

# Gender and Japanese Management



性別分業と経営

Kimiko Kimoto

translated by

Teresa Castelvetro

# Gender And Japanese Management

**Wim Lunsing**



## **Gender And Japanese Management:**

Gender and Japanese Management Kimiko Kimoto, 2005 Using data from surveys conducted in a department store and a supermarket Kimoto discusses the forces shaping job segregation by gender One of the main themes is the need for Japanese women's labor studies to develop the theoretical and methodological momentum required for a fuller analysis of paid work using a gender perspective Kimoto stresses the need for empirical studies to reveal the realities of workforce conditions and of job segregation by gender This is linked to another major theme the need to escape from the tendency of Japanese labor studies researchers and those working in Japanese personnel offices to think of women as necessarily disadvantaged participants in the labor market because of their household and child rearing duties Kimoto shows that this thinking serves only to prevent one from seeing how gender norms and therefore gender relations actually develop in workplaces A clear picture emerges of the reasons for women's difficulties in moving beyond the lower levels of management *Innovation and Change in Japanese Management* P. Haghirian, 2009-11-27

*Innovation and Change in Japanese Management* shows which transformation processes and changes can be observed in Japanese companies in reaction to the economic challenges of the past decade The book presents new research results and investigates the variety of changes that Japanese corporations and managers have experienced in recent years **Japanese Management in Evolution** Tsutomu Nakano, 2017-07-20 Japanese Management in Evolution illustrates the significant changes that have been taking place in Japanese business by focusing on emerging industries in the relatively neglected service and creative sectors as well as other key industries and to put those changes in historical perspective by providing an overview of business development since World War II By employing state of the art research techniques and unconventional innovative approaches in analysing Japanese management including network and discourse analysis ethnographic explorations and more the book reveals historical developments and in depth analyses of established and emerging composition of sectors and industries where cultural capital matters Throughout the book the common theme conveyed to readers is a consistently strong message that the change is ongoing and the evolution of management style is real in the Japanese context The book would be of great interest to researchers academics and practitioners in fields of global management international management and Asian capitalism *The Changing Face of Japanese Management* Keith Jackson, Miyuki Tomioka, 2004-03 The practice and perceptions of Japanese management are undergoing fundamental change This book sets out to identify the essential currents of change and explain how and why these impinge on the experience of managers in Japan **The Routledge Companion to Gender and Japanese Culture** Jennifer Coates, Lucy Fraser, Mark Pendleton, 2019-12-06 This Companion is a comprehensive examination of the varied ways in which gender issues manifest throughout culture in Japan using a range of international perspectives to examine private and public constructions of identity as well as gender and sexuality inflected cultural production The Routledge Companion to Gender and Japanese Culture features both new work and updated accounts of classic scholarship

providing a go to reference work for contemporary scholarship on gender in Japanese culture The volume is interdisciplinary in scope with chapters drawing from a range of perspectives fields and disciplines including anthropology art history history law linguistics literature media and cultural studies politics and sociology This reflects the fundamentally interdisciplinary nature of the dual focal points of this volume gender and culture and the ways in which these themes infuse a range of disciplines and subfields In this volume Jennifer Coates Lucy Fraser and Mark Pendleton have brought together an essential guide to experiences of gender in Japanese culture today perfect for students scholars and anyone else interested in Japan culture gender studies and beyond

