Women’s Leadership in Different Cultural Contexts: Learning from Women Ambassadors to Japan
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28th Oct, 2014 (Tuesday) 16:45-19:00
Auditorium (Kiindo), Ochanomizu University
AWiL

Advancement of Women in Leadership

"AWiL" stands for "International Research Program for the Advancement of Women in Leadership", a 6-year program supported by MEXT (Ministry of Education, Culture, Sports, Science and Technology), aiming at fostering women who can play active roles in society, as well as women researchers who can develop more integrated and interdisciplinary fields. For this purpose, we will be promoting: (a) interdisciplinary research activities for women's leadership; (b) international networking for enhancement of women's social commitment; and (c) educational activities for fostering high-level women researchers.

AWiLとは

「AWiL」は、お茶の水女子大学の事業「女性リーダーを創出する国際視点の形成」（文部科学省特別研究 女性22年度～27年度）の略称で、その英文名「International Research Program for the Advancement of Women in Leadership」に基づいています。「女性リーダーを創出する国際視点の形成」事業とは、先進的・学際的な分野を開拓する女性研究者を育成する国際的視点を形成を目的としています。そのために、「リーダーシップ教育の理論構築」、「女性の能力を開発する国際的ネットワークの構築」、「国際水準の女性研究者の育成システムの構築」等の事業を積極的に展開しています。

*migabazuba*

「みがかずば」

If you neglect to polish a gem or mirror, the luster will soon disappear. So true is also with learning.

みがかずば ふちがはぎむ なじかやす
学びの道も かくこそ ありよ

※This timeless wisdom has been sung since 1676. When it was bestowed by the Empress Dowager Shoken upon the school soon after its founding.

※彼女愛撫の1876年版語葉に改められたこの歌は、
日本漢詩の教科書として今も繋いわれています。
2014 AWiL International Symposium
Women’s Leadership in Different Cultural Contexts: Learning from Women Ambassadors to Japan

CONTENTS

President’s Greetings
Sawako HANYU, President, Ochanomizu University

Opening Remarks
Daisuke YOSHIDA, Director-General, Higher Education Bureau

Special Speech
Kuniko INOGUCHI, Member, House of Councilors (SENATE)
Former Minister of State for Gender Equality and Social Affairs

Introductory Speech
H.E. Mrs. Sabine Thaddeus SIAKOYA
Ambassador of the United Republic of Tanzania

Presentation by Ambassadors from Four Regions
[Moderator]
Matsuko ISHIKUPTZ, Professor, Ochanomizu University

[Speakers]
Africa: H.E. Mrs. Betty Grace AKECH-OKULLO
Ambassador of the Republic of Uganda

America: H.E. Ms. Martha Lidia ZELAYANDA Cisteros
Ambassador of the Republic of El Salvador

America: Ms. Judith EXAMER
Charge d’Affaires ad interim of the Republic of Haiti

Pacific: H.E. Ms. Tanja Leamanuloupo o Taladrika TUPOU
Ambassador of the Kingdom of Tonga

Europe: H.E. Ms. Helena Dmyzlo ZORKO
Ambassador of the Republic of Slovenia

Speech
H.E. Mr. Mohau PHEKO
Ambassador of the Republic of South Africa

Panel Discussion and Q&A Session

Closing Remarks
Kiko TAKANO, Vice President, Ochanomizu University
Thank you very much for coming to the A-WIL symposium at Ochanomizu University today.

I sincerely appreciate Mr. Daisuke Yoshida, Director-General of the Higher Education Bureau in the Ministry of Education, Culture, Sports, Science and Technology, Ms. Keiko Takegawa, Director of the Gender Equality Bureau Cabinet Office, and Ms. Rei Matsuoka, Director of the Gender Mainstreaming Division, Foreign Policy Bureau of the Ministry of Foreign Affairs, for taking the time away from your busy schedule to attend this symposium.

This symposium would not have been possible without the guidance and efforts of her Excellency, Mrs. Salome Thaedeus SAKONA of Tanzania, to whom I am extremely grateful. I also express my sincere appreciation to the speakers of the symposium as well as to everyone in the audience.

This A-WIL symposium has been held every year since 2012, and this year’s symposium is the 4th such symposium.

A-WIL stands for the International Research Program for the Advancement of Women in Leadership. We hope that this symposium will provide our students and other young people with the opportunity to expand their global knowledge in their pursuit to master their specialties, and will enable them to envision their future contributions to the global community.

Today, more than ever, women are strongly expected to be active participants in society.

As a national university for women with the longest history, we recognize that Ochanomizu University’s important mission is to educate women who can demonstrate excellent leadership in diverse specialty fields. This is the reason why the theme of this year’s symposium, “diversity leadership” has been selected.

In 2015, we will be celebrating the 140th anniversary of the founding of our university. Our university’s history has been characterized by its graduating students who became pioneers in various specialty fields.

In the past, our graduates included those pioneers who created educational systems as well as the first woman Ph.D. in Japan.

Nowadays, our graduates are employed in diverse areas including the government, industry, and the media. I sincerely hope that our students will contribute to building our future with high levels of professional knowledge, wider visions, and great leadership. This hope, again, is expressed in the theme of this year’s A-WIL symposium.

Today, we are honored to welcome a member of the House of Councillors, Dr. Kuniko Inoue who served among many roles, an Ambassador Extraordinary and Plenipotentiary of Japan to the Conference on Disarmament in Geneva. We also have several female ambassadors to Japan, who are demonstrating female leadership as representatives of their countries.

I am confident that today’s symposium will provide a great opportunity not only for our students and for Ochanomizu University to step forward but also a chance to build a great and bright future.

Finally, I would like to acknowledge that this symposium is sponsored by a special budget provided by the Ministry of Education, Culture, Sports, Science and Technology, and supported by the same Ministry and the Ministry of Foreign Affairs. I also appreciate those who have been involved in organizing this symposium.

I hope that the symposium will be a great success.

Thank you very much for coming to the A-WIL symposium.

President’s Greetings

Sawako HANYU, Ph.D.
President, Ochanomizu University

A-WILシンポジウムは、主に本学で学ぶ学生を中心に、次世代を担う人々が、自らの専門性を信じながら国際的な視点を広げ、社会を活躍する将来の自分自身の姿を思い描く機会を与えることを目的に、開催されています。

今日は、教育機関を経験した人々、特に女性の登場が望まれた場であり、一般的には、官庁、業界、メディア等が含めて、社会の広い分野で本学の卒業生が活躍しています。

そして今、学生には、真の専門性を身に着け、広い視野をもって、そしてリーダーシップを発揮することを通じて将来を築いていってほしいと思っています。

その期待を込めて今回のテーマに設けました。

この国の、元教育省商務局機関長の女性参議院議員も参加された会場で、本学で卒業生として国を代表してリーダーシップを発揮している方々の有識者に話題を聴いていただきました。

この機会は、学生にとって、そしてこの大学にとって、未来に向けた大きなきっかけになることを願っております。

なお、シンポジウムは、文部科学大臣の特別推薦の事業として行われます。そして、外務省、内閣府の後援をいただいておりますこと、関係者の皆様に御礼申し上げます。

本日、シンポジウムが成功することができることを心から期待しております。

本日はお待ちしておりまして心から感謝申し上げます。
I would like to congratulate you on the opening of this international symposium today that welcomes distinguished speakers and many audience members.

