

November 11-13, 2013

## The 5th Japan-China-Korea Women Leaders Forum For Science & Technology

第5回 日中韓女性科学技術指導者フォーラム

Tsukuba satellite meeting

### International Survey for Recruitment and Promotion of Women Researchers in East Asia

東アジア女性研究者の採用とリーダー育成に関する国際調査

**Date:** 10:00-12:00 Wednesday, November 13, 2013

**Venue:** Sengen Central Building Meeting Room No.1,  
National Institute for Materials Science (NIMS) , Tsukuba, Ibaraki, Japan.  
[http://www.nims.go.jp/eng/nims/office/tsukuba\\_sengen.html](http://www.nims.go.jp/eng/nims/office/tsukuba_sengen.html)

**Program:** Chairperson: Akiko ITAKURA (NIMS, Japan)

**Opening Remarks:** Takao TAKEUCHI (NIMS Human Resources Development Office)

Chikako YOSHIDA-NORO (Nihon University, Japan)/Chairperson of the Survey

Report of JISTEC International Survey of Women Researchers in East Asia

Li ZHANG (CAST, China)

Exploring the next generation in science and technology

Hyomin KIM (UNIST, Korea)

Interdisciplinary Education to Empower Women in STEM

Min HU (Peking University, China)

Career Education Program in Environmental Sciences at Peking University

Eun-Kyoung LEE (Chonbuk National University, Korea)

Leadership of Women in S & T, Why Important and How

Hisako OHTSUBO (Nihon University, Japan)

Maximizing the Potential of Scientists in East Asia: promoting equal participation  
for women scientists through leadership development

Noriko SHIOMITSU (JAXA, Japan)

Effective Support to Empower Female Researchers and Leadership

**Free Discussion with Speakers, Invited Persons and You.**

Jie TANG (NIMS, Japan) Kayoko SUGAHARA (President, INWES-Japan)

Xuhii WEN (IEE CAS, China) Yan LEI (CAMS, China)

Jeong-a LEE (Chosun University, Korea)

**Closing Remarks:** Kayoko SUGAHARA (President, INWES-Japan)

主催：日本大学 (Nihon University) / 国際女性技術者・科学者ネットワーク (INWES-Japan)

後援：文部科学省 (MEXT) / 経済産業省 (METI) / 内閣府男女共同参画局 / 独立行政法人 科学技術振興機構 (JST) /

独立行政法人 物質・材料研究機構 (NIMS) / 独立行政法人 宇宙航空研究開発機構 (JAXA) / 独立行政法人 国立女性教育会館 (NWEI) /

公益社団法人 科学技術国際交流センター (JISTEC) / 男女共同参画学協会連絡会 (EPMEWSE) /

IEEE Japan Council Women In Engineering / WIN (Women in Nuclear) - Japan

■ 参加申込。お問い合わせは下記 URL よりお願いいたします

[http://www.nihon-u.ac.jp/research/project/chairman\\_grant/news/5-jck-wlf.html](http://www.nihon-u.ac.jp/research/project/chairman_grant/news/5-jck-wlf.html)



**The 5<sup>th</sup> Japan-China-Korea Women Leaders Forum for Science & Technology,  
Tsukuba satellite meeting : International Survey for Recruitment and Promotion of  
Women Researchers in East Asia**

Date : 10 : 00-12 : 00, Wednesday, November 13, 2013

Venue : NIMS Sengen Central Building Meeting Room No.1

10:00-12:00 Presentation and Panel Discussion (English)

Chair : Dr. Akiko ITAKURA (NIMS, Japan)

**Speakers**

10 : 00 Opening Remarks, Dr. Takao TAKEUCHI (NIMS Human Resources Development Office)

10 : 10 Prof. Chikako YOSHIDA-NORO (Nihon University, Chairperson of the Survey)

**International Survey for Recruitment and Promotion of Women Researchers  
in East Asia**

10 : 30 Dr. Li ZHANG (CAST, China)

**Exploring the next generation in science and technology**

10 : 40 Dr. Hyomin KIM (UNIST, Korea)

**Interdisciplinary Education to Empower Women in STEM**

10 : 50 Prof. Min HU (Peking University, China)

**Career Education Program in Environmental Sciences at Peking University**

11 : 00 Prof. Eun-Kyoung LEE (Chonbuk National University, Korea)

**Leadership of Women in S & T, Why Important and How**

11 : 10 Prof. Hisako OHTSUBO (Nihon University, Japan)

**Maximizing the Potential of Scientists in Japan: promoting equal participation for  
women scientists through leadership development**

11 : 20 Ms. Noriko SHIOMITSU (JAXA, Japan)

**Effective Support to Empower Female Researchers and Leadership**

11 : 30 Free Discussion with speakers, invited person and you.

