

Women Scientists in Japan – Past, Present and Future –

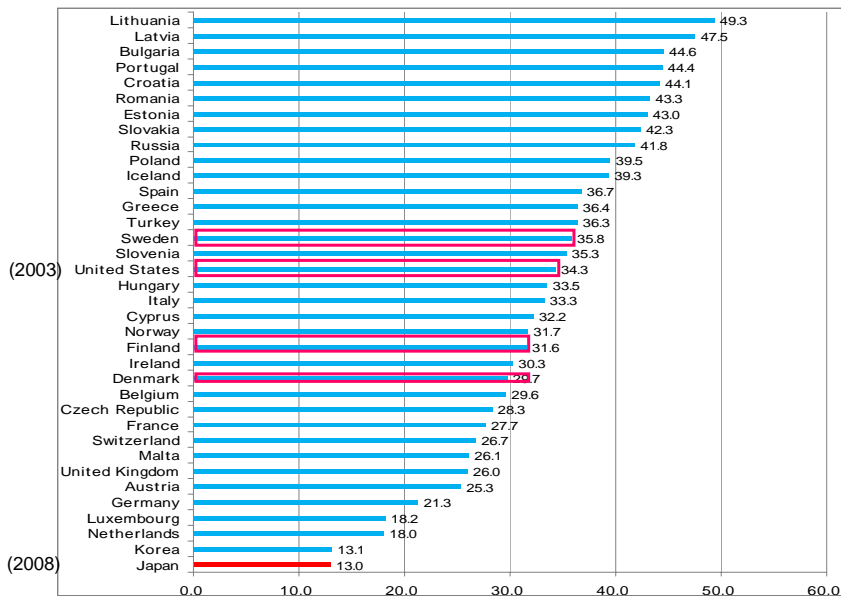
Mitiko Go, PhD

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

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

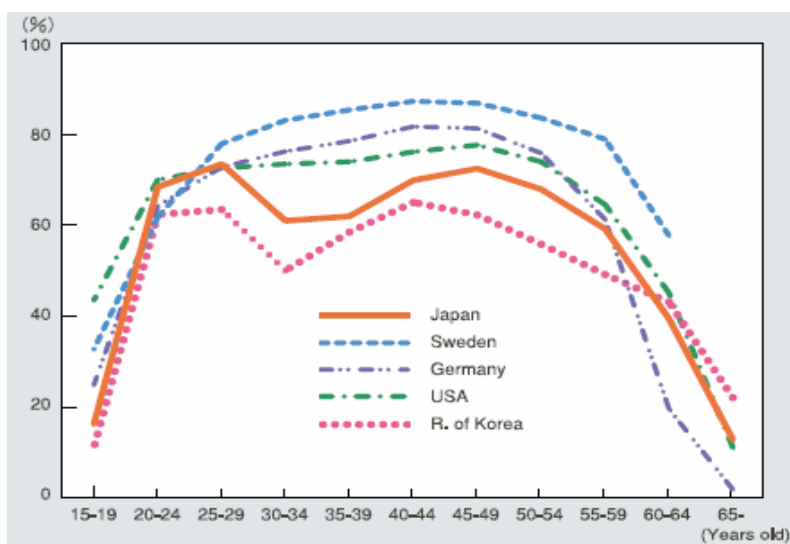
Science	20%
Engineering	15%
Agriculture	30%
Medicine	30%

Ratio of Women Faculty Members in Japanese Universities and Colleges

(Nov. 2007)

national univ.	11%
public univ.	25
private univ.	18
<hr/>	
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)



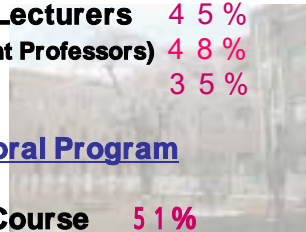
Ochanomizu University Update

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)