Ochanomizu University was founded to provide opportunities for higher education to women. Since then, the university has consistently contributed to achieving women's autonomy and active role in society, and has produced countless talented women professionals. In recent years, the university has created international centers for training women leaders and has been fostering women leaders who will be active in the globalizing society.

It is no exaggeration to say that the power of women has risen to one of the greatest potentials for Japan. The perspectives and values that women bring through their active roles are indispensable for solving the diverse issues facing Japan and the world. Therefore, Prime Minister Abe is leading a nationwide effort to create a nation in which all women can shine. The Japan Revitalization Strategy, revised in June 2014, contains an array of measures for promoting women's active role. In particular, the government aims to increase the share of women in leadership positions in various sectors to 30% by 2020. The government as well as universities, companies, and other sectors must work together to achieve this goal. In Japan, women have skills but nevertheless have few opportunities to be active in society compared to other countries. Needless to say, higher education is critical for unleashing the potential of women and allowing women to spread their wings in society. In this regard, I have high expectations that Ochanomizu University's leadership program based on the spirit of "Migakazuba" will produce more women who exercise leadership and play an active role in society.

At today's symposium, we will hear from women ambassadors about women's social status and leadership situation in their countries. I expect that the distinguished women ambassadors will act as role models for us.

Last but not least, I hope that this symposium will encourage and stimulate ambitious young people who are here, and will give further momentum to the creation of women leaders who will be active in society.
It is indeed my great honor to be able to address this very distinguished group of audience.

Today, I would like to start with a bit of my own history. Of course, history is his-story, and so we should be talking about her-story. When I first arrived in Japan to advance to graduate school in political science or economics, I obtained my PhD at Yale in political science. At that time, it was very difficult for women to obtain a university position in Japan. However, I decided to return to my country because I thought that's where I really had to work to promote democracy and gender equality. I eventually became the first woman assistant professor, associate professor, and professor of the Faculty of Law at Sophia University as well as the first woman dean of its Department of International Legal Studies. The starting point of my commitment to gender equality was my experience of teaching female students. They were so talented, but in the end, 99% of them had to leave their positions.

After serving as Ambassador to Geneva on Disarmament Affairs, I successfully ran for a parliament seat and was appointed the first female equality minister for the Koizumi administration. After I was appointed in 2005, the declining birthrate trend was reversed. The reason is that the cause of Japan's demographic issues was addressed. It's not women keeping their jobs that causes these problems. It's the lack of opportunity to have both family and work. Therefore, I worked very hard to mainstream gender equality and childcare related issues.

In order to make a difference, a solution-oriented synergy, what call SOS, is needed. We need to break down theories so that solutions can be found. What I have found based on my own experience is that once you hold a leadership position, you are always a leader. No matter what your position is, you should always keep your leadership role in your mind, in your community, and in the way you work.

I would like to thank the ambassadors who have come to inspire us. "Women ambassadors" is one category of ambassadors. But probably the issue can be discussed beyond women's issues or gender issues.
From the Africa region, we have H.E. Mrs. Betty Grace Atekch-Ukilo. She has a bachelor's degree in science and a master's degree in education. From 1978 to 2006, she worked as an education administrator, was elected to a constituent assembly, and became a member of parliament in a district. She was appointed minister of health, minister for local government, minister for higher education, and cabinet minister in charge of security in the office of the president in Uganda. In 2012, she joined the Ministry of Foreign Affairs, Uganda and was appointed Ambassador to Sudan. In 2013, she became Ugandan Ambassador to Japan.

We’ll have two speakers from the Americas. First we have H.E. Mrs. Martha Lida Zelayanda Conteras. She studied music at the US Salvador National Art Center and El Salvador National University. She also studied scientific biology and chemical engineering. Later, she joined Kelo University where she studied Japanese language and German literature. She first worked as a freelance interpreter for the Embassy of Spain in Japan, the Japan International Cooperation Agency, and the Metropolitan Police. She has also taught at different public schools in Fujisawa City, promoting cultural understanding. In 2010, she became the Minister Counselor, Embassy of El Salvador in Japan. In 2011, she was appointed Ambassador of El Salvador to Japan.

We also have Hon. Ms. Judith Exeiter, Chargé d’Affaires, a.i. of Haiti. She has a bachelor’s degree in diplomacy and international relations, a master of arts in political science and development studies, and a master’s in global finance. Between 2001 to 2006, she was a special advisor on human rights issues at the Permanent Mission of Haiti to the United Nations in New York. She worked as a program officer at the US Fund of UNESCO. She did quite a number of consultations with various UN agencies. She also served as a special advisor to the Ambassador of Afghanistan in Geneva. She was a UN Affairs & Policy Advisor at the United Nations Development Programme in New York. She also served as CEO of Exeter Financial Group in the United States. From 2010, she joined the Foreign Ministry of Haiti as a Minister Counselor. In 2011, she assumed the role of Charge d’Affaires at Inter-Embassy in Haiti at Japan.

From the Pacific region, we have H.E. Ms. Tania Laumanulo’a Talofaikia Tupou. She has served with the Ministry of Foreign Affairs & Defence and the High Commission Office from 1996 to 2004. She was appointed as consul with the Tonga Consulate General Office in San Francisco. From 2005 to 2009, she served as senior advisor, Joint Office for Commonwealth Permanent Missions to the United Kingdom. In 2012, she was appointed Ambassador Extraordinary and Plenipotentiary to Japan.

From Europe, we have H.E. Ms. Helena Dmowicz-Zorzo. She graduated with a Bachelor of Arts degree in history and was employed as a lecturer at a university in Slovenia. In 1996, she was employed by the Ministry of Foreign Affairs of Hungary. Between 1996 and 2002, she worked in different capacities, beginning with Secretary to Head of the Division in 2004. She was appointed Ambassador to Ireland in 2002, Ambassador to Japan in 2010, and now resident Ambassador to South Korea in 2011.

Then we have H.E. Mrs. Mohau Pheko, Ambassador of South Africa. She is a Ph.D. holder in international relations from the Sallie University, USA. She has her Bachelor’s degrees in economics & general studies as well as nursing, a Master’s degree in international health, and a Master’s in development economics. For two decades, she was an international consultant in the areas of economics, international trade, and gender, and she joined the Department of International Relations and Cooperation in August 2010. In 2010 to 2011, she served as the High Commissioner to Canada. In 2012, she began her tenure as the Ambassador Extraordinary and Plenipotentiary to Japan. Now, let us hear their stories.

This year 5th, our water and climate festival is going to be held in Japan. It’s called Nihonminzoku no Jidai, which means “Japan of the People” in English. It is a festival that celebrates the diversity of Japanese culture and society. The festival is held annually in different cities across Japan, and it features a wide range of events, including traditional performances, workshops, and exhibitions.

Japan has a lot of activities that are open to the public, such as tea ceremonies, cherry blossom viewing, and lantern festivals. The festival aims to promote cultural exchange and raise awareness about the importance of sustainable development.

It is important to understand the role of women in Japanese society and how they contribute to the economy and society. Women are increasingly taking on leadership roles in various fields, such as politics, business, and academia. It is noteworthy that women have made significant achievements in these fields.

