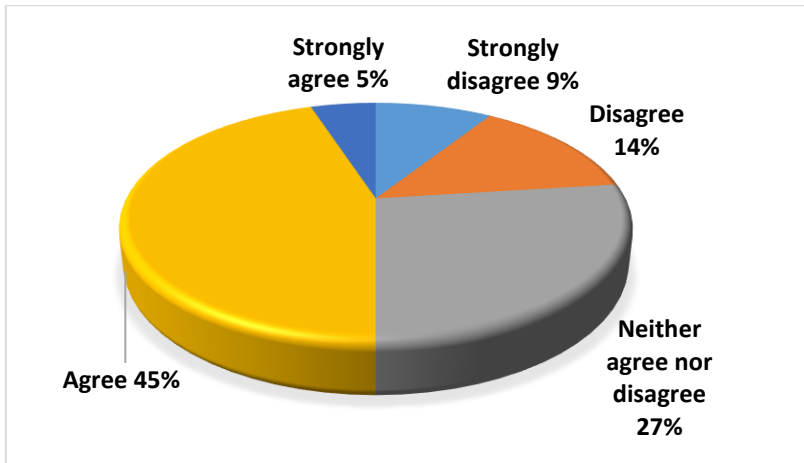
2) I have opportunities to do interesting and challenging work/study at workplace.



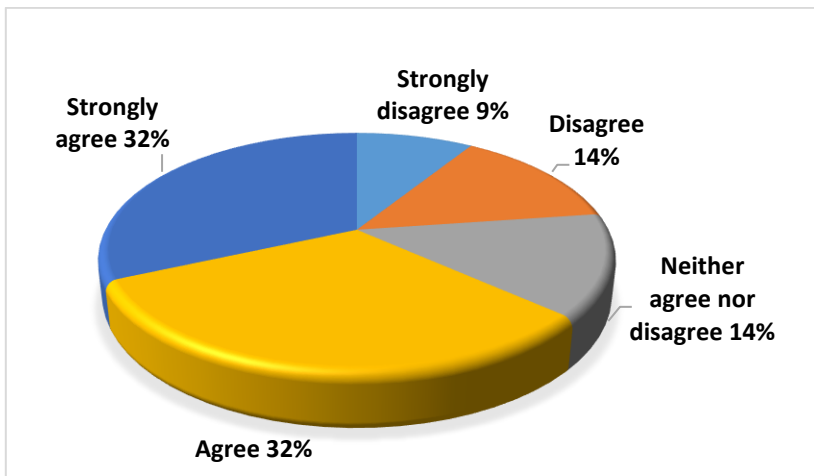
3) I can choose flexible working/studying schedule. (Arrival and departure)



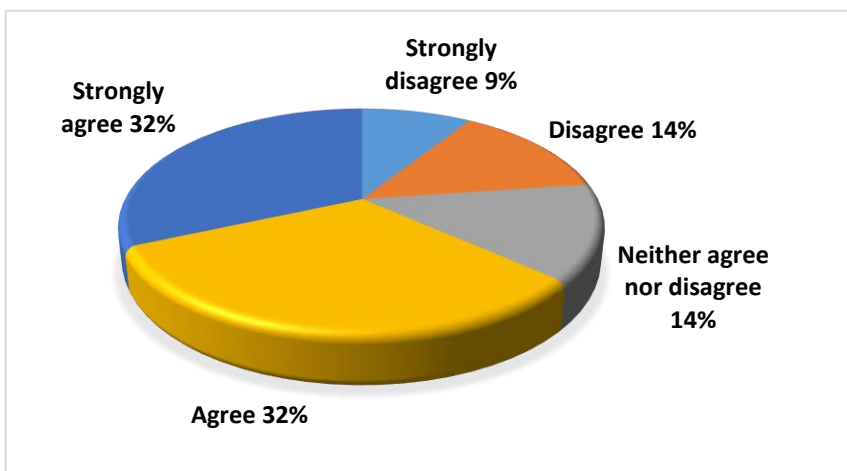
4) It is easy for me to balance the demands of my work/study and my personal and family life.



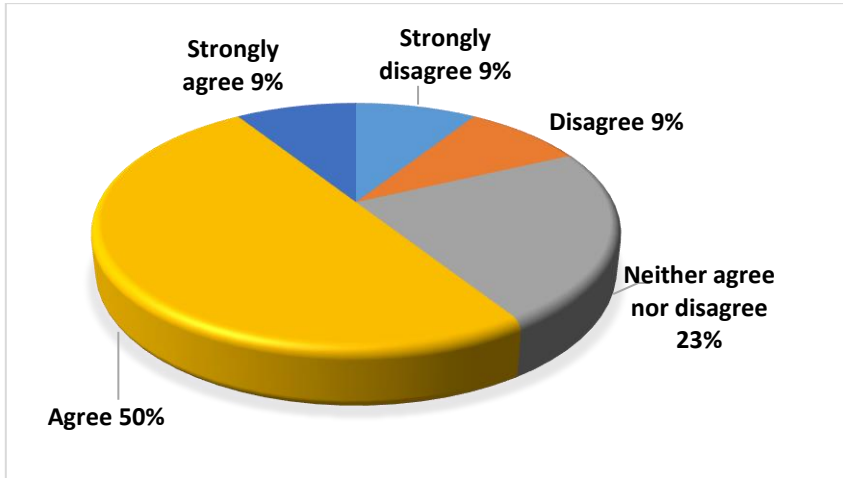
5) I still work/study at home sometimes if I couldn't complete my work.



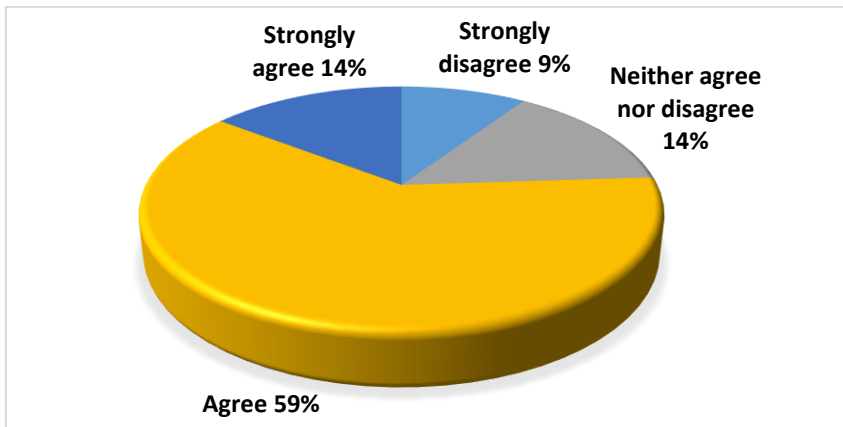
6) I think I have enough time to participate in leisure activities with my family or friends.



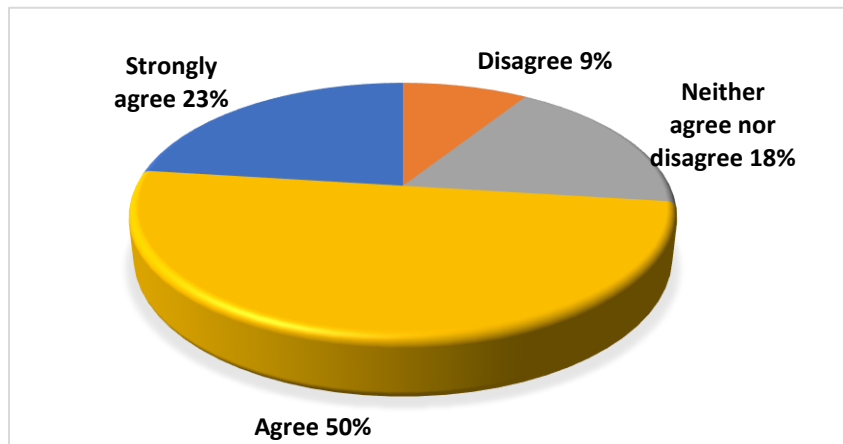
7) When I take a vacation I am able to separate myself from work/study and enjoy myself.



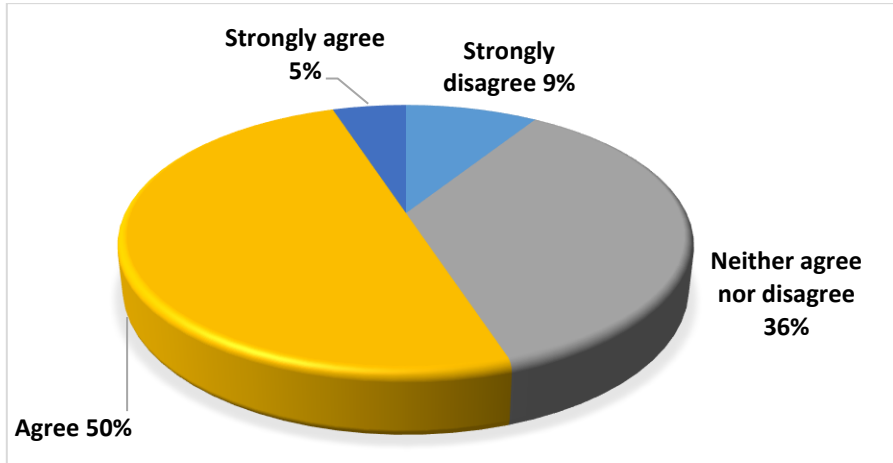
8) I can talk to my family members if I have any problem at work/study.



9) My co-workers are friendly and helpful when I encounter difficulties in my work/study.



10) My supervisor accommodates me when I have a family problem.

