

**DJW Working Group**  
**“German Japanese – Professional Women’s Network”**

**2014 September Meeting – Meeting Minutes**

**Date & Place: 14 September 2014 (Sunday), Düsseldorf**

- 1. Introduction of three new members**
- 2. Model case in a Japanese company which encourage employment and promotion of women**
  - This company has changed the company policy on family issues of employees, for example: (1) Parental leave lasts until a child turns 2 years old and can be taken twice separately. The employee who enjoys the parental leave is supposed to be located in the same position as before or the corresponding position thereto; and (2) employees may choose to work up to 6 hours per day until a child becomes 2 years old.
  - This company does not have a day nursery but provide subsidies to employees who have small children.
  - Set-up of intra-company women’s network; an example of activities is discussion by and among working mothers on various issues (life-work balance, communication with school, etc).
  - There is a mentoring programme for high-ranked female employees (such as vice president and executive director). This programme aims at advising and giving a coaching to the targeted employees for their future career and significant decision on their lives.

*There was a subsequent discussion on several related issues such as the quota system, the Japanese working culture and people’s way of thinking, and the actual situations on employment of women with children in Germany.*

**3. Event information from one member**

The Women in Business day is organised by IHK Köln on 25 September from 15:30 to 21:00. Circa 150 companies will join this event and from 18:00 several workshops about "Women and Work" will be offered.

For more information please check the links below.

[http://www.ihk-koeln.de/Frauen\\_Business\\_Tag.AxCMS](http://www.ihk-koeln.de/Frauen_Business_Tag.AxCMS)

**4. Communication platform for the members**

For active and timely information exchange, Secretariat considers setting up a group on LinkedIn. Only the members would be admitted to the group for security and privacy reasons. Secretariat will ask the members for their opinion on this proposal.

**5. Pending issues since the last meeting**

(1) Logo: the logo draft is under modification and is to be finalised soon.

(2) Questionnaire to DJW members: the questionnaire draft is to be finalised for circulation among the members soon.

**Next meeting:**

-November 2nd – Meeting of German -Japanese female managers. Registration is required.

-Other meeting in November is now under consideration.

End of the minute