Women in Japan have made significant contributions to society and economy, and have played an important role in shaping contemporary Japan. Women have been active in various fields, such as politics, business, and academia. However, they still face challenges in terms of gender equality and harassment.

In this context, the festival aims to highlight the importance of gender equality and raise awareness about the role of women in Japanese society. Women in Japan have made significant contributions to society and economy, and have played an important role in shaping contemporary Japan. Women have been active in various fields, such as politics, business, and academia. However, they still face challenges in terms of gender equality and harassment.

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2014 AWiL International Symposium

Presentation by Ambassadors from Four Regions

Moderator モデレーター
Masako ISHI-KUNTZ, Ph.D.
Professor in Graduate School of Humanities and Sciences at Ochanomizu University

日本 石井 クンツ 昌子 教授
お茶の水女子大学
国際文化創成科学研究科 国際科学系 教授
専門は英文学。文学の発展と国際情勢との関わりを学び、日英文化の交流に関する研究に携わる。
The Case for Africa

In talking about what we call the “Case of Africa,” I must start by saying that Africa is a very vast continent. We have 54 sovereign independent states with different systems of governance. Africa is multiracial, multiethnic, and multilingual with over 2,000 languages. The continent was affected by external influences, especially slavery, colonialism, and external religion. Now, because of these influences, Africa cannot boast of one particular indigenous culture. Africa is a melting pot of cultures. But the attempt to say something that is generally common to Africa.

First, Africa is patriarchal in culture. The roles of reproduction, production, and nurturing are assigned mostly to women, and the roles of leadership, protection, and provision for families and communities are given to men. Some cultures, which are still heavily influenced by religion, practice “gender apartheid” or a complete separation of the genders. Another issue that cuts across Africa is polygamy. Thirdly, bride price is still paid in Africa. Bride price relegates the woman to property of her husband or even the whole clan or families. The girl child therefore is considered a source of wealth. Widow inheritance is still practiced in some cultures in Africa.

Cultural expressions that prepare men and women, what we would call rites of passage, prepare the woman for motherhood, for wifehood, and for obedience. This is where you get the issue of FGM to keep the woman in one place, not fleeing from place to place. In this regard, access and retention of girls in formal education is an challenge even today because the girls drop out due to early pregnancies, early marriage, and poverty. Raised in this kind of cultural environment, it is very difficult for the girl child in Africa to wake up all of a sudden and say, “I’m going to take on leadership.”

But I also want to say that, in terms of our cultural context, women of certain social standings have always influenced decisions very positively in the African culture. Most of these are women like mothers, grandmothers, older women, and mothers of kings and chiefs. They have always used their positions to influence leadership and decisions in their communities very positively.

I have a small story to say from my culture where the queen mother was supposed to bless her son who was going to wage a war against his own people. In other words, his uncle. Tradition demands that before you go to war, you must be blessed by your wife or your mother. The mother told her son, “You will fight equally, there will be no losers and no winners in this war.” Because of that, the war was averted. It goes to show that some African women have influenced decisions and ruled from behind the throne.

In the liberation struggles before independence, women took up arms and fought side by side with their male counterparts and earned their position as leaders in their own right.

Now, when we look at the world percentages of women in political leadership, the world average is 21.8%, and Africa is 22.5%. Many African countries, after accepting or endorsing UN activities and resolutions, including the UN Decade for Women, UN Committee on the Elimination of Discrimination against Women (CEDAW), MDGs, and UN Resolution 1325, decided to start developing policies and programs that would increase the number of women, particularly in political leadership. Leaders began to wake up to the fact that women – half the population – were not being utilized adequately. Their potentials were neglected. Therefore, many countries decided to have affirmative action. Many countries in Africa have also accepted quota systems, both legislated and voluntary. We have also proportional representation. In Namibia, there is a system called the “zebra system,” where the candidate list for political leadership alternates between men and women.

Now, there remains the challenge of changing the mindset that has been ingrained in the minds of the people. Many women fear that rising to leadership will cost them their status and marriage. I was elected three times. In my first election, I had to trot around with my husband because people wanted to see if I was really married and if I would remain in my marriage. I must say that a number of women with whom I joined parliament together actually lost their marriages. So it is quite a difficult choice for women to make – marriage and reputation or leadership.

I want to add that the media in Africa is still greatly influenced by culture. The media reports about women’s debating skills derogate the women – she mumbled, she repeated, she chanced – that kind of thing. Of course there are women who speak very well, but you get those reports. We as women are not homogeneous. Our interests, our needs, and our social status and standing are not the same. Even if we ourselves are okay and we have “arrived,” women need to work together so that we can lift many more into positions of leadership. Grassroots women would like to see that when they elect a woman, they will be able to inherit properly, go to the hospital not be beaten, and climb up the social ladder.
このことについて、私の文化の話がふれています。このように、政治、社会、経済全般で、女性の役割が大きくあるが、アフリカの文化においても、女性の役割は非常に重要です。アフリカにおいては、女性は伝統的な家庭の役割を果たしており、男性の役割は政治的なものに集中しています。しかし、この文化の下では、女性の役割は非常に重要であり、社会の安定に貢献しているのです。}

新たな問題は、すでに述べた通り、女性の地位が低い国々で、女性の役割がさらに重要です。アフリカの文化においても、女性の役割は非常に重要であり、社会の安定に貢献しているのです。}

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Gender equality policies in El Salvador: Achievements and Challenges

Today, I’d like to talk about the position of women and how to enhance social positions in El Salvador. I’d like to focus on specific projects to enhance the social standing of women in society. And I hope that by introducing these projects to you and making them better known not just in El Salvador but elsewhere in the world, I hope that these projects will serve as a reference for other regions and other people. I’d like to also talk about other regions in Latin America and women’s standing in society.

So, first of all, I’d like to reiterate the location of El Salvador in Latin America. As you can see, this is the Americas, you see North and South America, which is linked by Central America, this is where we are here, and Central America here. The countries in Central America belong to a wider geographical region called Latin America. And furthermore, we belong to a even larger grouping of areas, the Americas.

On September 12 and 13, the “World Assembly for Women in Tokyo: WAW! Tokyo 2014” was held in Tokyo. From El Salvador, on behalf of Latin America, our Presidential Secretary of Social Inclusion Dr. Pignato came to Tokyo to attend this meeting. There, there was discussion on ways to promote the standing of women in society, not just in Japan, but throughout the world.

Dr. Pignato has been working on a project called “Ciudad Mujer” for protecting women’s human rights and elevating women’s status in society since the previous administration. Ciudad Mujer is a Spanish term meaning “city of women.” This project provides comprehensive support to women who are weak in society and are left behind in society, helping them solve problems and become more independent.

For example, this project offers various consulting services, supports, and educational opportunities to women in poverty, single mother households, and women who are victims of domestic violence. As many of the women who come to the center have small children, childcare support is provided so that they can receive various services with a peace of mind. This project takes into account medical and psychological aspects for women victims of violence, law and judicial guide to help them to make their rights being respected. Educational and economical support is provided such as collective education, training with the purpose to finding new jobs and becoming more independent. Guidance is offered so that women can secure higher incomes.

What is most wonderful about Ciudad Mujer is that the problems facing the women who visit the center can be solved smoothly at a single location. This has been made possible because diverse government agencies are gathered here. This endeavor has been reputed very highly both domestically and abroad.