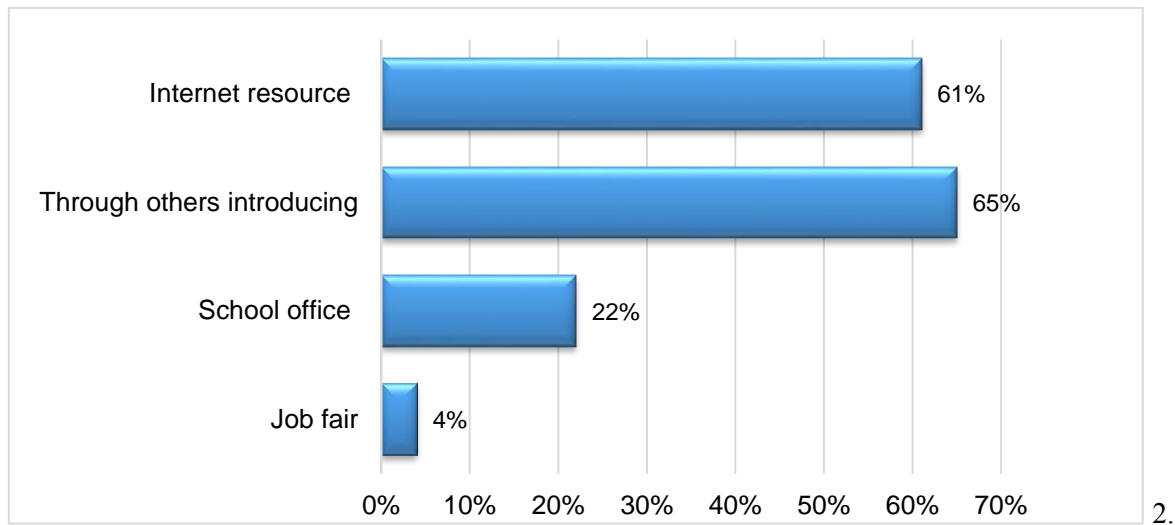


2. Do you have any good advice or comment on balancing time with work/study and life?

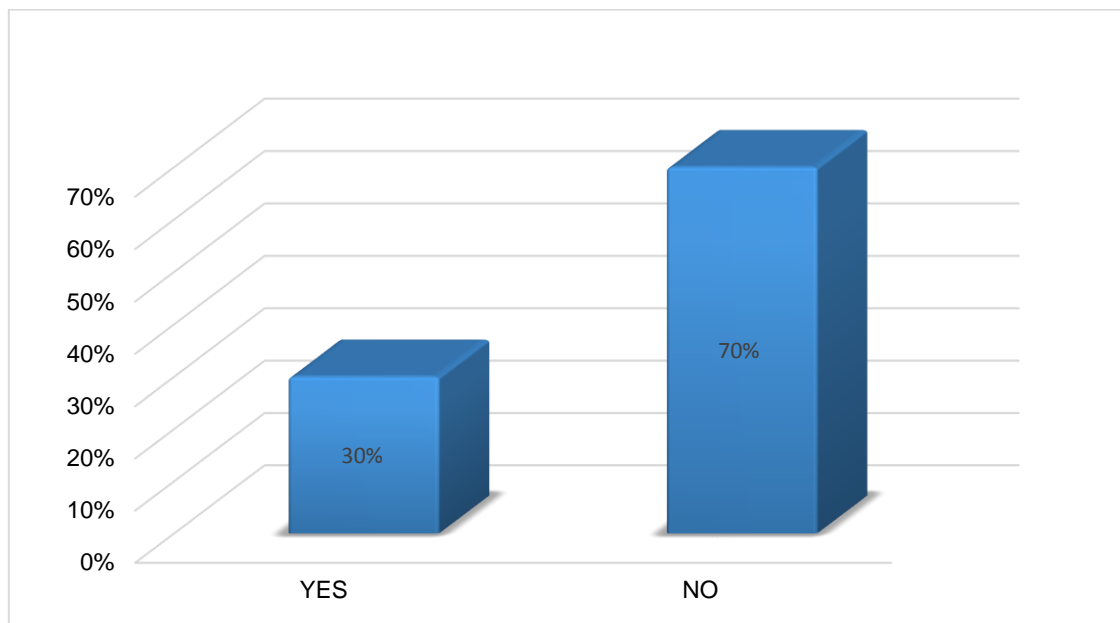
- We should focus on what's important in our life, like our family and loved ones. Chasing money and dreams could distract you from them and you might end up with poor balance in life.
- Having a better year schedule for yourself, it is not important that you can manage to make a schedule that has time for everything you want to do. But, it is important that having a vacation, spend time with family or friend, to experience some different things or culture. It is important that having a healthy body, so do some workout. It is always good to take some time to learn something new. The most productivity comes when workers have a happy life outside work. It is therefore important that work schedules and programs are planned to give adequate time and opportunity for workers to have a healthy family/home life.
- Keeping a good sleep quality is also important to make you healthy and energy to balance your life.
- For couples, sharing the home tasks and supporting each other is helpful to keep a balance life.

### III. Questionnaires about career option

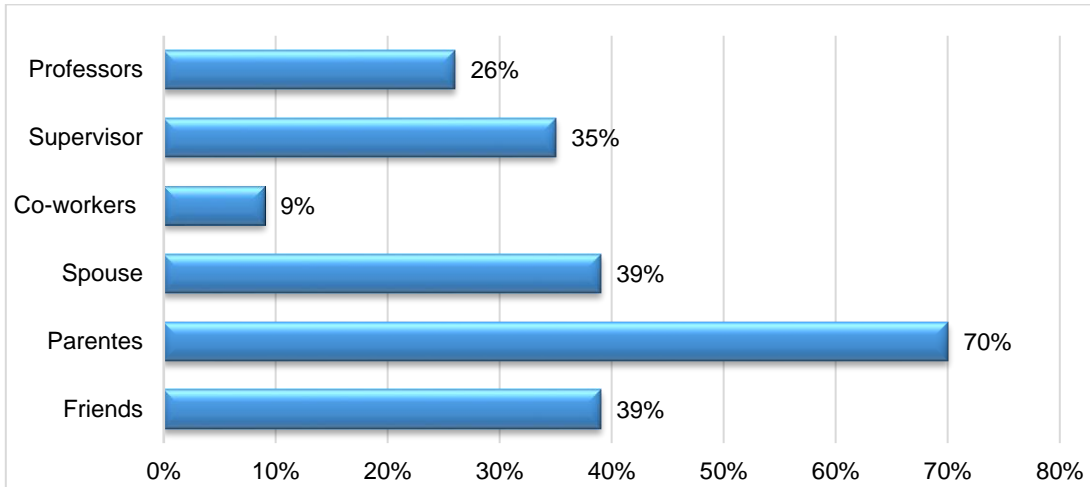
1. Which of below are effective ways to find a Job?



2. Have you ever attended a career planning or career development course?

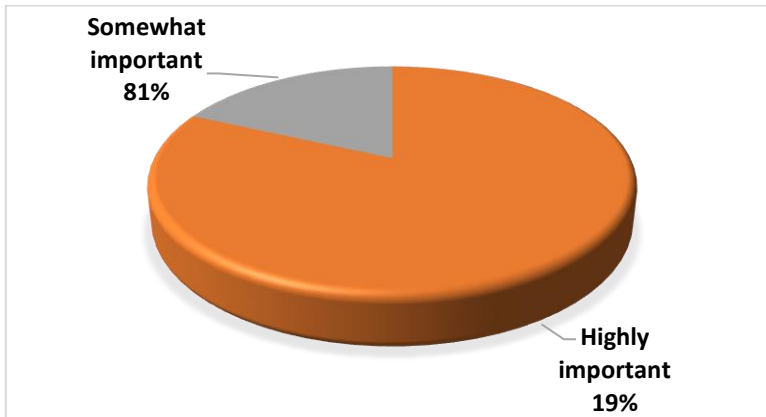


3. With whom will you discuss your career options before making decision? (Multiple choice)

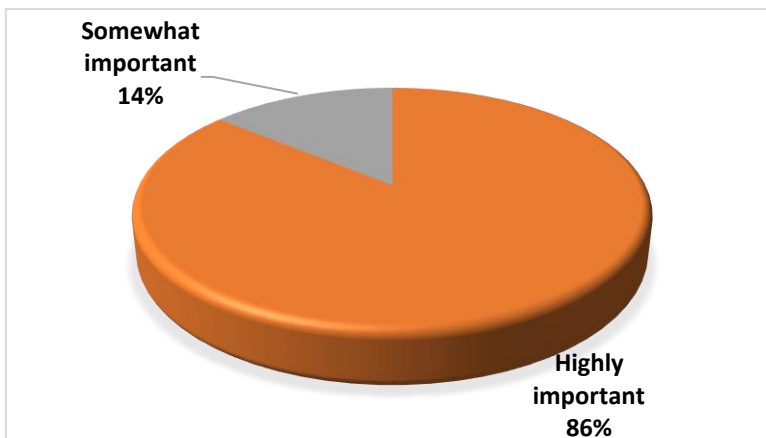


4. How important or unimportant are these factors to you when you choose a career? (Please circle one column for each factor)