Dr. Jie TANG (NIMS, Japan),

President Kayoko SUGAHARA (INWES-J, Japan),

Prof. Yan LEI (China Academy of Chinese Medical Sciences, China)

Prof. Xuhui WEN (Chinese Academy of Sciences, China),

Prof. Jeong-a LEE (Chosun University, Korea)

11 : 55 Closing Remarks: Prof. Kayoko Sugahara (President of INWES-J)

International Survey: <https://www.jistec.or.jp/enquete/female.php>

HP: [http://www.nihon-u.ac.jp/research/project/chairman\\_grant/news/5-jck-wlf.html](http://www.nihon-u.ac.jp/research/project/chairman_grant/news/5-jck-wlf.html)



## Opening Remarks

Takao Takeuchi  
Human Resources Development Office

1

## Policy and mission of NIMS

### Policy

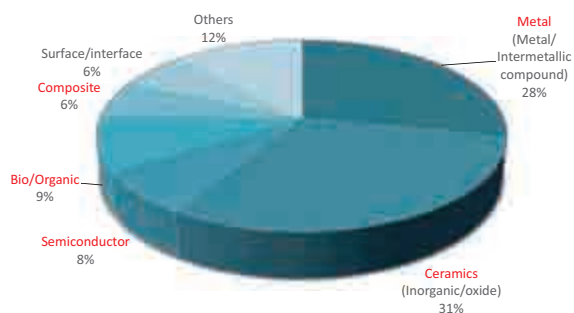
NIMS is charged with basic research and development of materials science, and to advance the level of expertise in the field.

### Mission

- ✓ Fundamental research and generic / infrastructural technology research and development in the field of materials science
- ✓ Dissemination of research results and promotion of their applications
- ✓ Shared use of NIMS facilities and equipment
- ✓ Training of researchers and engineers

2

## Materials as the target of NIMS researchers



3

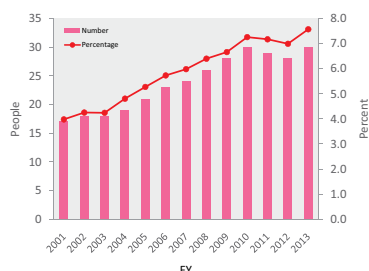
## Headcount of permanent employees in NIMS

	Number of staff	Number of female staff included	Number of foreign staff included
Executive	6	0	0
Permanent employee			
Researcher	396	30	36
Engineer	47	5	1
Administrative Staff	102	23	0
Total	545	58	37

As of April 1, 2013

4

## Female employees in NIMS (2001–2013)

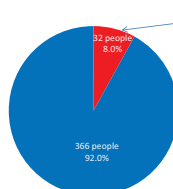


The number of permanent female researchers and their percentage to the total permanent research staff have been on the increase over the past 10 years, but it still remains about 8%.

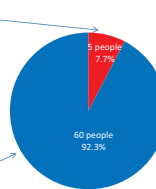
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## Gender equity in promotion in NIMS

### Permanent researcher



### Group leader

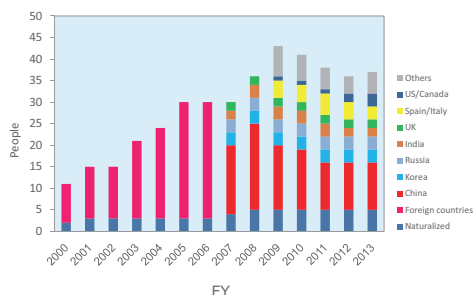


As of November 2013

The percentage of female group leaders to total leaders is almost equal to that of permanent female researchers.

6

## Internationalization of NIMS



Oversea researchers from China, Korea, and other countries are working at NIMS.

7

## Positive recruitment of female researchers



As an affirmative action in 2013, NIMS created a permanent researcher position which only female candidates can apply for. The number of female applicants increased nearly twofold compared to last year.

8

## Supports for female researchers in NIMS

NIMS is creating a friendly workplace environment because it believes that the endeavor to promote the full working and family lives of individuals with different values and lifestyles is beneficial to the institute.

- Flexible working systems  
flex-time system, discretionary work system
- Maternity leave, parenting leave, part-time work for child care, and family care leave
- Personnel expenses to employ a technical or administrative staff for 1 year

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## Summary

- Increase in number of female researchers
- Gender equity in promotion
- Positive recruitment of female researchers
- Comprehensive supports for female employees

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The 5<sup>th</sup> Japan-China-Korea  
Women Leaders Forum For Science & Technology, Tsukuba satellite meeting  
**International Survey for Recruitment and Promotion  
of Women Researchers in East Asia**

Date : 10:00-12:00, Wednesday, November 13, 2013  
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National Institute for Materials Science (NIMS)  
[http://www.nims.go.jp/eng/nims/office/tsukuba\\_sengen.html](http://www.nims.go.jp/eng/nims/office/tsukuba_sengen.html)

**Speakers and Panelists**

Prof. Chikako YOSHIDA-NORO (Nihon University)/Chairperson of the Survey  
Prof. Min HU (Peking University, China), Prof. Eun-Kyoung LEE (Chonbuk National University, Korea),  
Dr. Li ZHANG (CAST, China), Prof. Hyomin KIM (UNIST, Korea),  
Prof. Hisako OHTSUBO (Nihon University, Japan), Ms. Noriko SHIOMITSU (JAXA, Japan)  
Dr. Jie TANG (NIMS, Japan), Dr. Akiko ITAKURA (NIMS, Japan)

*This is a satellite meeting of J-C-K Women Leaders Forum for Science and Technology,  
total 80min from panel and other 40min for free discussion,  
and a good chance to talk with famous women professors from neighboring Asia.  
Join us to discuss about your life plan as a researcher and the future positions.*