I would like to mention about other countries of Central America, for example, Costa Rica, women were granted the right to vote in 1949. Since then, there has been activity to promote women’s participation in the management of their country as well as women’s advancement in society. These efforts culminated in the parliament’s passage of a gender equality bill in 1990.

At the same time, the microfinance system protecting women from domestic violence and promoting independent healthy life was developed. Currently, it is assumed that women occupy 30% of the Diet and 40% of high positions in the government and various other institutions.

In this way, women’s social advancement has been pushed forward in Central America. I believe that those movements should be sustained and we need to make more efforts to realize a gender-equal society.
Gender equality policies in El Salvador: Achievements and Challenges

日本のラファエル・ブレワは、エルサルバドルの政府は女性の参加を促進するために、女性の文化に対する理解を深めるためのプロジェクトを実施している。このプロジェクトは、女性の参加を促進するために、政府が設立した組織が主導するものであり、活動の対象者は、女性のコアグループである。

このプロジェクトは、女性の参加を促進するために、政府が設立した組織が主導するものであり、活動の対象者は、女性のコアグループである。
The Rising of Women Political Leaders in the Americas:
A Social Transformation in the 21st Century Western Hemispheres

Historically, except for a few cases, women have not been perceived as playing important leadership roles. Today, however, we can say such analysis will fall short since it’s fair to recognize women in the leadership world. They have made incredible progress during the 21st century. Indeed, if this century shows one thing, it is the effectiveness of politics as it has transformed not only the society, but also the economy, the community, and the polity we live in. And women have contributed greatly to this transformation. As in the rest of the world, women have traditionally been underrepresented in elected offices in the Americas. The irony behind this is that Americas has been historically viewed as a culture of machismo. While the stereotype unfortunately does have some truth to it, when it comes to women in politics and leadership roles, both men and women in the region show no fears in electing women. The 21st century western hemisphere boasts a record number of elected female heads of state. It leads the world in number of female presidents and prime ministers.

The 2014 Women in Politics Survey of UN Women and the Inter-Parliamentary Union highlighted the rising percentage of women in the region, including Brazil, Chile, Argentina, and Jamaica. According to the survey, these women leaders are not just transforming their society in a fundamental way, but are also strengthening democratization, education, and public policies. Thus, it’s worth pointing out that the sociopolitical transformation taking place in the Americas leads to the empowerment of women throughout the region.

Lastly, I would like to acknowledge Eva Perón from Argentina whose incredible work led to Argentina’s election of her first female president. In Brazil, you have a woman president, she just got reelected. In Jamaica, you have a woman prime minister. In Canada, you did have a native Haitian as the governor general. This is to say, the Americas has indeed made a lot of progress when it comes to women’s advancement.

Now, what can America do to promote and continue to lead this agenda? Women should come together. They should be equipped with tools to promote gender equality not only in their society, but also internationally. Tonight, I was very glad and honored to see men here to support that cause. The gender issue is not a woman-only issue. The gender issue is both a men’s and a women’s issue. We want both of them to be part of this issue and take part of the solution. And in the Americas, we have made that possible over the last decade.
The Rising of Women Political Leaders in the Americas:
A Social Transformation in the 21st Century Western Hemispheres

2014年の国連のthe Women in Politics Surveyと列国議会同盟（IPF）は、この地域で女性が台頭するに
なっているのは、ブラジル、チリ、アルゼンチンやジャマ
イカなどの国であることを強調しています。調査によると、これ
らの女性のリーダーは、単に社会を基本的な形で作り上げ
ているだけでなく、民主化、教育、そして公政政策などを
強化し、推進しているわけです。従って、米州で起こっている
社会変化の変革が、この地域全体の女性のエンパワーメント
につながっているということです。

最後に、アルゼンチンのエンパワーメントをご紹介したいと
思います。彼女の大きな捐款が、その後、アルゼンチン初の
女性大統領選出につながりました。ブラジルの大統領は
女性で、つい最近、再選を果たしたところです。ジャマイカ
も女性首相です。カナダでは、元ハイチ人が初代を務めてい
ました。従って、米州は女性の進出に関しては大きな進歩を
見ているということです。

では今後、米州でこの流れをどのように継続、強化できる
のでしょうか。やはり女性は連携すべきです。そして、国内の
みならず国際的にも、社会において男女共同参画を変革
するための手段を得るべきです。米州、女性だけでなく、この
会議を促進するために男性も参加されているということはい
いことです。男女共同参画の問題は、女性だけの問題ではない
ます。これは男性・女性、米州の問題であり、男性にも
女性にも参加していただきたいと思います。米州では、特に
この10年間、それぞれが特定になってきているということです。
Women and Leadership in the Pacific

The Pacific region consists of 16 independent countries inclusive of Australia and New Zealand. However, my presentation will be limited to the Pacific small island developing states.

The Pacific region is a region of traditional societies and cultures. Across the region, traditional views of leadership are for men to continue to influence the electorate. The mainstream of leadership has always been male-dominated. Our prime ministers have been males, and our parliament houses have been dominated by men. However, despite this tradition, there is a growing and ongoing recognition in the Pacific of improving women’s decision-making and leadership at all levels of society.

The challenges to become a few include electoralfearing, for which many women simply do not have the resources. It is also daunting for women to face smear campaigns and intimidation that mark many elections. In some areas, it is physically dangerous for women to travel around the constituency. Globally, temporary special measures have proven to be an effective tool for improving political participation but have been harder to gain traction in the Pacific.

Countries such as Samoa and Papua New Guinea have moved to legislate the participation of women in parliament at 10% and 20%, respectively. The recent September 2014 election in Fiji resulted in 15% representation of women, and the current leadership of the opposition is a woman in the Fiji parliament.

Our Pacific leaders recognize that women face multiple barriers that impact their enjoyment of political rights and overall public participation. Our Pacific Leaders Gender Equality Declaration aims at uplifting the status of women in socioeconomic and political life.

Women’s economic empowerment has made slow progress. Although a few countries experienced increases in women in senior public service and government boards, women's representation in parliament remains very low with three Pacific Islands having no women in parliament. Some positive developments over the years included gender parity in education, improvements in legislation on domestic violence, and adoption of temporary special measures in the way of reserved seats. Positive trends on women accessing police services are evidenced through the increasing number of domestic violence reports in Cook Islands and Kiribati.

Issues of gender empowerment can be regarded as a social fracture that needs to be addressed. It is my view that quotas are not the only drivers/solutions of this social fracture. This is necessary but not enough. What are necessary are all drivers of society – the political parties, education and health systems, the trade unions, the churches, the men and boys, and the women and girls. They must all take responsibility.

Tonga has a constitutional monarchy and had its first democratic elections only in 1971. When Her Majesty Queen Salote Tupou III ascended the throne at 16 years of age, she became our first woman head of state and head of government and reigned for 47 years from 1918 to 1965. Legislation during her reign included allowing women to vote in 1951. Today, half of our CEOs are women. However, only one woman sits in our cabinet of 11, and 30% of ambassadors are women. “Women in parliament” is an important issue we have been addressing. To note, the upcoming election in November has shown a large increase in women candidates.