1) Your skills

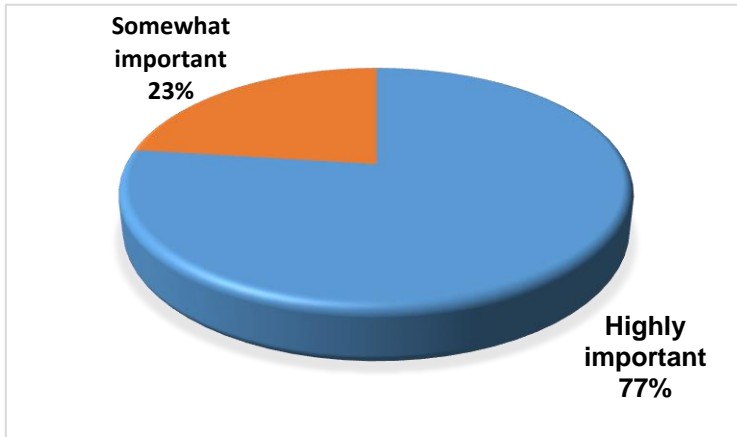


2) Your interest

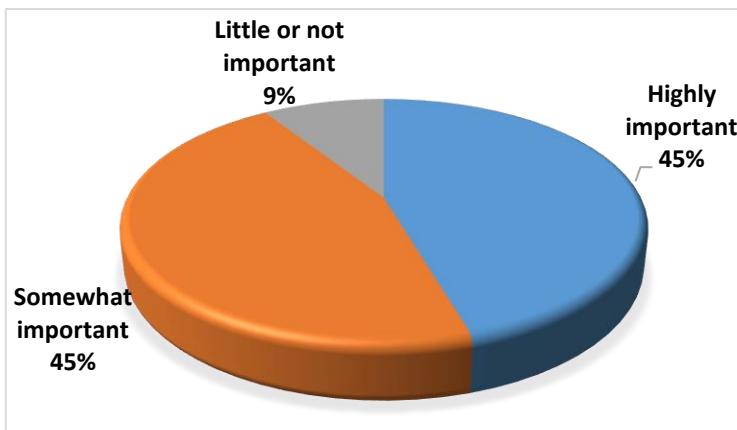




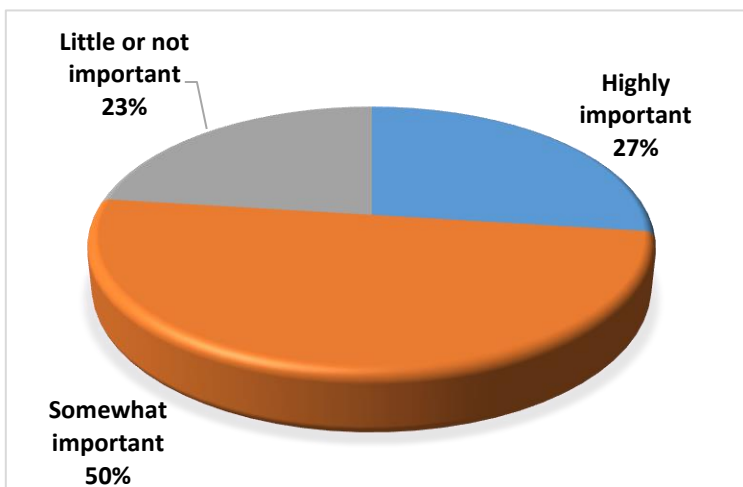
3) Content of job



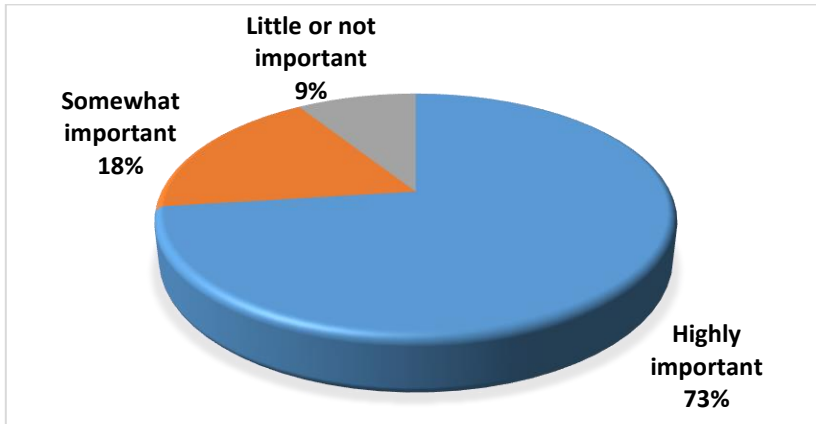
4) Your personality



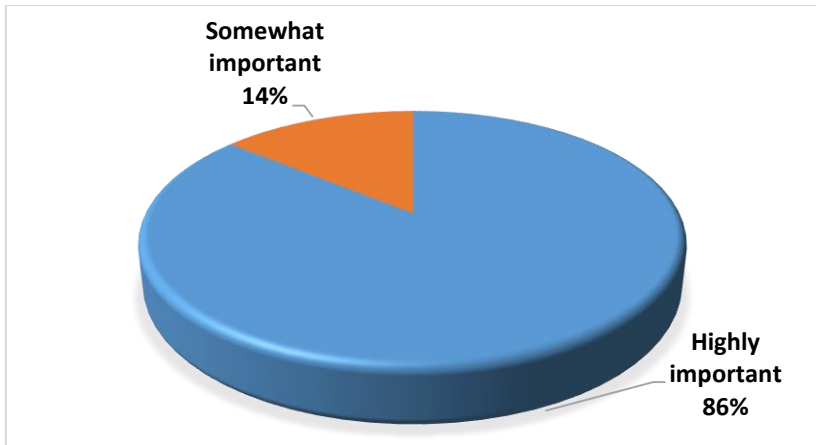
5) Your location



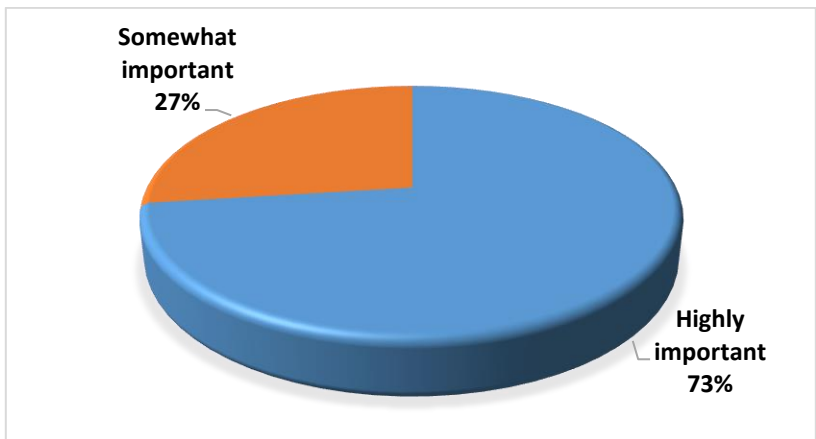
6) Opportunities for advancement



7) Work-life balance

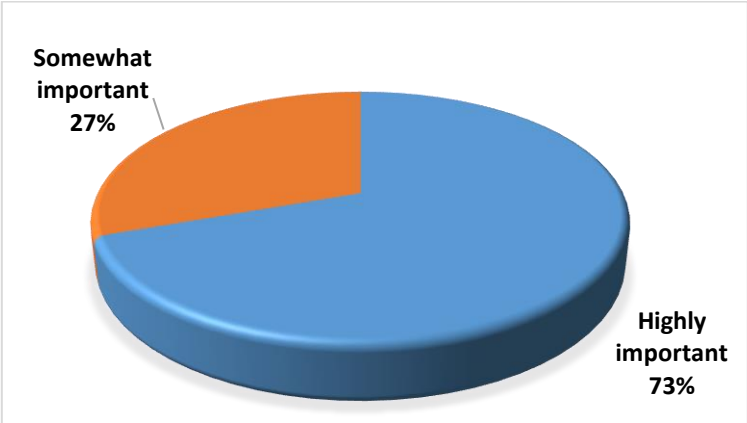


8) Financial security

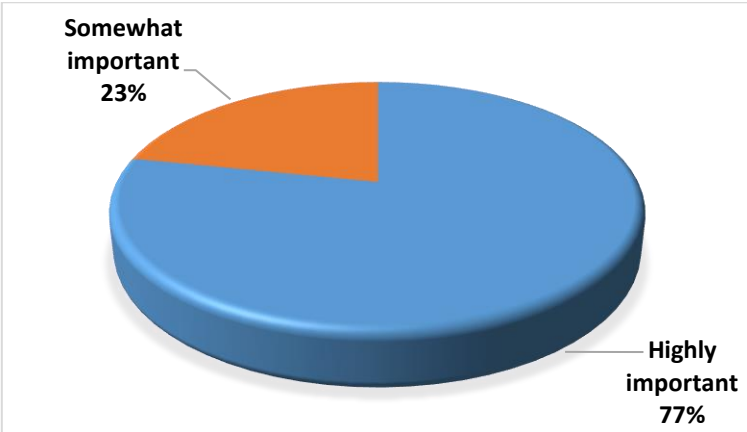


5. How important or unimportant are these factors to your career development? (Please circle one column for each factor)

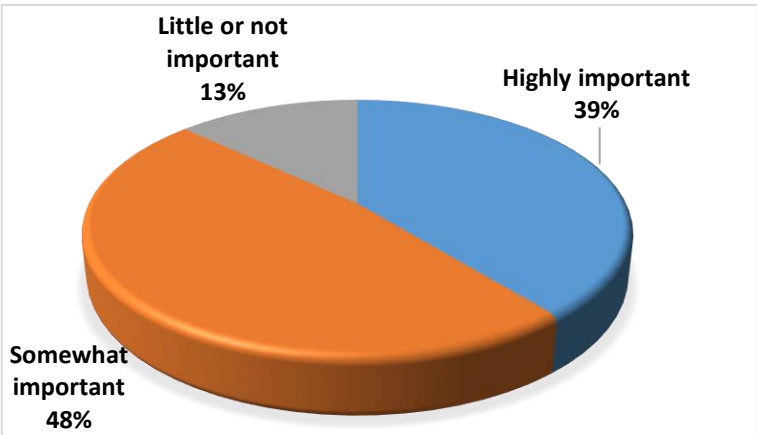
1) Having my ideas valued



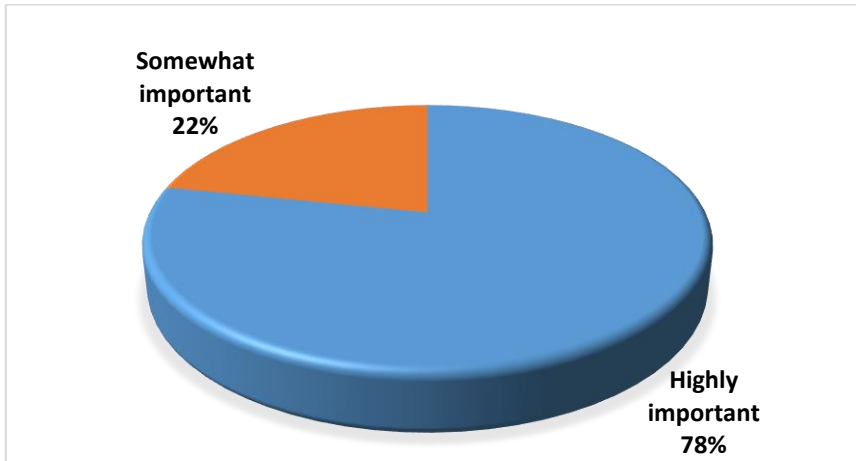
2) Being treated fairly



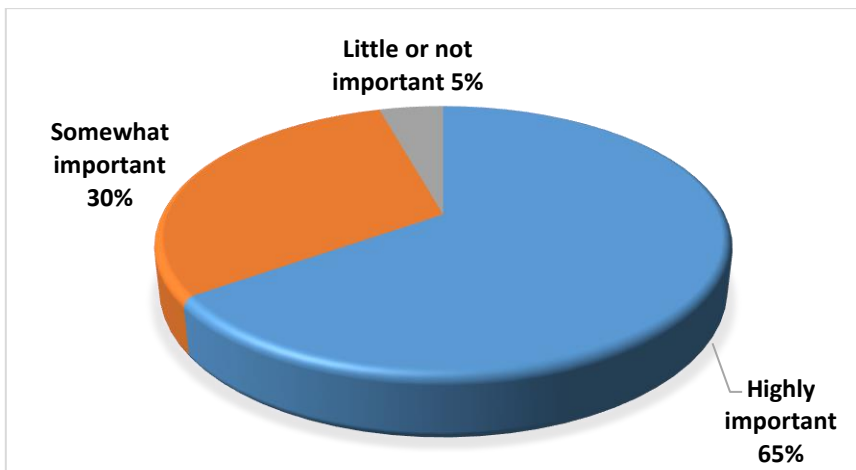
3) Good work-area design



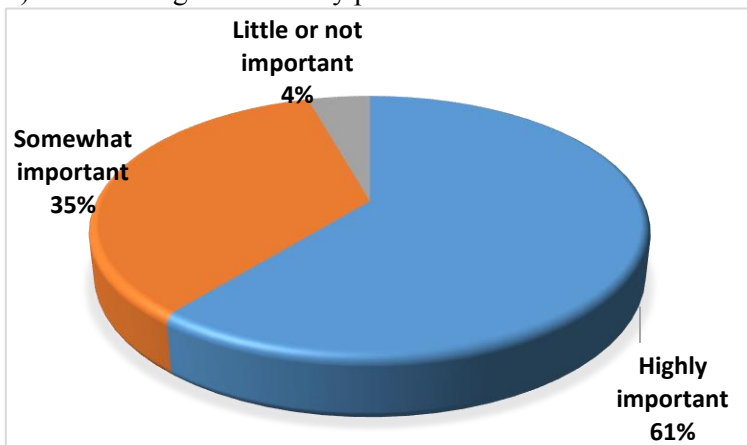
4) Effective communication



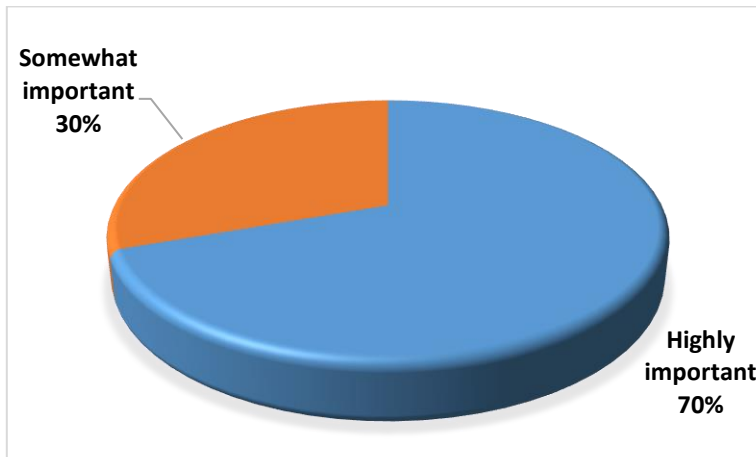
5) Regular feedback about my performance is being provided.



6) Acknowledgements of my performance



## 7) Encouragements for my career development

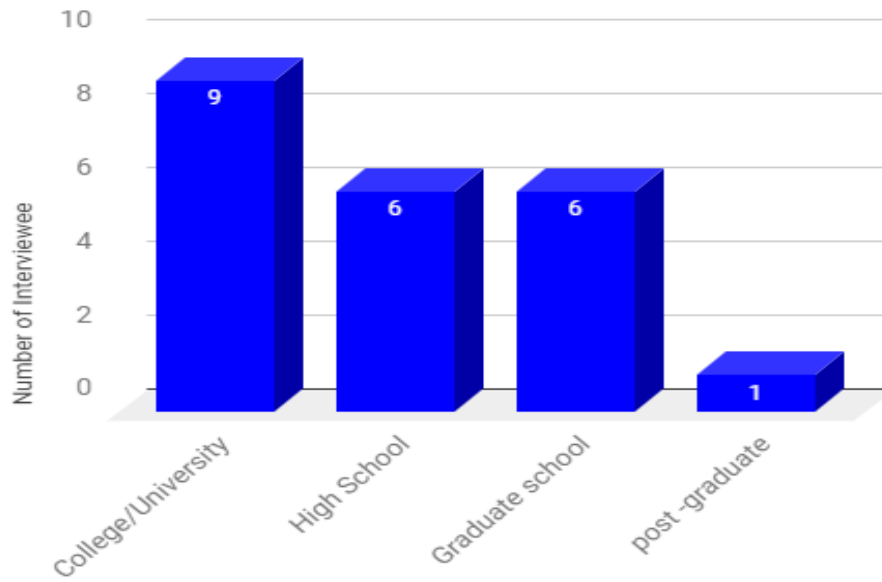