*Women in Management Positions in Japan. Trends, Challenges and Opportunities*  
Heidi Günther, 2009-09-14 Diploma Thesis from the year 2008 in the subject Business economics Business Management Corporate Governance grade 1.0 TU Bergakademie Freiberg Chair of Business English Business Communication and Intercultural Communication language English abstract The representation of women in management is a globally and frequently discussed phenomenon Albeit the worldwide number of female managers is continuously increasing progress is still slow and full of barriers ILO 2004 These obstacles are described as an invisible glass ceiling Negative attitudes and prejudices within organizations prevent women from climbing the career ladder Wirth 2001 However culture seems to be an important factor of influence for female management opportunities For example female managers tend to be generally less accepted in Asia than in America or Eastern Europe ILO 2004 Among Asian countries Japan is very special Although the country is one of the most developed and richest economies in the world gender equality is extremely low there UNDP 2007 Fackler 2007 Women are often hired for administrative tasks only and not allowed to pursue own careers Despite growing attempts to strengthen gender equality Japanese females are still discriminated against and expected to stick to their traditional duties as mothers wives and office flowers Faiola 2007 Ogasawara 1998 Female under representation is notably high for management positions and seems to increase with the level of seniority Wirth 2001 Consequently the Japanese glass ceiling is also known as concrete ceiling reflecting the enormous level of gender discrimination Wahlin 2007 Penketh 2008 Japan's rigid and outstanding gender inequality is strongly influenced by the national culture and its major impact on the societal role of women On the one hand the Japanese are known for their ability to change but on the other hand they always try to maintain their special Japanese identity within every aspect of life Thus fixed gender roles of men as breadwinners and women as housewives persist even in spite of growing internationalization Haak Otake 2008 According to these facts female managers in Japan turn out to be an exciting field of research They are needed but also discriminated against at the same time The objective of this diploma thesis is to examine current trends and to analyze challenges as well as existing opportunities to improve their situation

*Gender and Family in Japan* Nobuko Okuda, Tetsuhiko Takai, 2019-11-30 This book is the 6th volume of the Monograph Series of the Socio Economic History Society Japan The book focuses on how economic developments changed the everyday lives of ordinary women in early modern and modern Japan Different from

precedent gender studies the spotlight here is on the daily activities and structural positions of women rather than feminist movements or activities of elite women Using demography anthropometrics and labour economics this book explicates childcare physical development of girls and women s labour migration The dynamics of ordinary women in prewar Japan may change deep rooted images of women as oppressed beings Using quantitative data multi dimensionally with the latest statistical analysis methods this book shows how Japanese economic historians can contribute to historians of gender and family who are interested in early modern and modern Japan The first part consists of four chapters that discuss women migrant workers in the Tokugawa period women s work and family strategies in the underdeveloped regions of the country conflicts between child rearing and women s work on family farms and living standards of teenaged girls in early twentieth century Japan Those chapters provide a bridge between economic historians and feminist historians and articulate new research fields for both The second part comprising four book reviews illustrates how the gender concept has been adopted in family and gender historiography in Japan

Cross-Cultural Differences - Japanese and German Management Styles from the German Perspective Markus Richwien, 2002-08-07 Inhaltsangabe Abstract As the idea of Japan as a leader in management styles and the mythos collectivism as a key to high quality performance and productivity is still in mind of German managers this work tries to compare actual leadership styles of Japanese and German managers on the level of cultural dimensions In the study the sample consisted of 119 persons in middle management positions 82 male and 37 female 60 persons with work experience in Japan and 59 without experience Participants were asked to complete a questionnaire regarding 52 leadership characteristics e g the ability to assert oneself to cooperate or to delegate within five cultural dimensions Participants then rated the importance of this characteristic for the specific category Findings of the study showed significant differences in experienced and estimated management styles between the countries as well as significances regarding management traits of the german culture after working in Japan Inhaltsverzeichnis Table of Contents

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Corporate Social Responsibility and Gender Equality in Japan Gabriel Eweje, Shima Nagano, 2021-09-03 This book examines key issues in gender equality and corporate social responsibility in Japan Legal compliance the business case and social regulation are examined as driving factors for enhancing gender equality in corporations In turn case studies from various contexts such as the hotel industry retail and financial services companies add practical insights to the theoretical debate The role of governments NGOs and supranational organizations is examined as well Given its scope the book will appeal to undergraduate and graduate students scholars policymakers and practitioners interested in advancing the gender CSR and sustainability debates

**Identity, Gender, and Status in Japan** Takie Lebra, 2007-06-21 As one of Japan's leading post war anthropologists the writings of Takie Lebra have had significant impact on Western understanding and appreciation of the structures and workings of Japanese society In particular her research into the notions of self and self other relationships issues of gender and women and motherhood has provided a new paradigm in the way these issues are now addressed Similarly her analysis of the status culture of royalty and the aristocracy in Japan based on extensive field study which culminated in her book *Above the Clouds Status Culture of the Modern Japanese Nobility* 1993 has been widely regarded as the most important contribution of its kind to date This volume brings together twenty four of the author's key papers on the three principal areas of her research over the last thirty five years and includes a complete Bibliography of her published writings subdivided into books articles in journals or as book chapters and book reviews The collection is introduced by Takie Lebra herself in which she first reviews selected essays appearing in the volume along with a consideration of the contemporary controversy surrounding the imperial succession In conclusion by way of a personal mini memoir she offers what she terms a sentimental reverie on my own self as a native outsider