Tonga boasts an educated workforce. Primary school education has been compulsory since the 1960s. It plays an important role in Tonga’s society to which women are afforded the opportunity of empowerment. Culture is another tool. The Fuhu system accords all honor to the sister. One’s father’s sister holds rank in the family, and as such, has a leadership role. Hence, Tongan women can easily transition to positions of leadership outside of the family.

A well-known story is that during the royal parade of Her Majesty Queen Elizabeth’s Coronation in 1953, a slight fall of rain occurred but Queen Salote did not raise the cover of her carriage. When asked later, Queen Salote stated: “In Tongan culture one must not defer attention from the honored guest. This short story I speak of illustrates the importance of women supporting women and the importance of molding domestic cultural values on an international scale.

In Tonga, the culture of extended family provides for childcare. Such is the case for me with the raising of my daughter. Today, in Tonga, our immigration rules permit the entry of migrant workers. And with urban migration, this eases the burden for working mothers.

Pacific women’s rise to leadership has been slow, but we have had some great women rise to leadership in the Pacific. We must continue to engage with men and with other women to push and enlarge a space for women in decision-making areas. The empowerment of women in Tonga is an important subject as we herald from a stratified and traditional society. This is the only way forward for a long-lasting and meaningful solution for women.
ジェンダー・エンパワーメントは、社会をひらかせるためのものであるとも言えます。クウォーク制度の導入は必要ですが、それだけでは不十分であり、政治、教育、保健制度、労働、職業、男性、女性、男女、全てが責任を持って問題解決を進めていかなければなりません。

トンガは立憲君主制で、2015年に初めて民主的選挙を実施しました。1981年にソロモン・ツォウガが18歳でトンガ初の女性となり、その精神は1986年までに7年間にわたって続きました。在位中の1981年に女性が参政権を得られ、現在、トンガの女性CEOの半分が女性です。しかししながら、人口の11名のうち女性は11名、そして大使のうち女性は30名です。寄せられ女性国会議員（women in parliament）を重要課題として取り組んでいます。2016年11月の選挙がありますが、女性の新旧者の数が増えています。

トンガでは、教育水準の高い労働力で生活しています。1960年代から小学校が義務教育化され、これでトンガ社会において女性がエンパワーメントの機会を得る上で重要な役割を果たしています。また、一方で男性もエンパワーメントの一環であるという言えます。トンガ社会のファッカ（fakau）制度の下では、その家族や地元社会の女性が大きな役割を果たします。トンガでは家族やコミュニティにおいて女性が活躍しているわけではないから、家族外の世界でも女性が大きな役割を果たしていくことが重要だという。

わが国の女性の有名な話をしたいと思います。1938年の女性の選挙権の取得は、多くの女性を刺激しました。しかし、それでも成長する社会の課題として、女性のエンパワーメントを進めることで、社会全体の発展が期待されています。
Status of Women in Central and Eastern European Countries

Why do the gender experiences in the former socialist and communist countries matter? The experience of women in those countries is important because individual states variously defined the relationship between gender and politics.

Former Yugoslavia was a traditionally conservative patriarchal society. During World War II, an estimated two million Yugoslav women mobilized to participate in the liberation struggles. After the war ended, women made significant gains under socialism. Their participation in the labor force rose from 18% in 1940 to almost 35% by 1978. This rise is significant in light of the relative lack of industrialization prior to WWII. Female illiteracy also dropped from 55% in 1931 to 28.8% in 1961.

Female students accounted for 40% of university intake in 1973. In this regard, it is important to mention that abortion was legalized federally in 1952. In 1969, family planning was adopted as a fundamental social right. However, this political project ultimately failed to address women’s drastically lower participation in politics and lower representation on the workers’ council. It also failed to increase women’s employment outside of traditionally female occupations and address the educational curriculum as an important venue for challenging cultural traditions of gender inequality.

A similar experience in a much more drastic way happened in the countries of former Eastern Europe. In 1991, Yugoslavia split up, and seven new countries emerged. Amidst concerns about economic policy and democratic institutions, the leaders of the new states, mainly male, debated questions of proper sex, women’s roles, birthing, fertility control, and childcare. One of the first legislative issues that were raised in nearly all of the formerly socialist European states was reproductive rights. While access to abortion was liberalized in Romania, it was tightened in almost all of the other states.

Another example is Germany. Just after unification, there was a sudden sharp rise in women from former Eastern Germany choosing to be sterilized rather than having children. This led to a public outcry about birth strikes and was instantly seen as a political issue rather than individual choice. This example shows that even in times of historic political upheaval, the status of women and particularly their reproductive rights were considered a key political issue in post-socialist transitions.

Now, I want to shift to the situation of women in Slovenia. Many of the structural changes, which occurred in the socialist era, remain in independent Slovenia today. Full gender equality is still to be achieved. For example, in 2012, the share of women in high-ranking and best-paid positions – senior officials, managers, and legislators – was 39%. At the same time, Slovenia has the lowest gender pay gap in EU-28 at 2.5%, while EU-28 has 16.4%. However, 20% of the largest listed companies in Slovenia in 2013 had only 10% chairwomen and only 20% female management board members. Women’s relatively high unemployment rate, 60.5%, in Slovenia versus 58.5% in the EU is due to the former’s employment regulation, parental leave system, childcare services, primary schooling, means provided by schools, as well as the experience in former Yugoslavia. All this makes it easier for parents, particularly women, to reconcile professional and family life. At the same time, in the face of difficult economic times, the social welfare and employment regulations are increasingly difficult to be maintained at the current level.

In Slovenia, women have also entered politics. Currently, 7 out of 17 ministers are female, which is more than 40%. We have 36% female MPs in parliament and 34.9% female heads of missions in the Slovenian diplomatic service. Now very shortly on the situation of women in Macedonia: Macedonia is a country with a subtly defined family system and values in which the woman takes the central role. By tradition, Macedonia is a patriarchal society in which men are the breadwinners and women take care of the family.

However, these roles shifted 100 years ago, when many Macedonian men because of poverty, especially in the mountain areas, had to leave their homes and go abroad to earn money. Often they would stay abroad for many years without coming back. Consequently, the role of the head of the house was bestowed on the wife, and she was responsible for all male and female tasks in the household. These circumstances created opportunities for women to leave their traditional roles of wife and take part in more decision-making processes. Today, women in Macedonia enjoy equality in many areas protected by the law, and supportive legislation is continually improving.

And very shortly about the situation of women in Bosnia and Herzegovina: In the field of gender equality, Bosnia and Herzegovina set an example for other countries in many ways, especially in terms of the legislative framework. It has many important laws, including a gender equality law, anti-discrimination law, and gender action plan. It has also ratified and integrated all relevant international legal instruments for the promotion of gender equality.