## 6. Please give any advice of how to improve your motivations towards work or study.

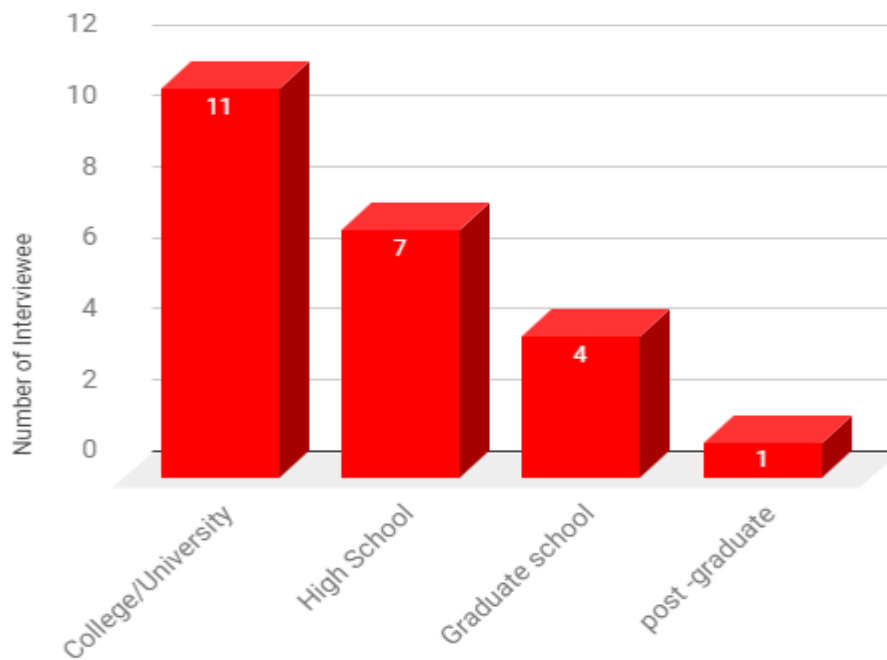
- Maintain a good sleep quality and mental state is important. Give yourself a schedule and try to do things on schedule. Do not aim too high, start from a small things that you can do.
- Interest and future vision are important in your career.
- Open-discussion with research institute, school office or well workers will be very helpful to get points to different people, spatially for senior students. Increase regular awareness and self-value by different resources will help a lot. Maybe kind of lectures by ladies who have high position like Prof., will encourage young ladies to get a challenge.
- Trying to search latest study and knowledge and join some seminars interested in.
- Friendly working or study environment with open-minded people.
- More challenging works have lots of chance to contact with people in different field. Find opportunities to go to different countries.
- Performance based salary is a good motivation towards work.

