

# Women Scientists in Japan – Past, Present and Future –

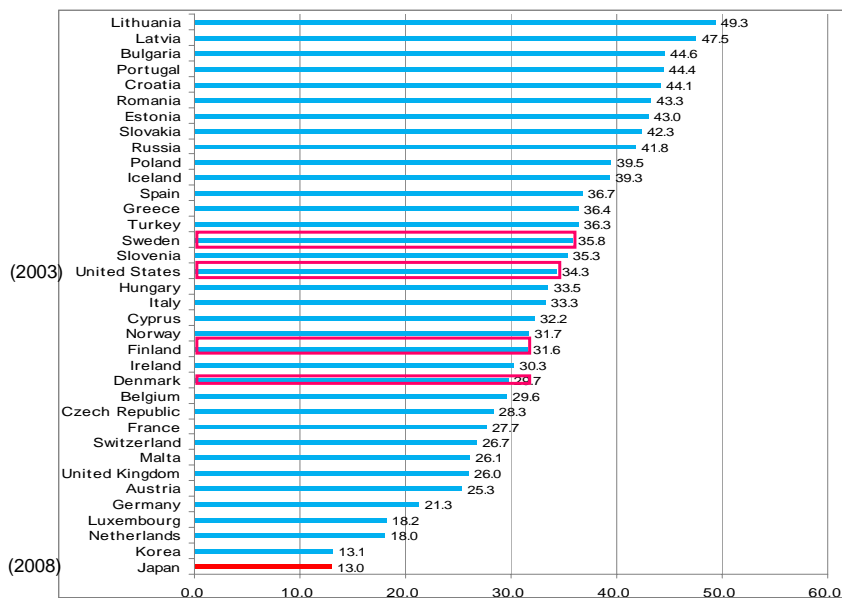
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Research Organization of Information  
and Systems,  
Former President of Ochanomizu Univ.

“JSPS Forum on Women in Science”

June 11, 2009  
Washington, DC

## Share of women researchers



## Targeted Increase

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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

Science	20%
Engineering	15%
Agriculture	30%
Medicine	30%

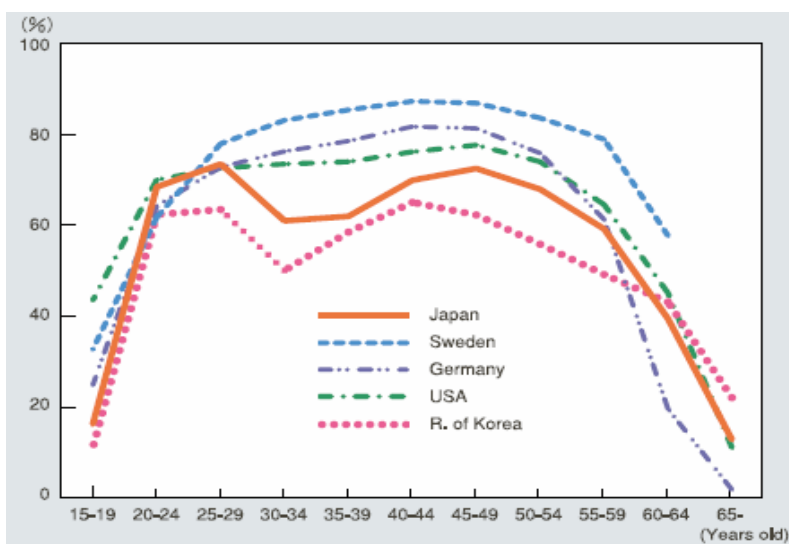
## Ratio of Women Faculty Members in Japanese Universities and Colleges

(Nov. 2007)

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national univ.	11%
public univ.	25
private univ.	18
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average	18%

## Women's Labor Force Participation Rate by Age



(Note) 1. Labor force participation rate = (Population of the labor force/Population aged 15 years and older)  
2. "15-19 years old" of USA and Sweden means 16-19 years old.  
(Source) "Labour Force Survey (2004)" Ministry of Internal Affairs and Communications, "LABORSTA" ILO

## *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)



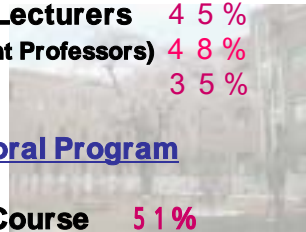
## *Ochanomizu University Update*

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)
 