Generally speaking, the infrastructure for gender equality is in place, together with rules and regulations. What remains to be done is their efficient implementation throughout society. We constantly have to make efforts to maintain the position of women and to further empower women, together with men.
Status of Women in Central and Eastern European Countries

1973年には、大学入学者のうち、40%を女性が占めるようになった。また、1992年に教育専門教育がアメリカ化され、1969年には労働市場が政府の制制として採用されている。しかし、商業・労働者の中で女性の役割は弱い。たとえば、労働者である女性の労働者の職位の割合は1992年には35%にすぎなかった。さらに、伝統的な女性の役割である職業以外の女性の役割の促進や、ジェンダー不平等の文化を変えるための女性の教育に対する努力が進められている。女性の地位は不平等であるが、ジェンダー不平等と文化的な問題について、変化はもたらされるべきである。

一方で、ジェンダー不平等は、女性の政治参加が始まっていない。新政府では女性の役割を求める7名を女性局に配置し、割合は40%以上となっています。女性の参政権の保障を図っている。マキシマム共産党では、初の女性の加盟を求める7名を設け、女性の政治参加を求める7名を設けていた。しかし、女性の政治参加にむずかしい条件があるため、ジェンダー不平等は依然として存在している。

一般的に、ジェンダー不平等に関する問題は、法律とともに整えられるべきものです。それからしっかりとした女性の参政権を図るためには、社会全体で効果的に実行していくことが大切です。それから女性の地位の維持・エンパワーメントに向けて様々な努力が必要です。
Take a Girl to Work

Thank you very much for this wonderful opportunity for women ambassadors to share the status of women in various countries. I am an activist ambassador, and I believe in action. I think that womenomics is a wonderful opportunity for Japanese women to open up the most important space for women to participate and make decisions.

I want to talk very briefly to encourage you to join an important campaign. The International Day of the Girl is held on October 11th of every year, and it’s an opportunity for young girls to shadow various people in the workplace not only to encourage them to join the workforce, but also to show them that they can be the leaders of tomorrow and be important decision-makers. This year, we’re piloting this program on November 20th, 160 girls are going to be visiting various embassies, various airline companies, and various companies in Japan.

It’s an important initiative, in the sense that many girls who have never been exposed to CEOs or managers or ambassadors, both male and female, have the opportunity to learn about day-to-day decision-making up close and to get experience for the future. These are grade 10 to 12 girls from high schools in Tokyo, together with the Metropitonal Department of Education.

I raise it here because next year, in 2015, we want more participation. We had to cut off a lot of girls this year. We hope that Ochanomizu University would also participate in this very important campaign that brings young girls together and shows that they have the opportunity to be great decision-makers.
H.E. AKECH-DIGULLO:
Well, I think one of the major issues here, particularly in reference to my continent, is the need for education for the girl child so that she is well informed and she can gain the confidence to put herself forward for a leadership position. In this respect, many of our countries are trying to ensure that education is free at the primary level and at the secondary level. They are also trying to ensure that as many girls as possible remain in the school system so that they build that self-confidence and have the knowledge, which is necessary for them to express themselves when they are in meetings and leadership positions. Thank you.

H.E. ZELAYANDRA:
Thank you for your question. I think education is of course very important to give the girl child confidence to become a leader. Education at schools and at universities is very important. But I would like to mention also that sometimes discrimination starts at home. Not in all countries, but I heard that also in Japan, if it’s a boy, they say, “You have to enter a good university because you are going to have a family and you have to support your family.” But if it’s a girl, they say, “No, you need not study so hard because you are a girl, you are going to get married, you are going to take care of your children.” I think part of the problem is education that starts at home. All the mothers and fathers should take that into account in educating their boy and girl child. Thank you.

Ms. EXAVIER:
Thank you for your question. I want to join my colleagues with respect to education. Yes, I do believe that education is important. But it’s not the only tool to empower women. Why? Because there are so many qualified women who have not been given the opportunity to get to a top leadership position. I think such policies need to be changed, and I think that government should play an important role in changing the mindset of the society and in pushing the gender equality agenda. We cannot only focus on education; we need to focus also on policy changes. Thank you very much.

H.E. TUPOU:
Thank you for this important question. I think it opens up a whole host of issues, and I’ll name a few. As we had heard Ambassador Phelso explain with regard to the “Take a Girl to Work” event that she is organizing, decisions are made on a daily basis. Leadership is a fascinating issue. It is an issue that is on the table and occurs in real time. Here in Japan you have many role models. You have President Hanya. You have many women who are presidents. You have women in your Diet. You have women who are ministers. It’s important to look at these role models for leadership.

The other important facet is the role of mentors and champions. Those are two separate things. It’s important to have champions who push you to certain positions or push you to certain areas. But it’s also important to have mentors who nurture and who you can come back to to act as your sounding board as you forge your way forward and upward. Important also for women is our role as nurturers, as bearers of children. I think Prime Minister Abe’s government is addressing or has spoken on the issue of childcare, about giving women in Japan the option of having a career and raising children at the same time. Thank you.

ISHIKUZU, Masako, Moderator:
First, I would like to open up the floor to students to ask questions or make comments.

QUESTION:
Thank you for the wonderful speeches and presentations. I’m a student at Ochanomizu University. I’m majoring in global studies. I have a question to everyone. I think there are many talented women in the world. But some women may think they do not have enough knowledge to become a leader. Does anyone have a good solution for that?

ISHIKUZU:
Thank you very much. Should we start from that end?
H.E. ZORKO:
Thank you. Regarding student experience, I think you should take part in an exchange program possibly in other countries. That’s the best experience you can get. Or you can take part in programs with other universities or other cultures. Or you can have cross-cultural experiences even within your family. And about how to be a female leader, it’s about hard work and self-confidence. Thank you.

H.E. TUPOU:
Thank you for those interesting questions. I think one always looks back on one’s university days, from my viewpoint at least, as a really fun time. I think it’s a time when you as a young adult learn to find your feet, learn to find your passions, and learn to find what it is that you’re very good at. Encourage you to focus on what you’re very good at educationally and grab any opportunity you can to learn about any other cultures. Your participation today evidences that. To be a female leader, it is essential that you grab any opportunity that comes your way with both arms. You should know that you can do it and that you should do it. Thank you very much.

M.I. EXAVIER:
University students should experience what it’s like to be a leader. If you are a leader while in university, you are more likely to have the opportunity to be a leader outside of the university. So while you’re in university, you have to have open mind, self-confidence, passion and determination. You have to be willing to learn about other people’s cultures. When I was in university, I enjoyed studying abroad. That makes you not only a better professional but a better person because you get to see the world. You get to see the world outside of your world and experience other cultures. I think while you are in university, you should try to go outside of your country and study abroad.

I’m going to take the opportunity to answer the second question — what essential quality a leader should have. I think a leader should be charismatic a leader should have Courage, Confidence, Passion, Vision, Integrity and Values, especially for a female leader. Some leaders are born leaders, but other leaders learn to be a leader. I think it’s about charisma. You have to have a charismatic person to be a very good leader, especially a female leader.

Regarding the gender quota in the Americas, I think the gender quota system gives women the opportunity to participate in the political leadership position. For example, 13 countries in the Americas participate in the quota law, which is the second highest percentage by continent. The quota system allocates 20% to 50% of parliament seats to women. In Colombia, I think it’s 55%. And in Cuba, it’s 43%. So the quota system has been working. With respect to my own country Haiti, we are working on implementing the quota system, but unfortunately, we only have three women in the senate and a few women deputies. But we are working to follow that quota system because the system has been very successful in the region. Thank you.
H.E. ZELAYANDIA:

Thank you for the question. I also think that the quota system is an important measure. It helps put more women in leadership positions and increase the participation of women in decision-making. But generally speaking, there are still a lot of things to do. Especially in my country, for example, there has been more female participation in the parliament. However, I’m afraid to tell you that there are very few female candidates for next year’s parliamentary and mayors elections. It’s a little sad because we are going back, so we still have a lot of things to do.