#### IV. Questionnaires about Gender Equality

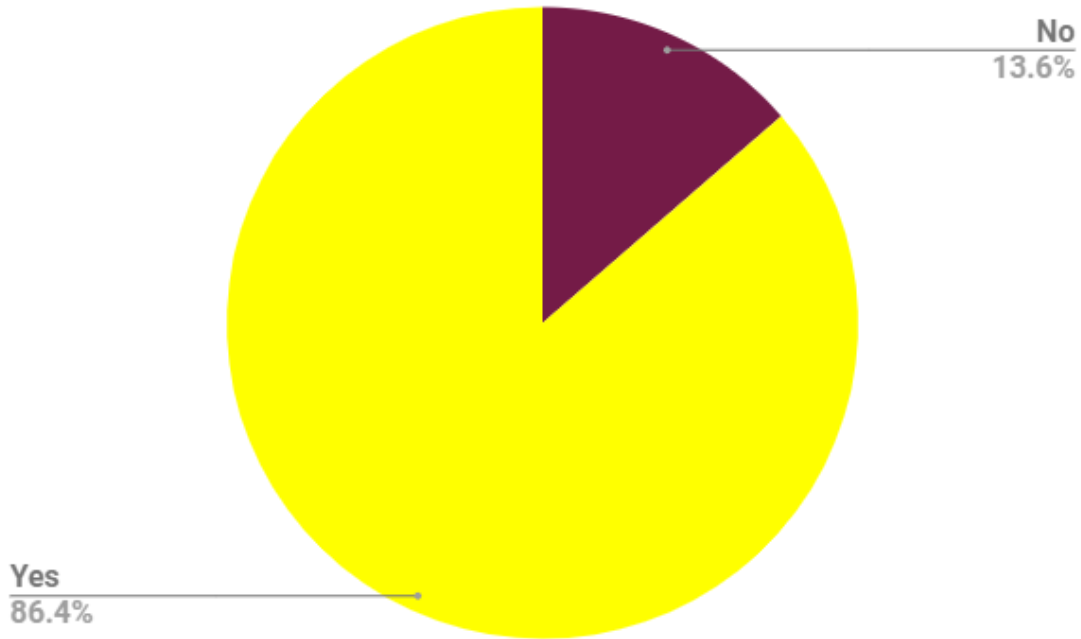
1. What level of schooling did your father complete?



2. What level of schooling did your mother complete?



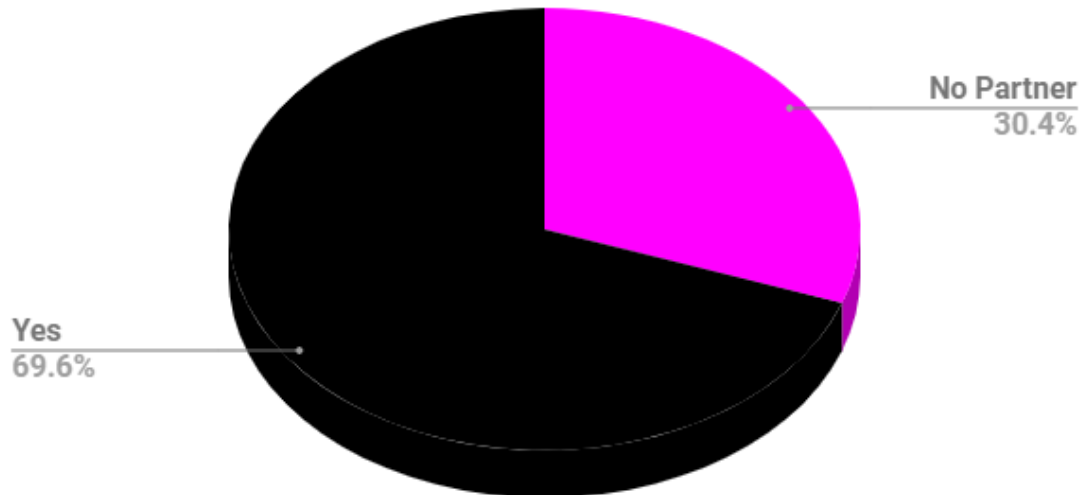
3. Do your parents treat each other with respect?



If you replied /yes/ on Q3, please give an example. (Different opinions of participant parents)

- Most of their parents treated each other with respect by sharing house works, giving respect to each other's opinion, discussing each other before deciding something and making decisions mutually and listening to each other for every occasion in daily life.
- As some of their parents get older, they fight less, talk and discuss for the sake of the futures of their children.

4. Do you treat your spouse/partner with respect?

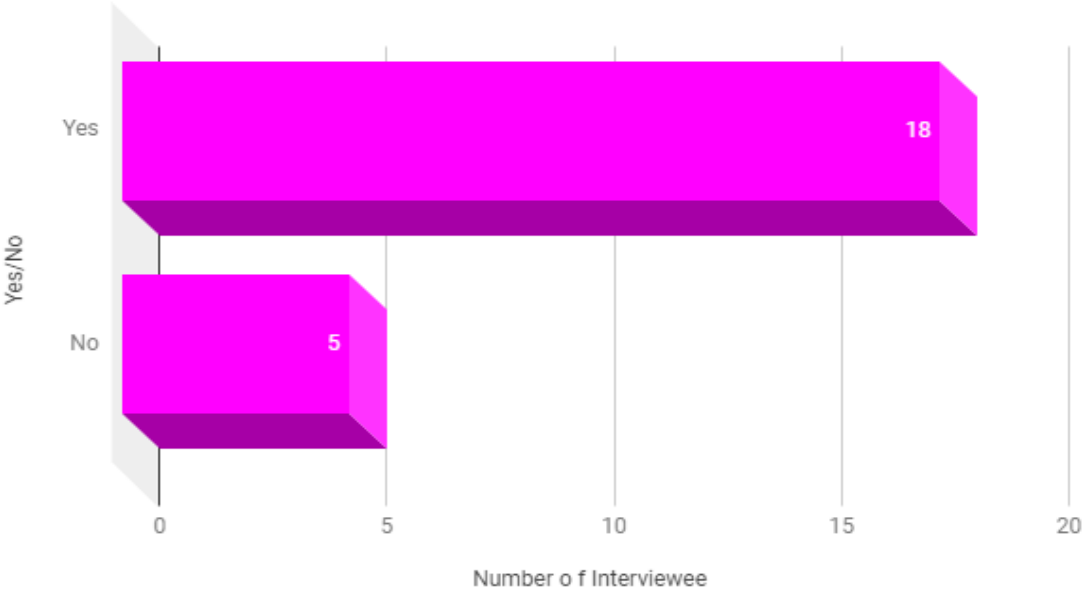


If you replied /yes/ on Q4, please give an example. (Different opinions of participants)

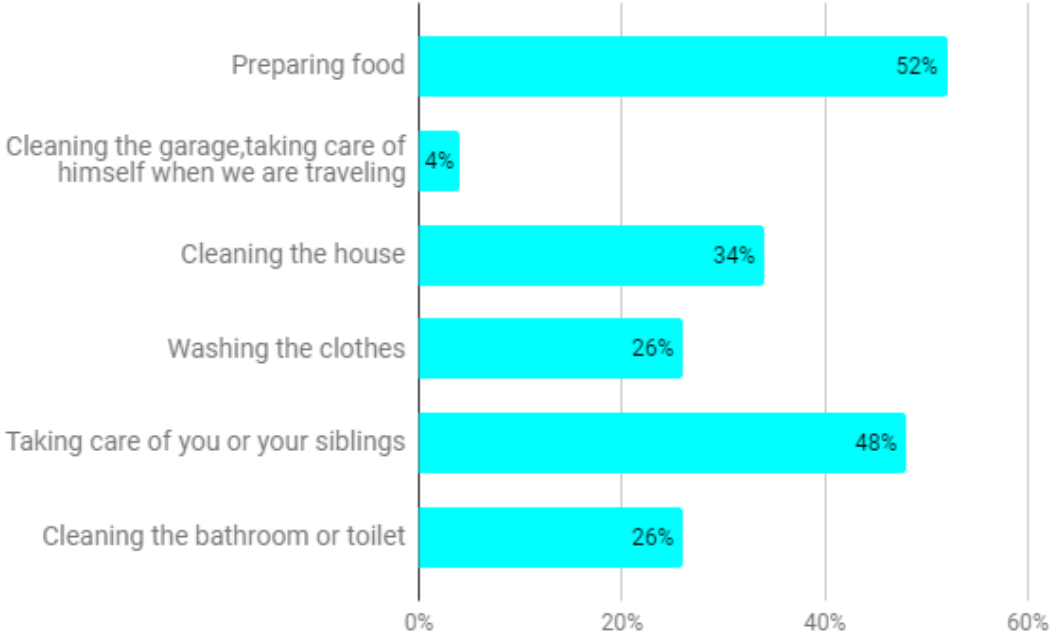
- They show their respect to their spouse by listening carefully to each other's needs and desires especially when one of them complains or talks about their feelings, by asking their spouses' opinion before deciding important matters and making decision together.
- If one of them is busy, the other one will take responsibility of the kids and other things at home.
- They also accept each other's differences and welcome each other's advice on that.
- Some of them are helping their spouses by doing some housework sometimes.