*Understanding Japanese Management Practices* Parissa Haghirian, 2010-08-20 Today Japan is the most influential economy in Asia and the second largest economy in the world Japanese consumers are among the richest in the world and the Japanese market still provides profitable investment opportunities Not only are the Japanese able to adopt Western ideas and techniques without problems but they also maintain a very unique perspective of the world Japanese management practices are no exception And this outstanding new book *Understanding Japanese Management Practices* gives you and other international managers an in depth look at Japanese management practices and how these can be implemented into Western corporations It examines the cultural foundations of Japanese management and explains the most famous Japanese business concepts such as kaizen just in time and lifetime employment It then provides practical advice on how to successfully enter and position Western products in the Japanese market Finally it provides an advice on how to negotiate successfully with Japanese business partners and

reveals what Western managers can learn from Japanese management practices Japanese management practices have had an enormous influence on Western management practices over the past few decades Many Japanese management practices have become a standard in Western firms This book will undoubtedly guide you through Japanese business practices and how these practices help to improve business processes and to increase quality and efficiency in numerous corporations worldwide It will also help you learn more about what Japanese management is and how do Japan s management practices differ from those in the West

Managing Gender Diversity in Asia Mustafa F. Zbilgin, Jawad Syed, 2010-01-01 Managing Gender Diversity in Asia is as timely as it is important Mustafa F. Zbilgin and Jawad Syed raise the set of issues that all of us managers and scholars need to ponder and address if we are to have a 21st century defined by equity Nancy J. Adler McGill University Canada This timely Companion examines the unique codes and processes of managing gender diversity equality and inclusion in Asia Managing Gender Diversity in Asia covers the whole geography of Asia through chapters authored by eminent scholars in the field and thus provides an authoritative tool for a critical and evidence based understanding of gender diversity management in Asia The distinctive nature of Asian institutional structures approaches and processes are examined in order to account for variations in representation and inclusion at work for women and men This comprehensive Companion will make ideal reading for researchers postgraduate students and practitioners who wish to understand the methodological and thematic idiosyncrasies of researching gender diversity management in organisational settings

Routledge International Handbook of Race, Class, and Gender Shirley Jackson, 2014-07-25 The Routledge International Handbook of Race Class and Gender chronicles the development growth history impact and future direction of race gender and class studies from a multidisciplinary perspective The research in this subfield has been wide ranging including works in sociology gender studies anthropology political science social policy history and public health As a result the interdisciplinary nature of race gender and class and its ability to reach a large audience has been part of its appeal The Handbook provides clear and informative essays by experts from a variety of disciplines addressing the diverse and broad based impact of race gender and class studies The Handbook is aimed at undergraduate and graduate students who are looking for a basic history overview of key themes and future directions for the study of the intersection of race class and gender Scholars new to the area will also find the Handbook s approach useful The areas covered and the accompanying references will provide readers with extensive opportunities to engage in future research in the area

Routledge Handbook of Japanese Business and Management Parissa Haghirian, 2016-01-29 The Routledge Handbook of Japanese Business and Management provides a comprehensive overview of management and business processes and practices in Japanese companies The contributors combine theoretical findings and research results with a practical and contemporary view on how corporations and firms are managed in Japan The handbook is divided into eight sections covering historical perspectives on Japanese management structure and theory of the Japanese firm the corporate environment in Japan the Japanese work environment the Japanese

market manufacturing and logistics interaction and communication the future of Japanese management This book is an essential reference resource for students and scholars working on Japanese companies the Japanese market place Japanese consumers or management processes in the Japanese firm The book also provides an interesting and informative read for managers who need to deepen their knowledge on Japanese business processes *Women in Asian Management* Vimolwan Yukongdi, John Benson, 2013-10-18 According to a recent study by the ILO 2001 women's share of the labour force is increasing worldwide Today women's participation rate in the labour force is over 40 per cent of the global workforce Higher educational levels and falling fertility rates have contributed to this increased participation There is also some evidence that women in some Asian countries may be less marginalised in their advancement into top managerial positions than their counterparts elsewhere As women become more educated and qualified for managerial positions the number of Asian women managers and executives is predicted to rise over the next decade This book examines the opportunities and barriers for women managers in Asia and presents an update on their progress in management This book was previously published as a special issue of the Asian Pacific Business Review