H.E. ZELAYANDIA:

Actually, let me tell you that I feel very happy to be a lady ambassador because new with the politics in Japan, with womenomics, we are treated kind of special. The other day, we all were invited to have lunch with the Prime Minister — something I think my male colleagues did not experience. But the most important thing that makes me very happy is the fact that I am doing something for my country and to strengthen the relations between both countries.

But at the same time, personally speaking, I’m doing the work of three persons. I’m ambassador, of course. I have many decisions to take and many responsibilities. And I accomplish so many activities. I have staff who I have to educate — they are young. And I’m also an educator. I’m the mother of two children — well, one is grown up. And I’m also a housewife. For example, tomorrow, there is going to be held a Latin American bazaar to which you are invited. You can enjoy all the good things from all Latin American countries. We have food and craft. Well, all the embassies have to prepare something from their countries. I’m not the wife of the ambassador. I’m the ambassador, but since last night, I have been cooking. So that shows you how my life is.

Ms. EXAVIER:

Do I face any challenges? No, I enjoy very much my post in Tokyo, although it’s like any other posting. It has its pros and cons. As a female head of mission, one of the challenges I face is that sometimes I receive letters addressed to me as “Mr.” I would prefer that they’re addressed to me as “Mrs.” or “Ms. Exavier.” But then again, it’s like in any order position. I think. Also, when I walked into a room for an official meeting, I don’t think they were expected to see a woman so they usually asked me, “Is your ambassador in town?” I said, “Actually, I’m the acting Ambassador of Haiti.” I’ve been posted here for four years. I’m the only head of mission for Haiti here.” Other than that, I enjoy the post and I am learning about human mindset and their behavior each and every day. I take the negative and I turn it to positive. Thank you.

ISHIKUNI:

Thank you very much. I would like to open the floor to questions not just from students but from the audience.

QUESTION:

This is the first time I am attending a session like this. I’m a diplomat myself. This is my first time seeing female Excellencies, and I am really inspired. This is not a question. I just wanted to say that you are all wonderful. I liked how you said that you have to have a goal. Thank you very much.

QUESTION:

I’m also a diplomat. I just wanted to ask Your Excellencies if you face any challenges as female ambassadors in Tokyo and if you’re marginalized in any way. Thank you.

H.E. AKECH-OKULLO:

I think this opens for me an opportunity to say, first, Tokyo is really one of the best stations I have served in. I have not felt any discrimination. I have felt at home. I am respected. I think my views are listened to. I get to know so many things that I can do for my government. We sit together and discuss many of the issues that relate to the relationship between our two countries. But in my last posting, there was serious discrimination. You enter a bank and all the banking personnel would come out just to gape at a female ambassador.

Even in cultural functions or official functions, we really had a difficult time because women were told, “Enter through this route,” and men, “You go through there.” There was total segregation. And yet you are the ambassador and you should be where the men are sitting to discuss issues that matter. But I found myself sitting with fellow women of course, gorgeously dressed, and I thought that was befuddling. To tell you the truth, I had to raise what they call a note verbale to explain my situation and to be respected just as a male ambassador is respected. But here, I’m enjoying myself. Thank you so much.

H.E. TURUNU:

Join my esteemed colleagues; I also concurring that Tokyo is a very welcoming post. I have found that I have been welcomed in all parts of Japan, by women and men of Japan. In fact, I think the fact that I am a woman has sometimes opened certain doors in the Japanese government and Japanese private sector and other parts of Japan. In 2012, I was sent here to set up our embassy. And throughout that whole period up till now, I have found the people of Japan to be very helpful in setting up our embassy in Japan. I have found a very nurturing and supportive group amongst my fellow women ambassadors and fellow Pacific women diplomats. This has also facilitated my work here in Tokyo.

H.E. PHUKO:

Well, I can only join what my colleagues have already said. We’ve probably experienced positive discrimination rather than negative discrimination also because of the priority given to womenomics. I would like to see more of our Japanese fellow diplomats posted as ambassadors and see more of them in high-level positions. Then we will get to see more female interlocutors on the other side of the table.

ISHIKUNI:

Thank you very much. We were given a very rare, valuable, and enriching experience today. I think this is the first time any Japanese university has had the honor of hosting many Excellencies to talk about their experiences as well as their countries. I’m sure there will be a woman ambassador from Japan among the students sitting here. That is my hope.
Panel Discussion and Q&A Session
パネルディスカッション及び質問応答

（石井）ここで会場の皆さま、特にまず学生の方からご質問、コメントを募りたいと思います。

（プロセス）素晴らしいご発表をありがとうございます。私はお茶の水女子大学でソロソラル研究を専攻している学生です。皆さんにお聞きしたいと思います。才能豊かな女性は世界どこにいるわけですが、その中には、リーダーになるための知識が十分在っている人もいます。このような問題について、何か新しい解決方法はあるでしょうか。

（石井）ありがとうございます。これから始めましょうか。

（アケチオア）特に私の出身大学に関しても、大きな課題の一つは、女子に対する教育の必要性です。女子教育の重要性は自明です。しかし、教育の必要性は子どもたちが自ら学び、成長するしくみです。これにより、女子たちが自信を持って、リーダーシップを習得し、ポジションに就き、自己表現するに必要な知識を得られる上で重要なことです。

（セラメンテイ）ご質問ありがとうございます。女子にリーダーになるための自信を与えるには、もちろん教育は重要です。若者・中学教育も東京教育を重要だと思います。しかし、学校教育に加えて、家庭内の教育も重要です。それは、家庭内で学び方が始まってしまうということがあろうか。家庭内の差別は、全ての国にはいるか、例えば男子の子の場合、『男の子だから、将来は家族を支えていかなければ、難しい大学に進みかねる』、それでも、女子の子の場合は、そんな勉強しなくてもいいよ、女の子だから、結婚して子どもの世話をするのだからと言われるわけですね。問題の一端は、家庭における最適の教育の中で始めます。母親は、こういったことを考慮しながら息子、娘を教えるいかなければならないと思います。

（エクスビジョン）ご質問ありがとうございます。私も一言、申し上げたいと思います。確かに教育は重要だと考えますし、しかし、教育だけが女性をエンパワーメントするわけではありません。なぜなら、発展を求めていない、リーダーシップをとるポジションに就くチャレンジが得られていな女性がたくさんいるからです。ですから、政策を変えなければならない。また環境も、社会の考え方を変え、そしてジェンダー平等のアジャシアンシーを推進していくために重要な役割を果たさなければなりません。男女も、平等な形でチャンスが与えられなければならないのです。教育だけに焦点を当てるのではなく、政策も変わなければならないということです。

（フローカ）重要なご質問ありがとうございます。このことはいろいろな問題につながっていると思います。私たちは申し上げると、ベラ・アベが、自身が問題としている『Take a Girl to Work」というイベントについてお話ししているのです。それは、女性が日々行われるのということです。リーダーシップとは非常に興味深い問題です。これは今まさに議論され、リアルタイムで起きている問題です。これは日本に、大学進学をはじめ、たくさんの女性も、団体、団体、大臣などのロールモデルがあります。リーダーシップにおいては、こういうロールモデルを見ることが重要です。