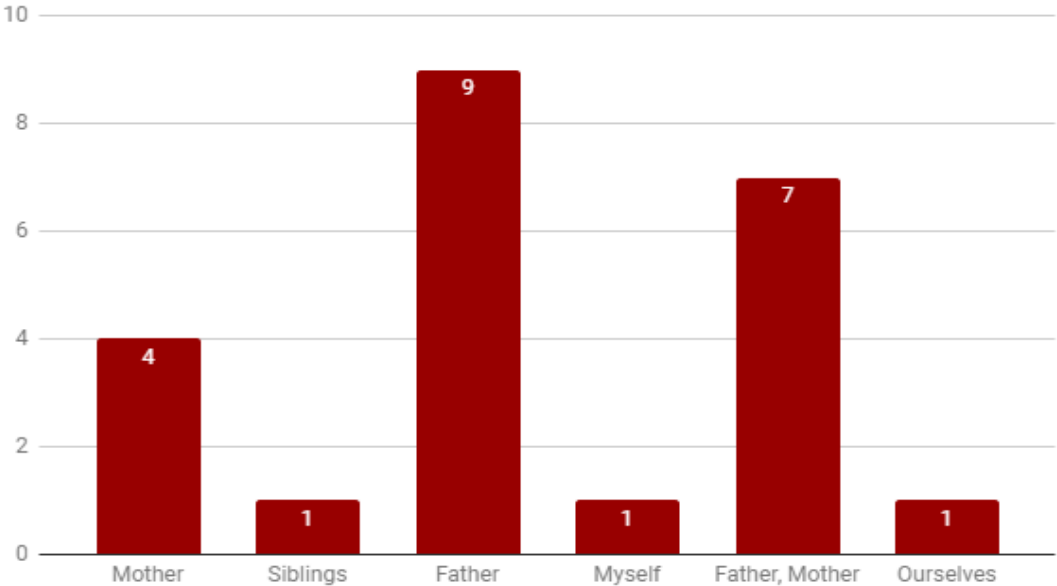
5. When you were a child or teenager, did your father or another man at home do house works?



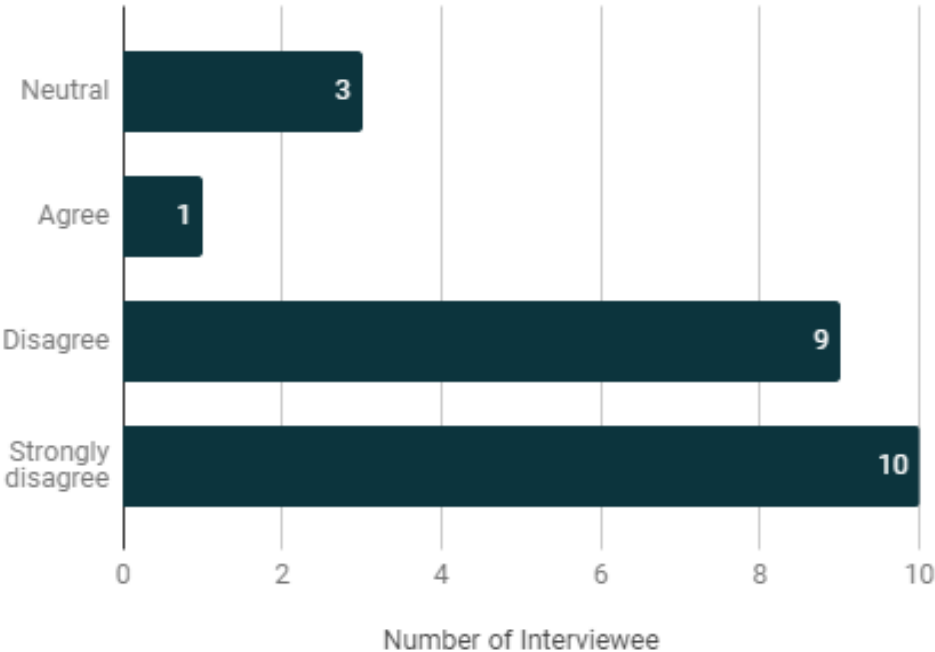
If you replied /yes/ on Q5, please choose below. (Multiple-choice)



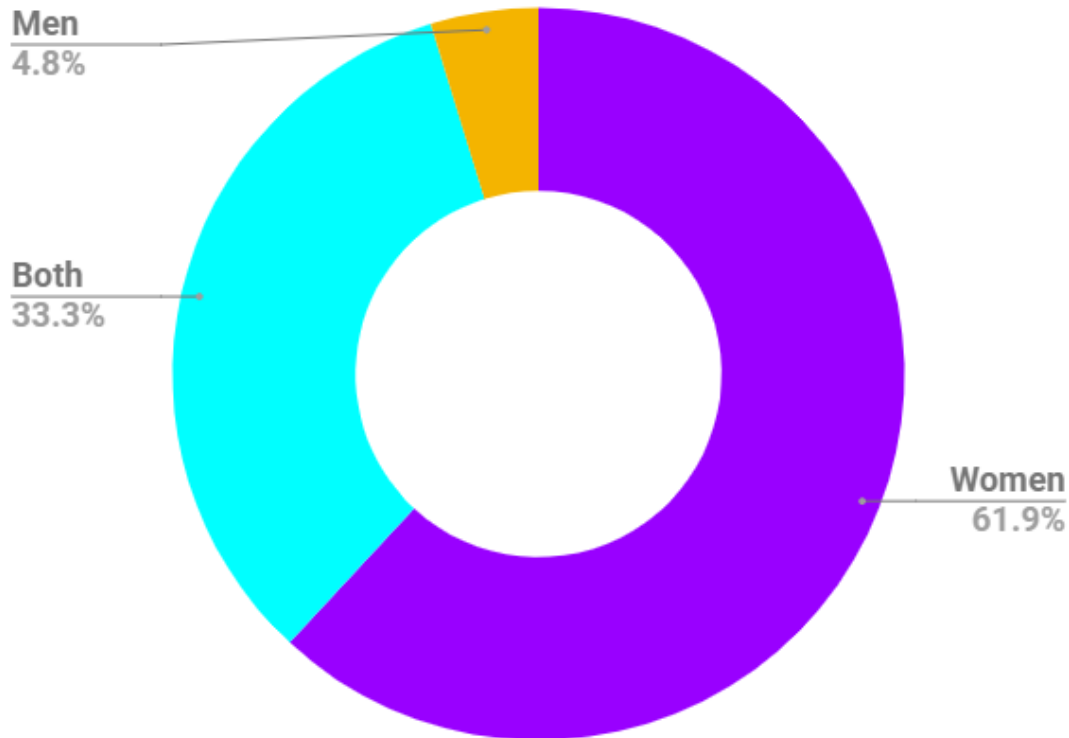
6. Who had the final word in your household about decisions involving you and your brothers and sisters (their schooling, their activities)? (Multiple-choice)



7. Please circle your response if you agree with following: “when women work, they are taking jobs away from men.”



8. Who do you think who has the more important role between men and women to in taking care of their home? (Please specify of your opinion)



If you choose/ women/, please specify who is.( Different opinions of participants)

- Since women can manage many things at the same time as multitasks achievers who are usually thoughtful than men.
- Therefore, once they get married, women are always thinking of their family and their families are their only world.
- Half of interviewee supposed that women should have the more important role between men and women in taking care of their home.
- Other half of them do think both men and women should have same role in taking care of their house, since they are in equitable position in their household and they may have different thinking and authorities.
- Minority of the study assumed that it should depend on how much work they have outside of the house.
- If men work more outside, women can do more work at home and vice versa. It might depend on the day too.

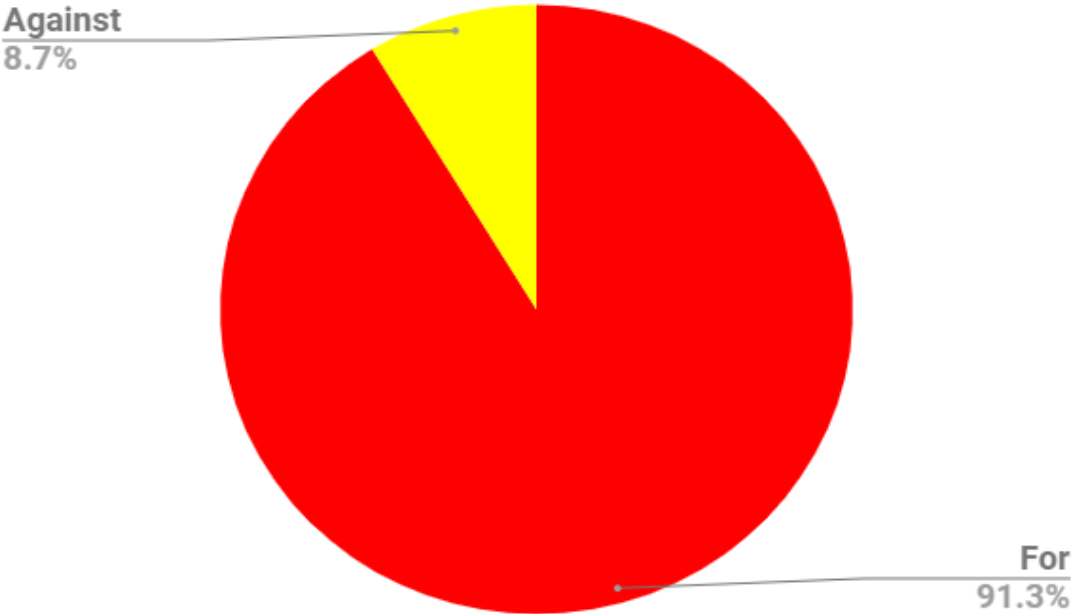
9. What do you think of Gender Equality? (Choose more than one answer or give your own opinion if your answer is not in the list.)