Online registration is open [http://www.nihon-u.ac.jp/research/project/chairman\\_grant/news/5-jck-wlf.html](http://www.nihon-u.ac.jp/research/project/chairman_grant/news/5-jck-wlf.html)

The 5<sup>th</sup> Japan-China-Korea Women Leaders Forum For Science & Technology  
Tsukuba satellite meeting on Nov. 13<sup>th</sup> at NIMS  
**International Survey for Recruitment and Promotion of Women Researchers in East Asia**

Nihon University Chairman of the Board of Trustees Grant "CareerWay Project" International Symposium  
Co-hosted by INWES-J & supported by MEXT

**Reports of International Survey  
for Recruitment and Promotion  
of Women Researchers in East Asia**

Chikako YOSHIDA-NORO, PhD

Professor, College of Industrial Technology, Nihon University



Female researchers are an extremely important resource for Japan's science and technology industry. In recognition of this fact, the government is implementing policies with the aim of strengthening the retaining and fostering of women coming through in this area. Despite this, however, the proportion of female researchers in Japan is comparatively low by international standards, though the goal of 25% set in the Third Science and Technology Basic Plan (2011) and goal for the Fourth Science and Technology Basic Plan is set even higher at 30%. Particularly in recent years, Japan ranked at the bottom among the developed countries at about 14%.

一般財団法人 新技術振興記念会

Supported by the Watanabe Memorial Foundation for the Advancement of Technology (2012-2013)



Due to this state of affairs, cross-country research (and in particular research focusing on east Asia) that has not been previously undertaken is necessary with the aim of encouraging policies relating to the recruitment and promotion of women researchers. In collecting and analyzing this data, it is hoped that proposals relating to the new problems facing female researchers can be produced. Furthermore, by building the foundations for a cross-institutional platform for carrying out research, it is hoped that the consolidation of activities relating to promoting discussion of the problems facing female researchers in Japan can be achieved in an ongoing manner.

The reports for this research will be released as they are compiled.

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**Committee Members for the Survey**

Chikako Yoshida-Noro (Chairperson, Nihon University, Biology)  
Kashiko Kodate (Nihon Women's University JST Gender-Equality, Applied Physics)  
Sanae Ariga (Hokkaido University, Biochemistry)  
Akiko Itakura (NIMS, Physics)  
Gi-Chol Cho (Ochanomizu Women's University, Physics)  
Yuko Hayashi (Tokyo Institute of Technology, Chemistry)  
Kayo Ogawa (Nihon Women's University, IT, Applied Physics)  
Eriko Watanabe (The University of Electro-Communications, Applied Physics)  
Kayoko Sugahara (President of INWES-japan, Tokyo Univ. of Agriculture and Technology, IT)  
Miyoko O Watanabe (JST CRDS Fellow, Chair of JWEF, Applied Physics)  
Junko Okayama (JST CRDS Fellow) Hiroko Tatesawa (JST)  
Sonoko Watanabe (NISTEP)  
Shizuo Hoshiba (JISTEC) Minoru Kuniya (JISTEC) Hiroko Kudo (JISTEC)

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Supported by the Watanabe Memorial Foundation for the Advancement of Technology (2012-2013)



**Aim and Policy of the Survey**

To collect and analyze data concerning recruitment and promotion of women researchers in East Asia

To collect the data in EU or USA by using Internet

To clarify common features in the East Asia and characteristic problem in Japan

To release the analyzed results in this forum and as a report on the web page

To compile a proposal for measures about the recruitment and promotion of women researchers in Japan

To make a platform for the continuous survey afterward

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## International Investigation into the Employment and Treatment of Female Researchers, 2013

### Protocol and Schedule

Investigation Period: 2012.10.01-2013.09.30

Committee: 2013.01.10, 2013.06.06, Discussion thorough Mailing List

Web Survey Period: 2013.08.19-2013.09.25

WEB site of JISTEC <http://www.jistec.or.jp/survey/women.html>

Request for cooperation by E-mail to the organization and individual researchers

Number of the Question Category is 31 and it takes 15-30 min to answer

一財団法人 科学技術国際交流センター  
Supported by the Watanabe Memorial Foundation for the Advancement of Technology (2012-2013)

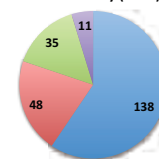
### 「女性研究者の採用・処遇に関する国際調査」2013

International Investigation into the Employment and Treatment of Female Researchers, 2013

#### I. Personal Information

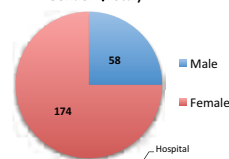
#### Results

##### Nationality (Total)

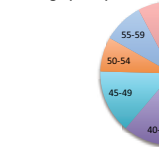


Total : 232

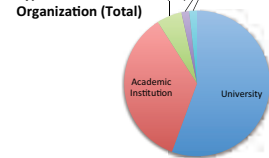
##### Gender (Total)



##### Age (Total)



##### Type of Organization (Total)



Other: 11 (台湾1, タイ1, インド1, カナダ1, 米国2, 英国1, マレーシア1, ブラジル1, 内7名は日本在住)

### 「女性研究者の採用・処遇に関する国際調査」2013

International Investigation into the Employment and Treatment of Female Researchers, 2013