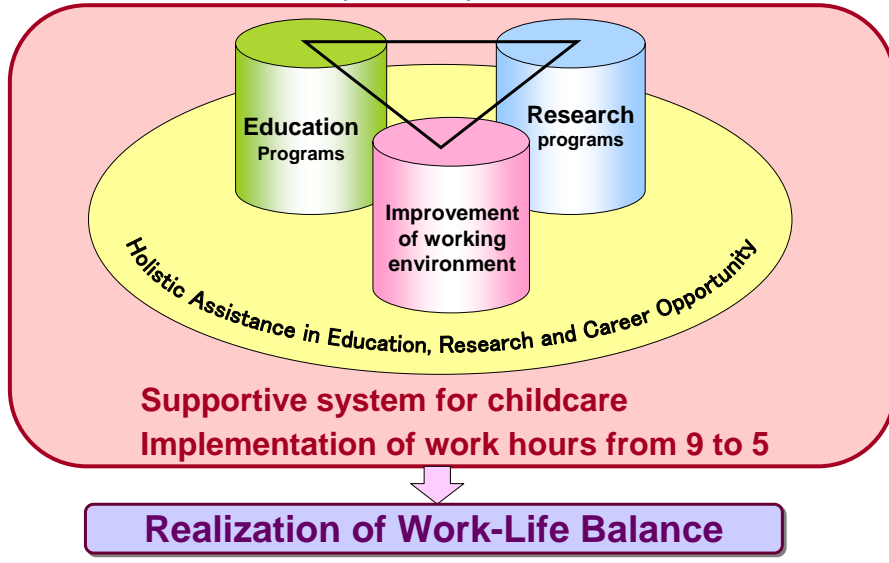
President, Trustee, Vice-presidents	33%
Professors, Associate Professors, Lecturers	45%
All faculty members(including Assistant Professors)	48%
Administrative staff	35%
- **Ratio of Experienced Workers in Doctoral Program**
(in 2009)

Master Course	13%	Doctoral Course	51%
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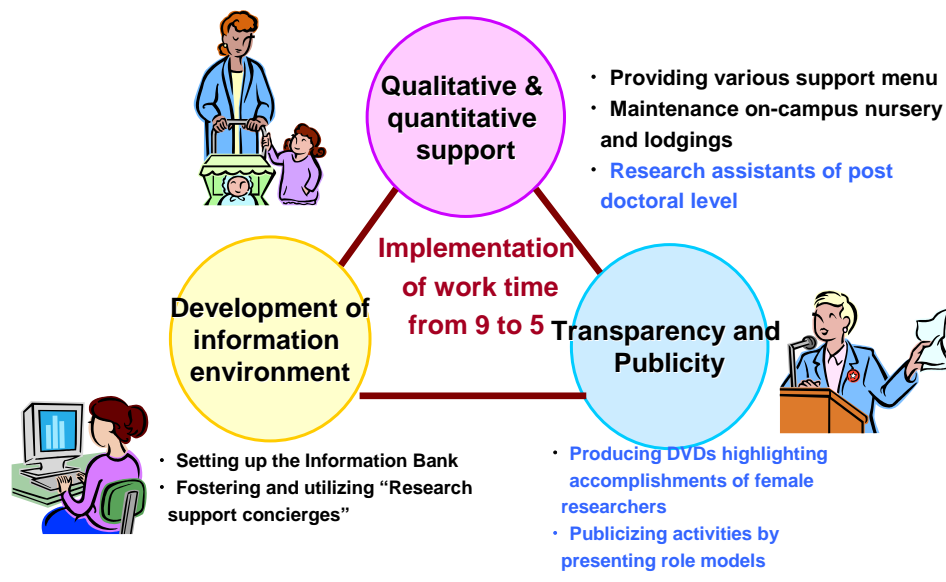


Program subsidized by Special Coordination Fund for Promoting Science and Technology by MEXT

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”

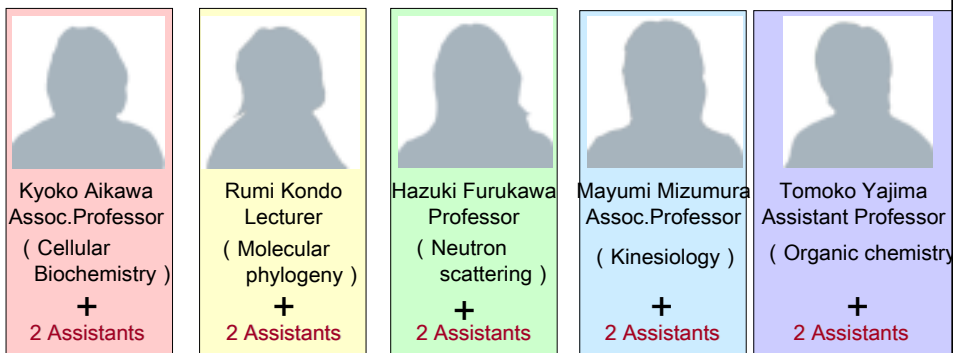
- “Idea Contest” for Improvement awarded by President
- “Action Plan 2007” for Improvement announcement of time schedule reaching the goal

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	almost 100%
Faculty members	about 30%
Administrative staff	about 50%



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.*