No	What is Gender Quality?	Number of Interviewee
1.	Work to achieve gender equality today benefits mostly well-to-do people.	10
2.	Require equal enjoyment by women and men of socially valued-goods, opportunities, resources and rewards.	1
3.	Equality, meaning that men and women are equal, has come far enough already.  Gender equality has already been achieved for the most part.	4
4.	Gender equality has already been achieved for the most part, men and women are not totally equal in term of nature.  Physiological changes should be considered in the gender equality. Because when ladies have period or pregnancy, they will become more nervous and not concentrated as usual.  As a result, this will affect their daily activities and relation with other people.  Because of this reason, women will have less chance to get a fixed position.  Therefore, as I think if gender equality is considered in two aspects like practical and thinking, we are at the stage of practical way now.  But in Arabic country or in Japan, men still have more power.  In terms of salary, women still do not get full rights as men do, still need time to achieve it.	4
5.	We still have a long way to go to achieve true gender equality. There are still social, economic, cultural and religious barriers to overcome.	1
6.	To be given the opportunity for equal participation in society without any discrimination of gender.	1
7.	Gender equality is still not achieved in many places even in Japan, and Arabia. Culture affecting the real life, not the religions. So, in my opinion, men and women should have equal education, not only for well do people.	1
8.	Men and women are not equal.	1

10. Are you for or against such a quota system which guarantees a fixed proportion of places for women?



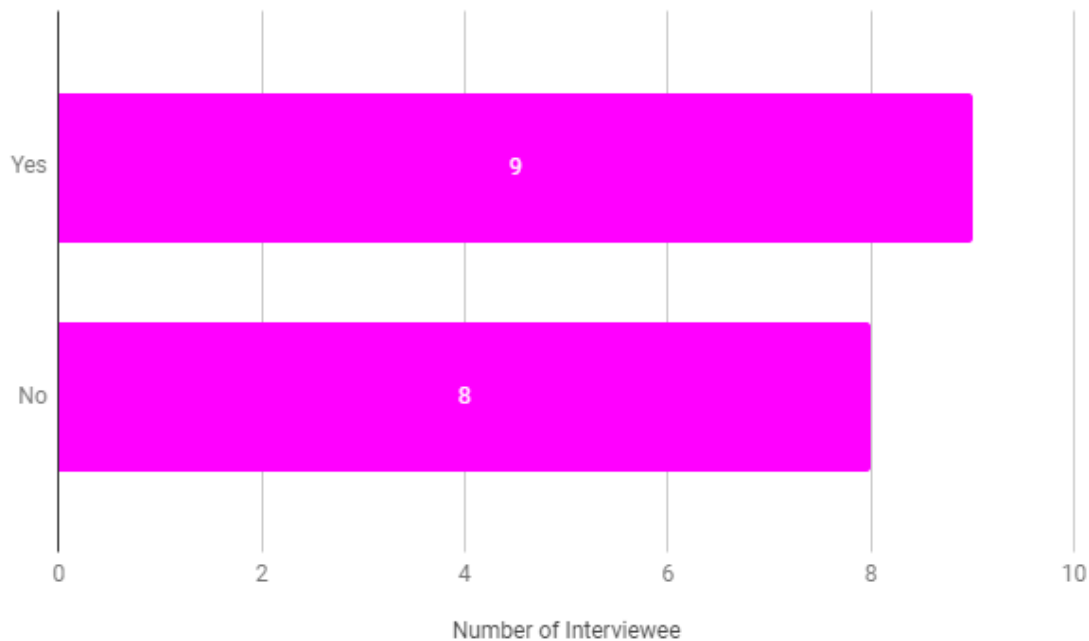
11. Are you for or against such laws that promote equal salaries for men and women in the same position?"



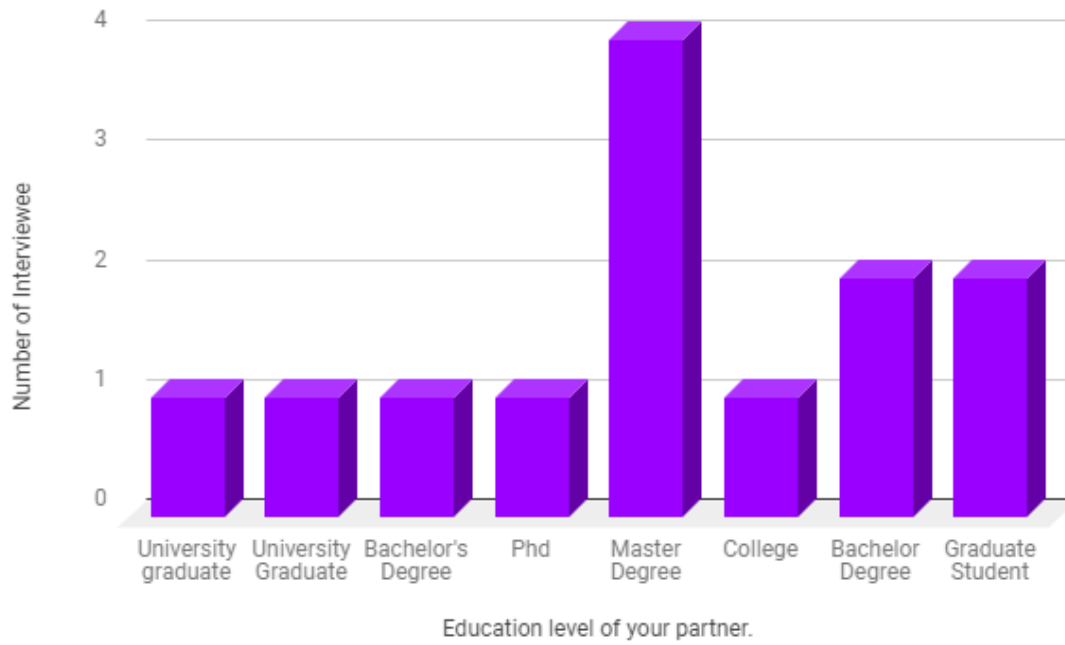
If you replied /For/ on Q11 please give an example. (Different opinions of participants)

1. As I stated above because of gender equality, if they do the same level of work, they should have equal salaries.
2. No matter how much hard works and time you spend on your work, should be paid back equally, no matter who you are, women or men.
3. Considered that women will not be active during pregnancy and period, from this point they get less salaries, but I believe women are more productive.
4. In India, most of the jobs I am aware of pay equal salaries to both men and women.
5. If a male manager makes \$1,000/hour, a female manager should earn the same.
6. Men or women, as long as he or she is capable for equal workload, equal effort and equal efficiency, should get equal salary and benefit.
7. Salaries should be decided by ability, not gender.
8. Salaries should be equal regardless of gender, as long as they have to take equal responsibilities and tasks in the same position.
9. If women can do the same level of work, they should have the equal salary. If women have paternity leave, she should have the half.
10. If they are capable of doing the same thing they can have equal salary for this issue, I think equal salaries are being applied at most of workplaces.

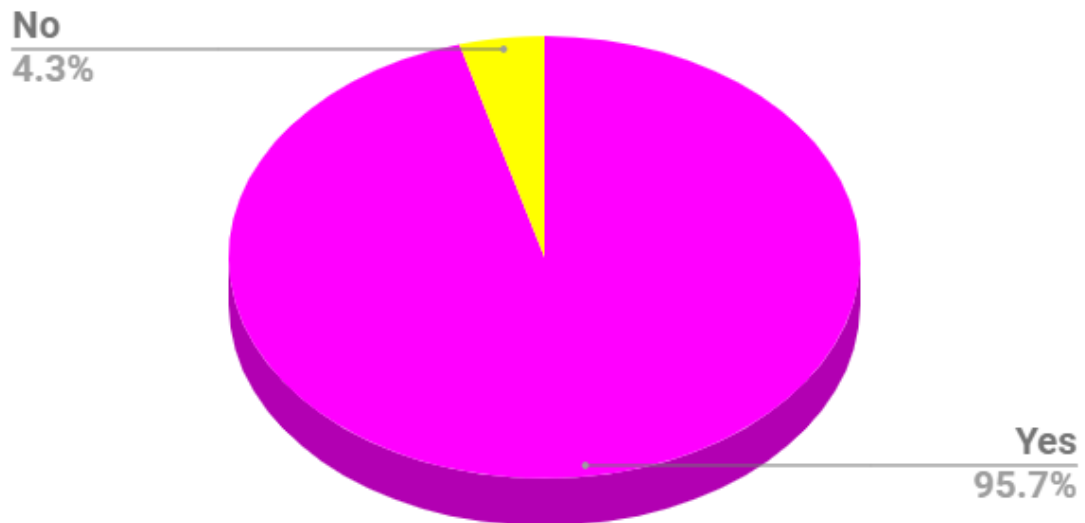
12. Do you and your partner have the same level of education?



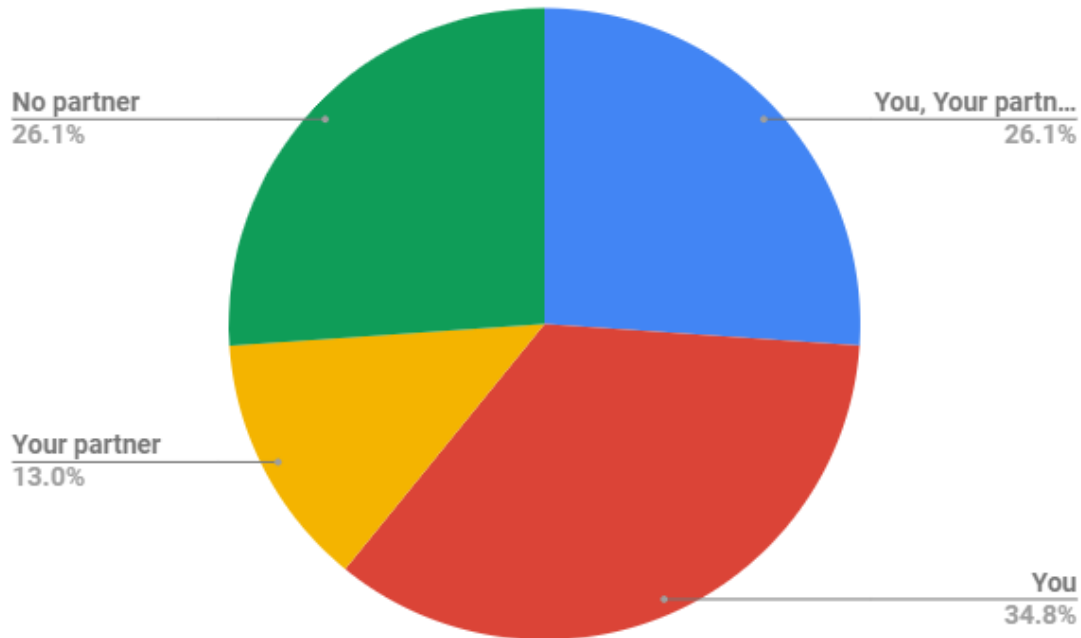
Please also describe education level of your partner.



