



## **Examples of countermeasures for gender equality issues in the field of geoscience and science and engineering in Japan**

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This paper reports the situation of female researchers in science and engineering fields. The JpGU is a member of “Japan Inter-Society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering (EPMEWSE)”, and its organization surveys on gender equality condition of researchers belonging to academic scientific positions by questionnaires every four years. The 4th questionnaire was done in November 2016. The result reported at the Gender Summit 10 (GS10) held in Tokyo in May 2017.

Based on the accumulation of the results of the questionnaire so far, the average percentage of female researchers is around 30% in total scientific and engineering research fields, however, there are few cases that have become leaders of large budget projects. It is also pointed out that female researchers have less pure research time than men.

Following these results, Japan Science and Technology Agency (JST) has planned grants and projects for encouraging or career supporting female researchers to universities and research institutes, that applications are widely opened to universities and research institutes.

As an effort using this, women-only positions, which are generally non-related special fields, were created in universities. It is reported that the great results by female researches assigned to these project were obtained. However, because these recruitment are often related to non-permanent positions, these posts disappears after the projects or budget measures finished. The situation still has not changed.

It is also pointed out that the proportion of female researchers in the higher position is still low. One of the reasons are considered to be caused by “unconscious bias” working. If there is not a certain number of female researchers in the decision making organization, it is a problem that the opinion of the women side is difficult to be reflected. Policy committees belonging to research institutions and public institutions often adopt a certain percentage of female members as positive actions, however, universities do not seem to have such plans in Japan.

Considering the above circumstances, it is important how to make consciousness of “unconscious bias” to both men and women. We are holding a seminar on this and are working on awareness reform.