#### I. Personal Information

##### Type of Position (Total)

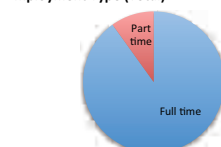


##### Type of Work (Total)

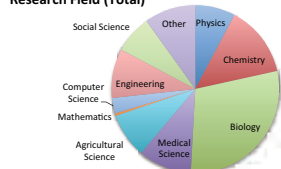
Total : 232



##### Employment Type (Total)



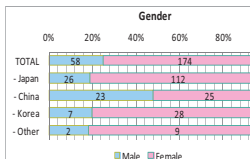
##### Research Field (Total)



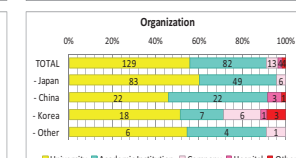
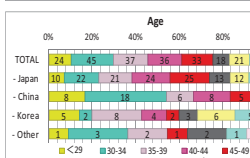
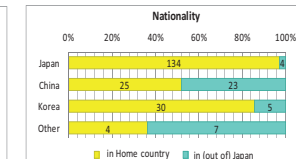
### 「女性研究者の採用・処遇に関する国際調査」2013

International Investigation into the Employment and Treatment of Female Researchers, 2013

#### I. Personal Information\_1 \*required



回答者の属性  
中国は男性が半数、自国外滞在者が半数、30代が多い  
韓国と日本は8割女性、自国滞在者が9割以上

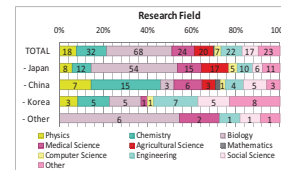
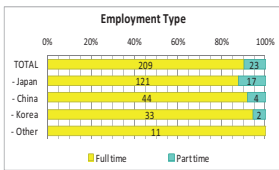
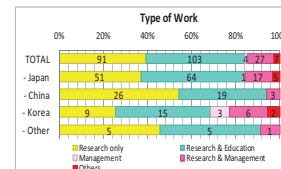
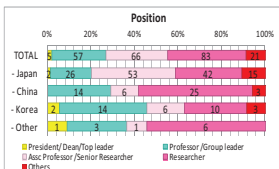


### 「女性研究者の採用・処遇に関する国際調査」2013

International Investigation into the Employment and Treatment of Female Researchers, 2013

#### I. Personal Information\_2 \*required

中国は研究員が多く、韓国と日本は研究と教育従事者が多い  
雇用はほとんどがフルタイム  
分野は生物系が若干多いが、多岐にわたっている



### 「女性研究者の採用・処遇に関する国際調査」2013

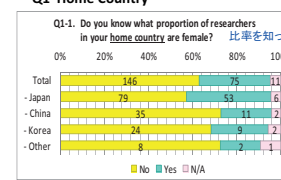
International Investigation into the Employment and Treatment of Female Researchers, 2013

#### II. Questionnaire

##### Q1-3 Proportion of Female Researchers

自国女性研究者比率の認識

##### Q1 Home Country



YES→ how many %? 比率は?

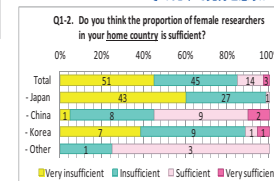
Japan: 14% (12-15%)

China: 30% (20-50%)

Korea: 15% (15-23%)

中国は女性研究者比率が高め、充分と思う人が6割  
韓国と日本は不十分と思う人が8割以上

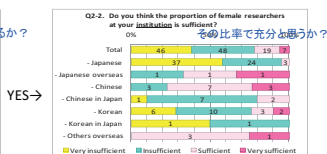
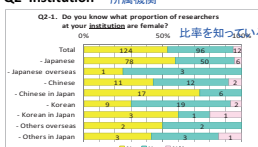
その比率で充分と思うか?



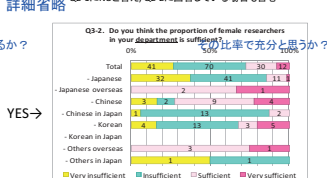
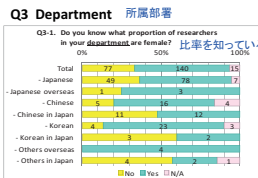
Q1-1にNOと答え、Q1-2に回答している場合も含む

Q1-3 Proportion of Female Researchers  
Q2 Institution 所属機関

所属機関・部署女性研究者比率の認識



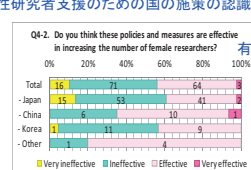
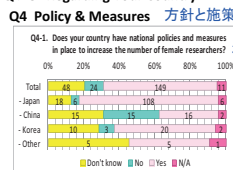
Q2-1にNOと答え、Q2-2に回答している場合も含む



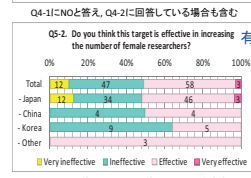
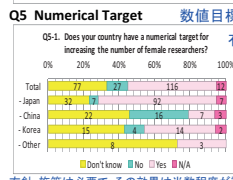
Q3-1にNOと答え、Q3-2に回答している場合も含む