13. Do you think paternity/maternity leave should be guaranteed by the law in your country?



14. What do you think who should spend more time on organizing practical tasks in the family and household, you or your partner?



Please specify for Question No.14, about what kinds of tasks do you usually perform? (Different opinions of participants)

- Arranging for meals, setting up for lightings and decorations, etc.
- Attending seminars and making new friends.
- Supporting my family like when organizing an event at home by going for shopping and taking care of transportations or contacting guests.
- Taking care of everything that me and my partner decided on behalf of the opinion.
- Transportation, documentation, necessary shopping.
- I usually take care of clothing, teaching our kids, and handling bank related work.
- My husband buys grocery, helps in cleaning house with me and actively does cooking.
- I always take care of my son's school things and find someone who can take care of him when both of us have to work etc.
- Household Chores.
- I mostly decide what to do, what to buy, etc. Another reason I decide mostly is because my partner is very simple and she let me decide most of the time.
- Transportation, shopping, organizing together.
- I perform cooking when my husband cleans house and do the laundry.



15. Please give your opinion of how to improve gender equality at home, your work place or organization?

<b>Opinions to improve gender equality at home</b>	
No.	
1.	Having quality time together on vacation, sport, or having a cup of coffee together in the afternoon on a raining day.
2.	Equal education for girls and boys, equal job and household responsibility.
3.	At home, I guess we need more discussion each other.
4.	Listen to other opinions, try to understand others' feelings and give respect to each other.
5.	Share the housework, etc.
6.	share the housework, paternity leave from work for men.
<b>Opinions to improve gender equality at workplace</b>	
7.	At the work environment, encourages both males and females to excel and participate in all tasks.
8.	Women's physiological changes will cause prejudice and will decrease work productivity. For example, some company will decrease women recruitment because of this aspect. So this perspective should be avoided when we think about gender equality. It is not fair to women. Successful women are good examples for people to think about gender equality that ladies are multitask achievers, we should encourage them to work hard.
9.	We can improve gender equality in academic parts but not in the physical work because they cannot work equally as men do physically. Therefore, they should be treated equally in academic parts.
<b>Opinions to improve gender equality in a society as a whole</b>	
10.	All people from different levels of living standards and religions should understand about what gender equality means.
11.	I do not believe men and women are completely equal. If everyone could take good care of their responsibilities, we can achieve gender equality everywhere.
12.	Non-discrimination of gender by birth. Giving no comment on equality between men and women is the greatest equality. Clear national impression such as "women are house wife". Women should improve self-consciousness.
13.	What we can do depends on the person, not gender. We always have to remember that.
14.	It is true that both males and females have different attributes and characters but that does not mean that females cannot excel in so-called 'male dominated fields' or vice versa. It is therefore important to do away with stereotypes and create an environment which promotes equal opportunities and benefits.
15.	Participating in society by using individual talents, regardless of male or female.
16.	Do not push your feelings or thinking to others. The only way that people understand something is that you should feel it. Just put yourself in that situation, then understand each other.
17.	Equal rights, as well as equal responsibilities.

# Interview



Interviewee: Dr. Mahmoud E. Elbashti

Resume~

- 1996 ~ 2000 Graduated from University of Tripoli, Libya, Faculty of Medical Technology
- 2000 ~ 2005 Demonstrator, University of Tripoli
- 2007 ~ 2008 Master degree from Griffith University, Australia
- 2009 ~ 2013 Lecturer at the University of Tripoli, Libya
- 2013 ~ 2016 PhD from Tokyo Medical and Dental University
- 2016 ~ 2018 Lecturer at the Department of Maxillofacial Prosthetics, (TMDU)

Now I am staying in Japan with my family. My wife has also graduated from TMDU and got her PhD in September 2018. We have 4 kids, my eldest son is in the second grade of Japanese elementary school and my little son is only 3 months old. We had experienced a challenging life in Japan for bringing up 4 kids and doing PhD.



## Gender Equality

**Who do you think who has the more important role between men and women in taking care of their home?**

If you are asking about household, I think mainly women have more important role. Women are multitasking achievers. They are able to manage many things at the same time. Just give an example, my wife could wash clothes, and wash dishes while she is cooking. This is completely impossible for me. In terms of supporting my family such as finance, transportation, documentation, or necessary shopping, of course I will take more responsibility.

### **What do you think about gender equality?**

Men and Women are not totally equal in terms of nature. Women will experience physiological changes like having menstruation or pregnancy so that they will become more nervous and not concentrated. As a result, this will affect their daily activities, judgment, and relation. On the other hand, women will take maternity leave to take care of their baby. Some companies will take work productivity into account and decrease women recruitment. Therefore, women will have less chance to get a fixed position. From this prospective, it should be considered or avoided when we think about gender equality. So as I think if gender equality is considered in two aspects like practical and thinking, we are at the stage of practical way now. But in some Arabic countries and even in Japan, men still have more power. In terms of salary, women still do not get full right, and we need time to achieve it.

### Work and Life Balance

### **Do you have any good advice or comment on balancing time with work /study and life?**

Having a balance life between work and family is difficult to achieve. However, we need to figure out what is important in our life. Chasing money always could distract us from family and we might end up with poor balanced life. If you are a single, it is important to have a better year schedule for yourself and try to follow up. If family with more than 1 child, family task will be increased, and responsibility is also increased. You are not able to finish everything on schedule. Since I have 4 kids, I found it more difficult than before. I do not have enough time to do my work and I work for whole night sometimes. On that moment, my wife will take more responsibility to do family work, so that I could balance my health. So for couples, sharing the household and supporting each other is helpful to keep a balanced life. What is more is that it is important to have a vacation, spend time with family or friend, to experience some different things or culture. This would help you to keep a healthy body and to relieve your stress. The most productivity comes when we have a happy life outside work. It is also good to take some time to learn something new and to do some challenging things within your time limitation.

### Career Option and Career Development

### **Please give any advice of how to improve your motivations towards work or study?**

Open-discussion with research institute, school office or workers will be very helpful to get points to different people, especially for senior year students. Increase regular awareness and self-value by different resources will help a lot. Perhaps, kind of lectures by ladies who have high position like Professors, or some other successful female leadership will encourage young ladies to get a challenge.

## Appreciation comments to the project by team members

**Name:** Kay Thwe Ye Min Soe

**Grade:** PhD 2<sup>nd</sup> Year,

**Affiliation:** Orofacial Pain Management Department, TMDU.

I am a second year PhD student at Orofacial Pain Management in Tokyo Medical and Dental University. It's been a year that I have started my graduate study in TMDU. Since the time I reached Tokyo, I have been learning new language, new cultures and new perspectives and approaches to life and disease process, which make me feel that it was the most meaningful and productive time of my life. Currently, I am doing clinical observation at Temporomandibular Joint Clinic three days a week while studying for my proposed research plan. On my free time I am also enjoying volunteering in my school activities like participating in Japanese festivals, global communication workshop programs and working as a facilitator in programs for undergraduate students of our university etc.

I love staying here because Japan is not only a country of exquisite nature-beautiful in all four seasons but also a place of exciting and fashionable city life. Since I believe in maintaining a work-life balance, I am always mindful of not only how many hours I actually work, but how many hours a week I expect myself to work by trying to balance time for non-academic things intramural sports, art, movies, spending time with loved ones, etc, and for my study.

After 6 months of my time here, I found an opportunity to work as a part time research assistant at the Office of Gender Equality and Work Life Balance. In last 10 years of my life, I was working together with amazing, young and beautiful ladies from different countries and backgrounds which let me get



insightful of their personal experiences at respective workplaces which in turn making me interested in Gender equality at home and workplace. I am also very grateful to work on this project with a great leader of our team, Dr Arima, and a kind, patient and cooperative co-worker, Ms. Sajide, an amazing mother of two lovely children.

By working together with them for this project, I have also learnt how to work cooperatively, how to contribute to groups with ideas, suggestions, and effort, how to communicate efficiently with team members (both giving and receiving). I could also develop my sense of responsibility, healthy respect for different opinions, customs, and individual preferences and my ability to participate in group decision-making. Last not but least I would like to say that it was one of my achievements for this year and it will definitely give me a great assistance for my future study to pursue my dream.

**Name: Shajiden Kelimu,**

**Grade: PhD Final year**

**Affiliation: Maxillofacial Prosthetics Department, TMDU**



My life in Japan during the last three years was wonderful and unforgettable. I have had a huge impact in my academic life and my personal development. Every semester was filled with a wide variety of new activities. But being a mother of two sons and doing PhD with my partner, I was having a hard time on balancing my life within study and family. Especially on the second and third year, I was stressed extremely by struggling to be balanced between being a good researcher and a good mother at the same time.

By a chance attended career development project as a research assistant in the office of Gender Equality and Work-Life Balance, We designed a survey to get to know how people think about work and life balance, gender equality and career option. It is always good to take some time to challenge

something new. This was the first time that I made a survey and interviewed people with different opinions. This was also the different experience that I deeply understood the importance of team work and sharing knowledge. This project allows me to refine my goals and create objectives that are clear and achievable.