**Global Encyclopedia of Public Administration, Public Policy, and Governance** Ali Farazmand, 2023-04-05 This global encyclopedic work serves as a comprehensive collection of global scholarship regarding the vast fields of public administration public policy governance and management Written and edited by leading international scholars and practitioners this exhaustive resource covers all areas of the above fields and their numerous subfields of study In keeping with the multidisciplinary spirit of these fields and subfields the entries make use of various theoretical empirical analytical practical and methodological bases of knowledge Expanded and updated the second edition includes over a thousand of new entries representing the most current research in public administration public policy governance nonprofit and nongovernmental organizations and management covering such important sub areas as 1 organization theory behavior change and development 2 administrative theory and practice 3 Bureaucracy 4 public budgeting and financial management 5 public economy and public management 6 public personnel administration and labor management relations 7 crisis and emergency management 8 institutional theory and public administration 9 law and regulations 10 ethics and accountability 11 public governance and private governance 12 Nonprofit management and nongovernmental organizations 13 Social health and environmental policy areas 14 pandemic and crisis management 15 administrative and governance reforms 16 comparative public administration and governance 17 globalization and international issues 18 performance management 19 geographical areas of the world with country focused entries like Japan China Latin America Europe Asia Africa the Middle East Russia and Eastern Europe North America and 20 a lot more Relevant to professionals experts scholars general readers researchers policy makers and manager and students worldwide this work will serve as the most viable global reference source for those looking for an introduction and advance knowledge to the field

**Gender Policies in Japan and the United States: Comparing Women's Movements, Rights and**



**Politics** J. Gelb, 2003-12-11 This book is the first to explore the similarities and differences in gender related policy making and outcomes in Japan and the United States It focuses on the role of women s movements and other factors in determining policy Three policies are examined Equal employment domestic violence and reproductive rights with additional attention to gender equality policy in Japan and family friendly policy in both nations The analysis examines the significance of international feminism and new standards of gender equity kansetsu gaiatsu as a resource for Japanese feminists seeking policy reform as well as new trends toward policy cooperation The future role of the United States long a leader in policy development for women is critically analyzed and Gelb suggests that American feminists and policymakers can learn important lessons from the experience of Japanese women s movements and efforts at influencing public policy **Gender Struggles** Christopher Gerteis, 2024-11-01 Gerteis demonstrates that Japanese organized labor s discourse on womanhood not only undermined women s status within the labor movement but also prevented unions from linking with the emerging woman led neighborhood centered organizations that typified social movements in the 1960s **Gender and Family Entrepreneurship** Vanessa Ratten, Veland Ramadani, Leo-Paul Dana, Robert D. Hisrich, Joao Ferreira, 2017-07-20 This book focuses on gender and family entrepreneurship as they are interrelated concepts particularly important in today s global society The book highlights the significance of the role of gender in the development and growth of family businesses It helps readers understand the role of family dynamics in business particularly in terms of succession planning strategic development and internationalization Often both gender and family entrepreneurship are studied independently but this book aims to marry both perspectives with a novel approach This creates a synergy between gender and family entrepreneurship that increases the potential value to entrepreneurship scholarship policy and business practice This edited book is a useful and insightful addition to the entrepreneurship field *Beyond Common Sense: Sexuality And Gender In Contemporary Japan* Wim Lunsing, 2015-12-22 First published in 2001 This volume is based on the author s visit to Japan in Summer 1986 on his findings about some of the questions he was asked whilst there He was 25 and these questions centred around asking if he was married or had a girlfriend when in his homeland of the Netherlands he openly identified as gay This research is an investigation of how gay and lesbian people women s and men s liberationaists singles and other people such as transsexuals transvestites and hermaphrodites whose ideas feelings or lifestyles are at variance with Japanese constructions of marriage and inherently the construction of life live in Japan

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