Q4-13 Effectiveness of Policies for Supporting Female Researchers  
Q4-8 Regarding Your Country

女性研究者支援のための国の施策の認識



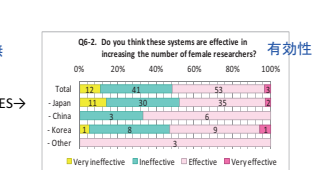
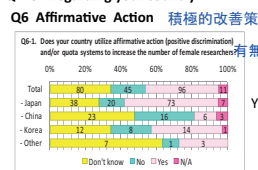
Q4-1にNOと答え、Q4-2に回答している場合も含む



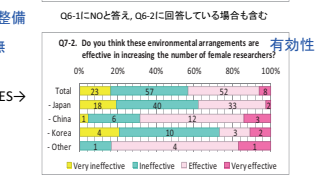
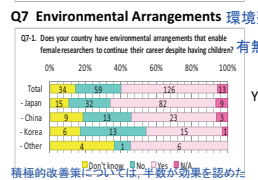
Q5-1にNOと答え、Q5-2に回答している場合も含む

方針・施策は必要で、その効果は半数程度が認めた  
数値目標については、半数が効果を認めた

Q4-13 Effectiveness of Policies for Supporting Female Researchers  
Q4-8 Regarding your country



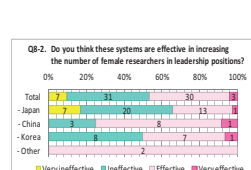
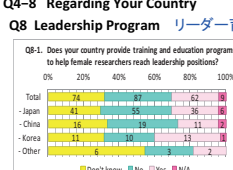
Q6-1にNOと答え、Q6-2に回答している場合も含む



Q7-1にNOと答え、Q7-2に回答している場合も含む

積極的改善策については、半数が効果を認めた  
環境整備の有効性については、中国は効果を認め、  
韓国ではあまり効果がないとされた

Q4-13 Effectiveness of Policies for Supporting Female Researchers  
Q4-8 Regarding Your Country



Q8-1にNOと答え、Q8-2に回答している人も含む

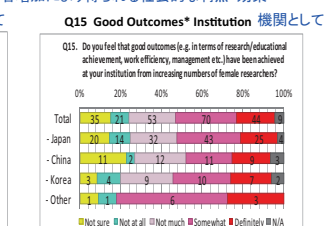
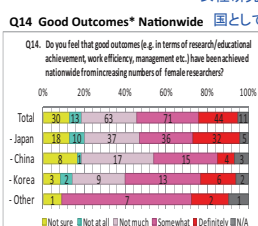
リーダー育成プログラムは効果的という声が高く、特に中国では8割程度有効と回答

女性研究者支援のための国の施策の認識  
日本と韓国は似た回答パターン 中国は若干異なる傾向であった

Q9-13 Regarding Your Institution 今回は説明省略

Q14-18 Societal Benefits from Increasing Female Researchers

女性研究者増加により得られる社会的な利点・効果

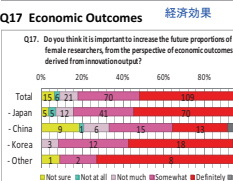
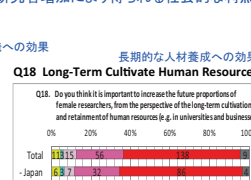
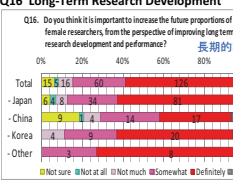


\*Research/Educational Achievement, work efficiency, management etc

半数が良い効果があると認識している

Q14-18 Societal Benefits from Increasing Female Researchers

女性研究者増加により得られる社会的な利点・効果

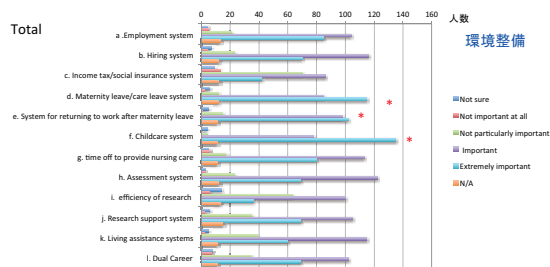


確かに効果がある という答えが半数以上 いくらか効果がある という答えと合わせると79割

「女性研究者の採用・処遇に関する国際調査」2013  
International Investigation into the Employment and Treatment of Female Researchers, 2013

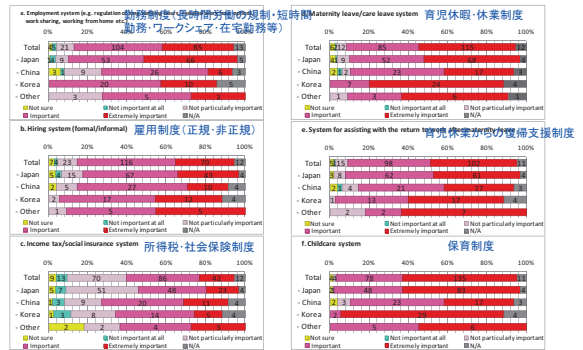
## Q19-21 Improvement Strategies for Increasing Numbers of Female Researchers 女性研究者増加のための戦略

Q19 How important do you think the following environmental adjustments are for enabling more female researchers to continue working and playing an active role