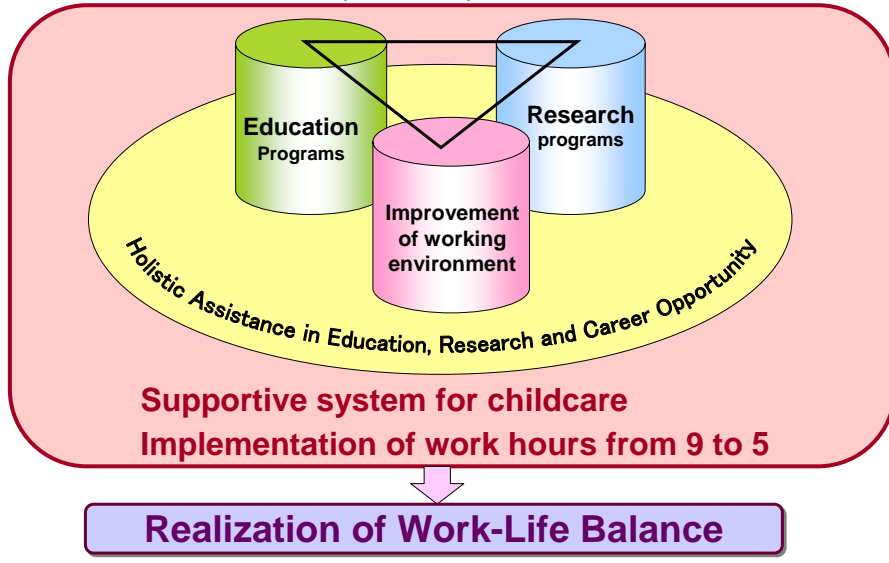
President, Trustee, Vice-presidents	33%
Professors, Associate Professors, Lecturers	45%
All faculty members(including Assistant Professors)	48%
Administrative staff	35%
- **Ratio of Experienced Workers in Doctoral Program**  
(in 2009)
 

Master Course	13%	Doctoral Course	51%
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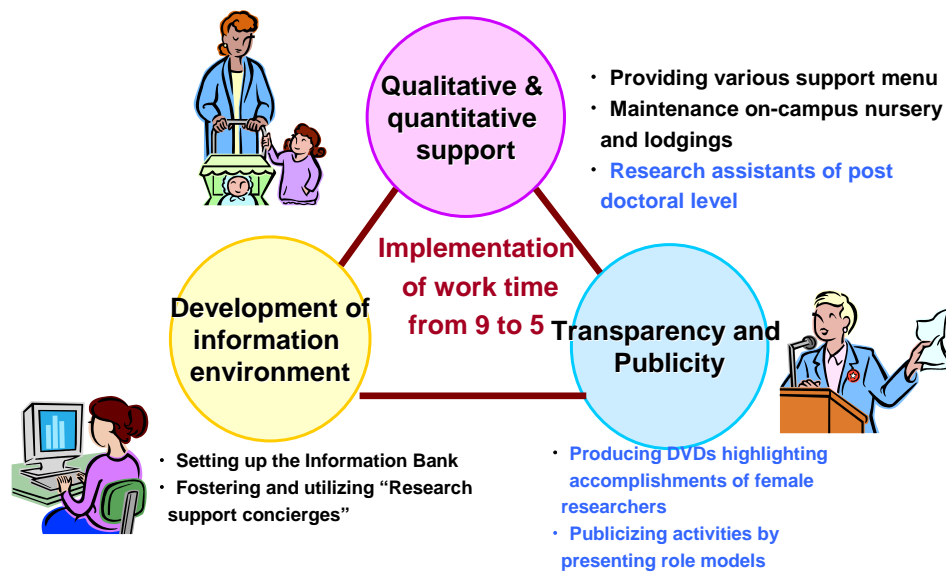


Program subsidized by Special Coordination Fund for Promoting Science and Technology by MEXT

## Career Opportunity Support Model for Ochanomizu Scientists (COSMOS) (2006-2008)



## Improving the working environment as an educational & research institution



Creating an working environment where all employees can go home at fixed hours “without anxiety”

### 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.



Awarding ceremony for “Idea Contest”

### Items to implement “reducing work and removing useless work”

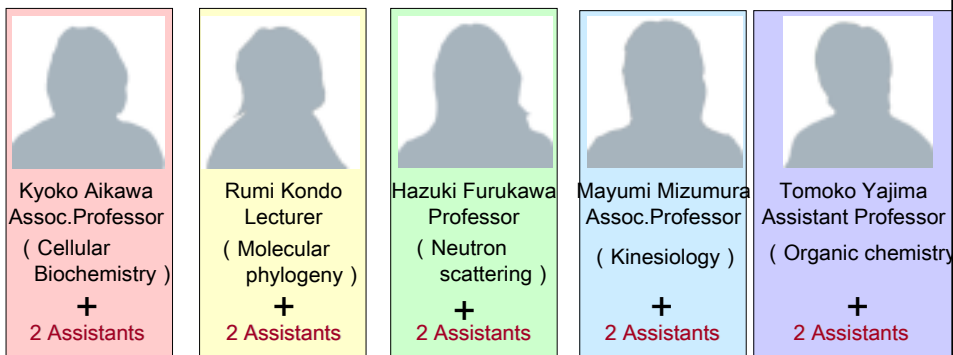
- “Idea Contest” for Improvement awarded by President
- “Action Plan 2007” for Improvement announcement of time schedule reaching the goal

### 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



- 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"

Survey in October, 2007

Model researchers	<b>almost 100%</b>
Faculty members	<b>about 30%</b>
Administrative staff	<b>about 50%</b>



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



- Thanks to the program, I was able to continue applying and receiving **subsidy** for research.
- **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.
- 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.
- **The on-campus nursery and lodgings** enabled me to put extra hours in research.
- My level of efficiency in work and research improved since **I could give accurate instructions to my assistants.**

## 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.*

