



Current state and problems of gender equality in JpGU and other STEM fields in Japan found from the questionnaire surveys

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Can you say that the career conditions of female researchers in the STEM field improved? It is difficult to say so. Unfortunately, the field of earth science research field in Japan is inevitably worse. The Japanese government started reforms in 2004 with a substantial reduction in university budget. However, it ended in failure, and resulted in that numbers of young people who have an aim to be researchers drastically decreased. One of the reason is that the Japanese economy itself has declined. In anticipation of withdrawing from such a situation, Womenomics, Prime Minister Abe's economic reform plan, has been proposed. Even with these efforts, the proportion of female researchers has not increased so much, and female researchers' career conditions have not been improved either. From these facts, it turned out that it is difficult to achieve the goal of 202030, which is a slogan of female researchers, despite setting a goal exceeding 30% in the STEM field by 2020. In the 4th EPMEWSE questionnaire we are also investigating the career conditions of the fixed-term researches. As a result, it was found that the average of the age at which half of the fixed-term researchers found non-fixed term is 33 years old for males and 38 years old for females. A similar survey was also conducted by JpGU diversity committee, and it turned out that the average of the age at which half of the fixed-term researchers found non-fixed term is 36 years for males and 41 years for females. According to the accumulation of the questionnaire results so far, it turned out that higher ratio of female researchers work with fixed terms. There are very few cases in which they are leaders of top positions or large projects. Unconscious bias must be working. It is important to increase the proportion of female researchers in Japanese geoscience field, however, it is also necessary to improve working conditions. As most of geoscientists work at universities and national institutes rather than general corporations, they have to demand to the government for increase of researches positions.