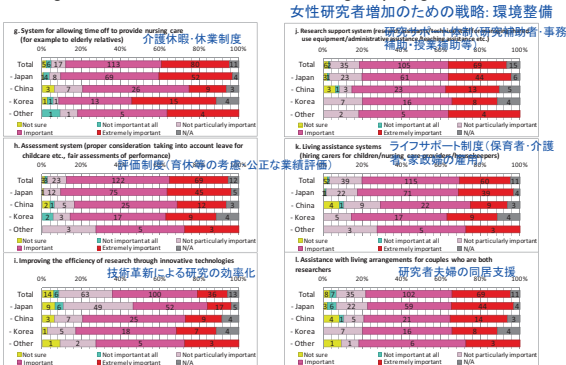
「女性研究者の採用・処遇に関する国際調査」2013  
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## Q19-21 Improvement Strategies for Increasing Numbers of Female Researchers Q19 How important do you think the following environmental adjustments are for enabling more female researchers to continue working and playing an active role



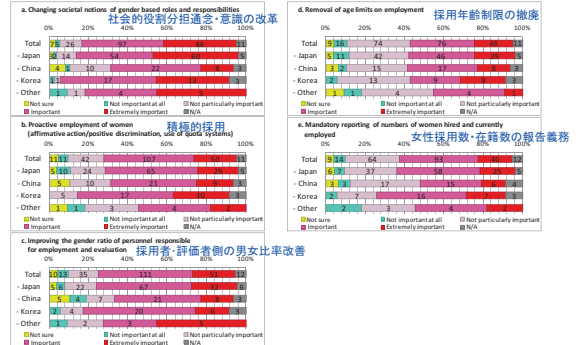
「女性研究者の採用・処遇に関する国際調査」2013  
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## Q19-21 Improvement Strategies for Increasing Numbers of Female Researchers Q19 How important do you think the following environmental adjustments are for enabling more female researchers to continue working and playing an active role



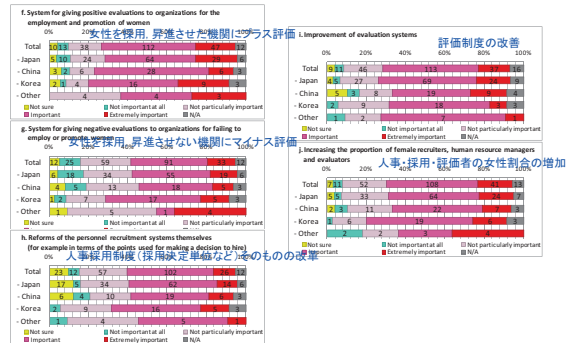
「女性研究者の採用・処遇に関する国際調査」2013  
International Investigation into the Employment and Treatment of Female Researchers, 2013

## Q19-21 Improvement Strategies for Increasing Numbers of Female Researchers Q20 How important do you think the following adjustments and improvements are for advancing recruitment and promotion opportunities to enable more female researchers to play active roles?



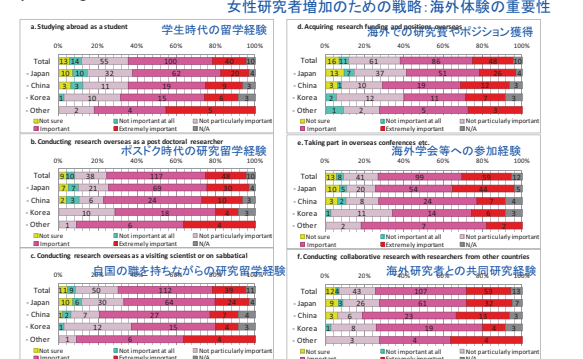
「女性研究者の採用・処遇に関する国際調査」2013  
International Investigation into the Employment and Treatment of Female Researchers, 2013

## Q19-21 Improvement Strategies for Increasing Numbers of Female Researchers Q20 How important do you think the following adjustments and improvements are for advancing recruitment and promotion opportunities to enable more female researchers to play active roles?



「女性研究者の採用・処遇に関する国際調査」2013  
International Investigation into the Employment and Treatment of Female Researchers, 2013

## Q19-21 Improvement Strategies for Increasing Numbers of Female Researchers Q21 How important do you think the following types of experience abroad are for promoting the activeness of female researchers?



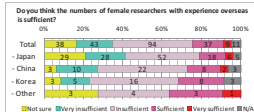


Q19-21 Improvement Strategies for Increasing Numbers of Female Researchers

女性研究者増加のための戦略:海外体験の重要性

Q21 Do you think the numbers of female researchers with experience overseas is sufficient?

海外経験をもつ女性研究者の数は充分と思うか?



不十分という回答が7-8割

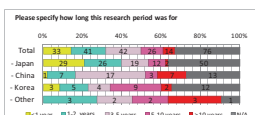
Do you yourself have experience of conducting research overseas?

あなたは自身は海外での研究経験がありますか?