そしてもう一つ重要なのが、選挙とメンターの役割です。選挙とメンターは、女性の地位を高めることができます。専門家の意見あるいはエイジア女性の声を上げることができる選挙とメンターを持つことは重要です。しかし、メンターは、女性が推進する上で、その人を育て、また、人が自ら学び、相談できる相手として重要な役割を果たす。

女性の役割としては、教育、冒険、重要です。教育背景はこの問題に対応するよう、特に教育、問題に注力しています。日本の女性は、キャラクタを持ち、同時に教育をすることは、チャレンジを与えられていると思います。

（ノワール）一般に、世界的に見て女性は男性よりも教育レベルが高いので、知識不足ではなくて、自信不足が問題なのです。女性は、社会で重要なポストに就くことを考慮されておらず、われわれの役割が見出されていないロールモデルとは言えません。ですから、女性は、自分の運命を自分で決めるべきでなければなりません。その間、何をできるか、昼だというのを忘れることです。どんな試験も受ける、何をできるか、将来に良くななるということです。つまり自信を持つことが重要だと思います。

（石井）ありがとうございます。では、質問は何聞かかまとめて取り上げたいと思います。

（プロセス）良い機会をいただいてありがとうございました。卓抜したリーダーになりたいというインスピレーションを得ました。そこで質問ですが、卓抜したリーダーになるために、大学生は大学にどのようなことを経験しておくべきでしょうか。

（プロセス）お茶の水女子大学でジェンダー社会学を研究しています。パナジルとシャルル・カルヴァンに取材のためなのでですが、フレンチの国で採用されているジェンダー・オートミックスはいまだのような状況にあるのでしょうか。また、マックスケ（男性優位主義）を克服した過程を教えてください。

（石井）ありがとうございます。
女性のリーダーは、世界的に見てもまだ限られていると思います。しかし、そのような状況下で、大衆の皆さままたは女性のリーダーとして活躍されています。女性リーダーにとって何が一番重要なのかでしょうか。

（エゲジシ）大学において体験すべきこととして、リーダーになるということです。大学には、特に男性のリーダーがいることは珍しくありません。大学では、学生が自由に行動できる環境を整えているため、リーダーになるということは、学びの場として何よりも大切なことだと思います。

（ノルコ）学生時代に経験しておくべきことは、できるだけの交換プログラムで留学しておくことだと思います。それは一生の経験になるかもしれません。思い立った高校、大学の教員、高校の教員との経験を大切にすることを学び、大学時代に経験することが大切だと思います。

（フサコ）学生時代の経験は、できるだけの交換プログラムで留学しておくことが大切です。それは一生の経験になるかもしれません。思い立った高校、大学の教員、高校の教員との経験を大切にすることを学び、大学時代に経験することが大切だと思います。

（サヤマディ）女性がリーダーシップを担うことが求められているから、女性リーダーの地位を高めることが求められています。ただ、一方的に考えて、たとえば「女性リーダーは女性のためのリーダー」と考えてはいけません。女性リーダーは、女性のためのリーダーではなく、全般的に活躍するリーダーであることが求められています。

（アクマノコ）将来のリーダーになる学生は大学時代にどのような経験をすべきかという質問に答えたいと思います。最初からしておかなければならないのは、高い目標を持つことです。私はこういったことをしたいという目標を持っています。リーダーは、そのために絶えず努力をすることが大切です。リーダーは、地道なことに努力をすることを大切に思っています。リーダーは、地道なことに努力をすることを大切に思っています。

（フコロ）素晴らしい質問をありがとうございました。私も大学時代からの教育がとても好きで、とても楽しい思いでした。大学時代は、何より自由に考えることができる時間でした。大学時代は、自由に考えることができることが大切です。大学時代は、自由に考えることができることが大切です。大学時代は、自由に考えることができることが大切です。
（アケチャオクロ）　私は東京大学で学んでおり、日本の文化について学んでいます。東京は大変に美しい場所です。街角の景色や、近代建築と歴史的な建築物が混在する景色が魅力的です。日本の文化は非常に豊かで、美術、音楽、文学、料理など、さまざまな文化が融合しています。東京は世界中の観光客が訪れる場所で、日本文化の一部です。

（ツボリ）　同輩の皆さんと一緒に、私も東京を本当に愛しています。日本の文化は非常に豊かで、美術、音楽、文学、料理など、さまざまな文化が融合しています。東京は世界中の観光客が訪れる場所で、日本文化の一部です。

（麗）　日本の文化は非常に豊かで、美術、音楽、文学、料理など、さまざまな文化が融合しています。東京は世界中の観光客が訪れる場所で、日本文化の一部です。

（高橋リカ）　私は東京大学で学んでおり、日本の文化について学んでいます。東京は大変に美しい場所です。街角の景色や、近代建築と歴史的な建築物が混在する景色が魅力的です。日本の文化は非常に豊かで、美術、音楽、文学、料理など、さまざまな文化が融合しています。東京は世界中の観光客が訪れる場所で、日本文化の一部です。

（石井）　私がこんなに学びました。日本の文化は非常に豊かで、美術、音楽、文学、料理など、さまざまな文化が融合しています。東京は世界中の観光客が訪れる場所で、日本文化の一部です。
It was a great pleasure for us to hold this international symposium on women’s leadership.

As a national women’s university, it is our mission at Ochanomizu University to foster women leaders who can be globally active. Going forward, we remain committed to exploring with you the themes of fostering women leaders and offering adult continuing education, enhancing our educational curriculum, and putting it into practice. It is our hope that our students as well as more women overall will be active as women leaders in the future.

This year we held the fourth A-WIL symposium, Ochanomizu University had been very eager to establish an opportunity to learn from, to brainstorm with, and to hold exchanges with women ambassadors about women’s social status around the world and the development of women leaders.

We express our heartfelt gratitude to Their Excellencies for their cooperation in holding this symposium. Today, we were able to hear first-hand their valuable accounts regarding the world’s diverse cultures and the environment surrounding women. A deeper understanding about different cultures and diversity will become ever more critical in the global society that we live in. Our exchanges will not draw to a close with the end of this symposium. Today marks a new beginning of future exchanges. We hope that today’s symposium will serve as a catalyst for further examining women’s leadership and diversity leadership. Thank you very much.
A.4 International Symposium: Women’s Leadership in Different Cultural Contexts: Learning from Women Ambassadors to Japan

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Center for Leadership Education and Research
Ochanomizu University
2-1-1 Otosaka, Bunkyo-ku, Tokyo 112-8650, Japan
Tel/FAX: +81-3-5974-5320
E-mail: info@leader.cc.scha.ac.jp
URL: http://www.cc.scha.ac.jp/leader/

SANKYO ENTERPRISE Co., Ltd
Center for Leadership Education and Research, Ochanomizu University

TEL/FAX: +81-3-5978-5520
E-mail: info-leader@cc.ocha.ac.jp
URL: http://www-w.cf.ocha.ac.jp/leader/

国立大学法人お茶の水女子大学リーダーシップ養成教育研究センター

TEL/FAX: 03-5978-5520
E-mail: info-leader@cc.ocha.ac.jp
URL: http://www-w.cf.ocha.ac.jp/leader/