Women Scientists in Japan – Past, Present and Future –

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Targeted Increase

Target set in Japan’s Third S&T Basic Plan and Second Basic Plan for Gender Equality to increase the ratio of female researchers to **25% by FY2010**

Targeted ratio by field

<table>
<thead>
<tr>
<th>Field</th>
<th>Ratio</th>
</tr>
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<tbody>
<tr>
<td>Science</td>
<td>20%</td>
</tr>
<tr>
<td>Engineering</td>
<td>15%</td>
</tr>
<tr>
<td>Agriculture</td>
<td>30%</td>
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<tr>
<td>Medicine</td>
<td>30%</td>
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</tbody>
</table>

Ratio of Women Faculty Members in Japanese Universities and Colleges (Nov. 2007)

<table>
<thead>
<tr>
<th>Type of University</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>National univ.</td>
<td>11%</td>
</tr>
<tr>
<td>Public univ.</td>
<td>25</td>
</tr>
<tr>
<td>Private univ.</td>
<td>18</td>
</tr>
<tr>
<td>Average</td>
<td>18%</td>
</tr>
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</table>
Ochanomizu University
As a base for nurturing women researchers.

• Established in 1875 as Tokyo Women’s Normal School, the first national higher educational institute for women.

• Fostered many pioneering women scientists

• Produced prominent women scientists including Dr. Toshiko Yuasa

• Long-standing Tradition of Pioneering Research Accomplishments by Ochanomizu Alumnae
Tradition of Educating Female Scientists at Ochadai

- Kono YASUI (1880-1971) The first female doctor of science in Japan (Botany)
- Chika KURODA (1884-1968) The second female doctor of science in Japan (Chemistry)
- Michiyo TSUJIMURA (1888-1969) The first female doctor of agriculture in Japan
- Toshiko YUASA (1909-1980) The first international female scientist in Japan (nuclear physics)

Ochanomizu University Update

Ochanomizu University is located in the central part of Tokyo.

- **Student Body** Undergraduate:2,166 Graduate:1,073
- **3 Faculties** Letters and Education, Science, Human Life and Environmental Sciences
- **1 Graduate School** Humanities and Sciences
- **Ratio of Women in Staff** (as of May 2009)
  - President, Trustee, Vice-presidents 3 3%
  - Professors, Associate Professors, Lecturers 4 5%
  - All faculty members (including Assistant Professors) 4 8%
  - Administrative staff 3 5%
- **Ratio of Experienced Workers in Doctoral Program** (in 2009)
  - Master Course 13% Doctoral Course 5 1%

- Supportive system for childcare
- Implementation of work hours from 9 to 5
- Realization of Work-Life Balance

Program subsidized by Special Coordination Fund for Promoting Science and Technology by MEXT

- Education Programs
- Research programs
- Improvement of working environment

Supportive system for childcare
Implementation of work hours from 9 to 5
Realization of Work-Life Balance

Improving the working environment as an educational & research institution

- Qualitative & quantitative support
- Implementation of work time from 9 to 5
- Transparency and Publicity

- Providing various support menu
- Maintenance on-campus nursery and lodgings
- Research assistants of post doctoral level
- Producing DVDs highlighting accomplishments of female researchers
- Publicizing activities by presenting role models

- Setting up the Information Bank
- Fostering and utilizing “Research support concierges”
Address from President to all faculty members and staff
“About Ochanomizu’s approaches in improving administrative affairs” by Mitiko Go
http://www.ocha.ac.jp/topics/h190502.html

Basic items for establishing the “9 to 5 working system”
(1) As a rule, all employees should go home at fixed hours every Thursday.
(2) The system will promote shortened meeting time and simplification of reference materials.

Items to implement “reducing work and removing useless work”
“Idea Contest” for Improvement awarded by President
“Action Plan 2007” for Improvement announcement of time schedule reaching the goal

Reform of official meetings for realizing the “9 to 5 working system”
Ringing the bell once a week to announce the end of work

Improving the working environment for female researchers
5 model researchers in child raising

Kyoko Aikawa
Assoc.Professor (Cellular Biochemistry) + 2 Assistants
Rumi Kondo
Lecturer (Molecular phylogeny) + 2 Assistants
Hazuki Furukawa
Professor (Neutron scattering) + 2 Assistants
Mayumi Mizumura
Assoc.Professor (Kinesiology) + 2 Assistants
Tomoko Yajima
Assistant Professor (Organic chemistry) + 2 Assistants

- Recruiting 2 Assistants (AA, RF) of postdoctoral level
- Advice by Mentor

AA: Academic Assistant RF: Research Fellow

Reviewing what kinds of support are appropriate and effective for each researcher in achieving excellent results, while balancing priorities between work and family
Effects of the program

Current penetration rate of the all-campus “9 to 5 working system”

- Model researchers: almost 100%
- Faculty members: about 30%
- Administrative staff: about 50%

Survey in October, 2007

Effects of setting up “a day ending at a fixed hour” when all employees can go home “without anxiety”

Effects by the support of this program

The voices of supported model researchers

1. Thanks to the program, I was able to continue applying and receiving subsidy for research.
2. My family’s work life balance as a whole improved because the program enabled me to put the extra hours acquired towards doing my husband’s household duties at home.
3. I was able to maintain or improve my performance level from the program, which was previously likely to decline during and after maternity as well as childcare leave.
4. The on-campus nursery and lodgings enabled me to put extra hours in research.
5. My level of efficiency in work and research improved since I could give accurate instructions to my assistants.
6. The voices of supported model researchers
Effects for supporters of this program

for Assistants (Research Fellows and Academic Assistants)

Improvement of the level of research assistants

- Increased contribution in reports seen in research fellows (of doctoral level).
- Expertise of academic assistants improved because one and a half years have past since the start of the program.
- Positive educational effects were reported for students with recruitment of research fellows (of doctoral level).

* The effectiveness of recruiting research assistants with expertise was verified.
* The program should also lead to better achievements of researchers.

COSMOS proposal: The Ochadai Index

Women friendly work environment scale:
For research education institutions or other organizations

“a checklist to build a better work environment for women”
Just answer yes or no, then overall rating and total points are shown.

Let’s try!

Also, COSMOS Work Book! (in preparations)
Please enjoy DVD on COSMOS.
Thank you.