If so, please specify how long this research period was for

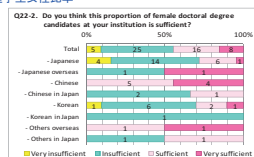
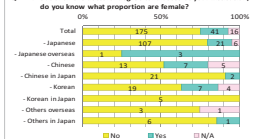
ある場合その期間を教えてください



Q22-29 Fostering the next generation of female researchers 次世代女性研究者育成のために重要なプログラム

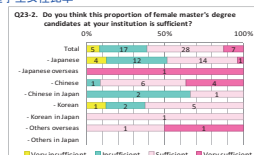
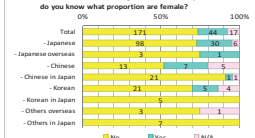
Q22 Doctoral Degree Candidates 博士後期課程学生女性比率

Q22-1. Out of all the doctoral degree candidates at your institution, do you know what proportion are female?



Q23 Master's Degree Candidates 博士前期課程学生女性比率

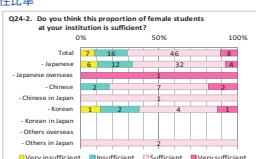
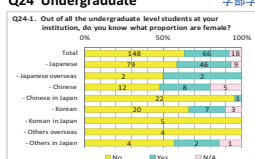
Q23-1. Out of all the master's degree candidates at your institution, do you know what proportion are female?



Q22-29 Fostering the next generation of female researchers

Q22-24 Proportion of Female Students at Your Institution

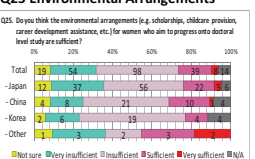
Q24 Undergraduate 学部学生女性比率



今回は省略

Q25-29 Fostering the next generation of female researchers

Q25 Environmental Arrangements\* 次世代女性研究者育成のために重要なプログラム

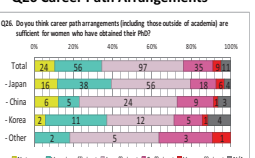


Q27 Career and Life Planning Education  
Q28 Programs Aimed at Female Middle and High School Students

Q29 Programs that Aim to Identify particularly talented Students in the sciences

今回は省略

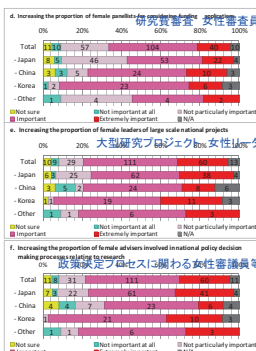
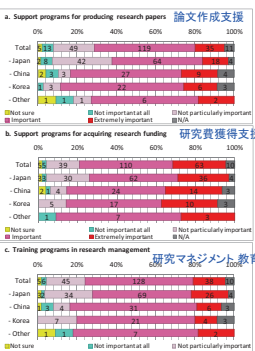
Q26 Career Path Arrangements\*\*



\*\*Including those outside of academia

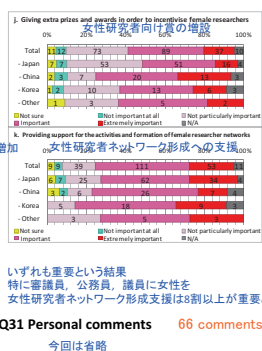
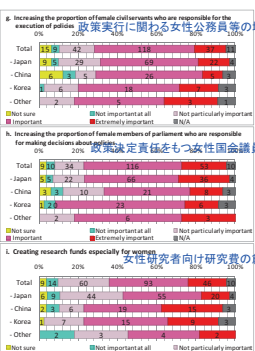
Q30 Policies for cultivating leadership among female researchers

Q30 How important do you think the following types of support programs and systems are for cultivating female leaders? 女性研究リーダー養成のために重要な支援プログラム



Q30 Policies for cultivating leadership among female researchers

Q30 How important do you think the following types of support programs and systems are for cultivating female leaders? 女性研究リーダー養成のために必要な支援プログラム



いずれも重要という結果  
特に審議員、公務員、議員に女性を  
女性研究者ネットワーク形成支援は8割以上が重要と回答

Q31 Personal comments 66 comments

今回は省略



## Conclusion

方針・施策は必要で、その効果は半数程度が認めた  
数値目標については、半数が効果を認めた  
積極的改善策については、半数が効果を認めた  
環境整備の有効性については、中国は効果を認め、  
韓国ではあまり効果がないとされた  
リーダー育成プログラムは効果的という声が高く、特に中国では8割程度有効と  
回答  
女性研究者増加により得られる社会的な利点・効果 国として機関として効果あり  
長期的な研究開発への効果 長期的な人材養成への効果 経済効果  
確かに効果がある という答えが半数以上 いくらか効果がある という答えと合  
わせると7-9割

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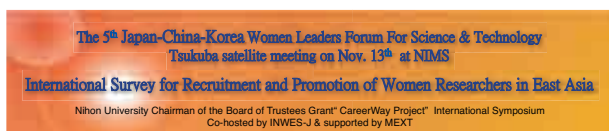


## Conclusion

女性研究者増加のための戦略  
環境整備として重要なのは、子育て支援、産休育休と終了後の復帰支援  
雇用システムや評価方法、生活および研究サポートシステムも重要と認識  
女性研究者増加のための戦略: 採用・昇進の促進  
女性を採用、昇進させた機関にプラス評価  
人事採用制度(採用決定単位など)そのものの改革  
採用者・評価者側の男女比率改善  
人事・採用・評価者の女性割合の増加  
女性研究者増加のための戦略: 海外体験の重要性  
女性研究リーダー養成のために重要な支援プログラム  
政策決定プロセスに関わる女性審議員等の増加

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## Reports of International Survey for Recruitment and Promotion of Women Researchers in East Asia

Chikako YOSHIDA-NORO, PhD

Professor, College of Industrial Technology, Nihon University



調査結果の詳細は、JISTECホームページで  
公開するとともに、11月11-13日に開催する  
日中韓女性科学技術指導者フォーラムの  
3日目 13日つくばNIMSでの会議において  
発表し、パネルディスカッションを行います。  
どうぞみなさまお誘い合わせの上、お越し  
下さい。  
まもなく日本大学理事長特別研究「キャリア  
アウェイ」プロジェクトのホームページ上で  
参加申込みを受け付けます。  
連絡会ホームページにも、お知らせを掲載  
していただきましたので、ご参照ください。

International Survey for Recruitment and Promotion of Women Researchers in East Asia,  
Tsukuba Satellite meeting  
Nov. 13, 2013, NIMS, Tsukuba, Ibaraki, Japan

Maximizing the Potential of Science in East Asia:  
promoting equal Participation for Women Scientists  
through leadership development

### Issues Presentation

Hisako Ohtsubo, Ph.D  
Nihon University, Japan

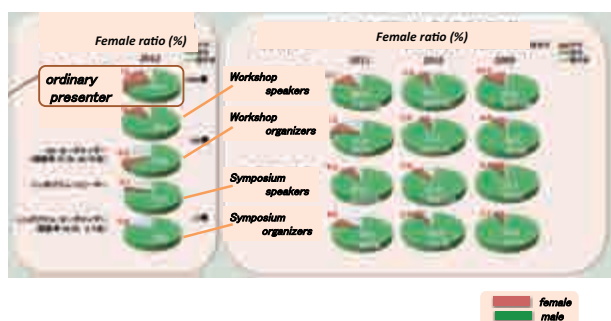
### Bias and Barriers around Us

1. Visibility of Female Researchers
2. Unconscious bias to be leaders

By EPMEWSE\* and Seven Scientific Societies  
(MBSJ, JSPP, GSJ, BSJ, JNS, JSDB and JSHS)

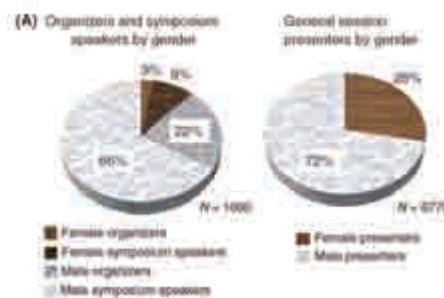
\*EPMEWSE was established in 2002 to promote gender equality in science  
and engineering, consisting of 67 professional STEM societies in Japan.

### Visibility Survey data of Molecular Biology Society of Japan (2009~2012)



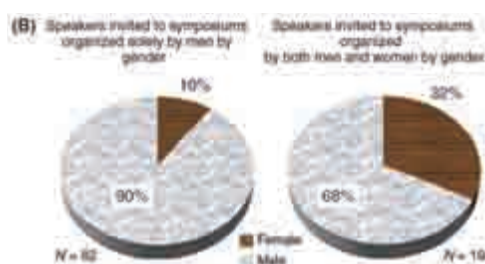
[http://www.mbsj.jp/gender\\_eq/doc/ws2012/MBSJ2012\\_zokusei\\_chousa.pdf](http://www.mbsj.jp/gender_eq/doc/ws2012/MBSJ2012_zokusei_chousa.pdf)

### Percentages of female leaders



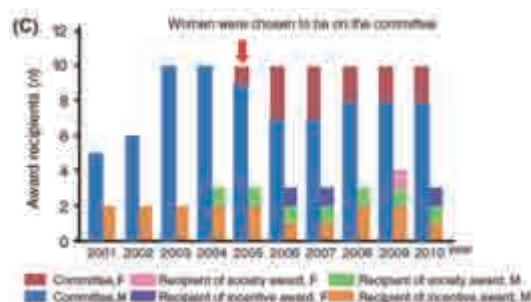
Data were taken from annual meetings of MBSJ, JSPP, BSJ, GSJ and JSDB (FY2010).

### Gender of organizers and a percentage of female speakers at annual meetings.



Data were taken from BSJ (FY2008, 2009 and 2010).

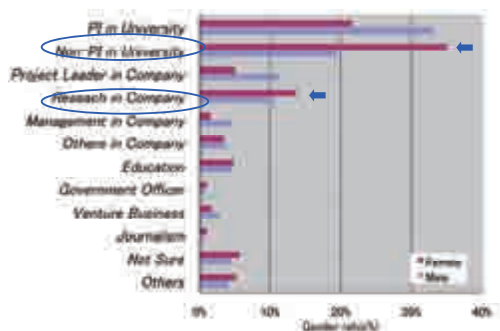
### Gender bias in the review process.



Data were taken from JSPP (FY 2001~2010).

*Career Goals: Women prefer non-PI positions!?*

*Women tend to underestimate themselves.*



From the 2nd EPMEUSE "Large Questionnaire Surveys for Promoting Gender Equality in S&T Field (2008)"

