



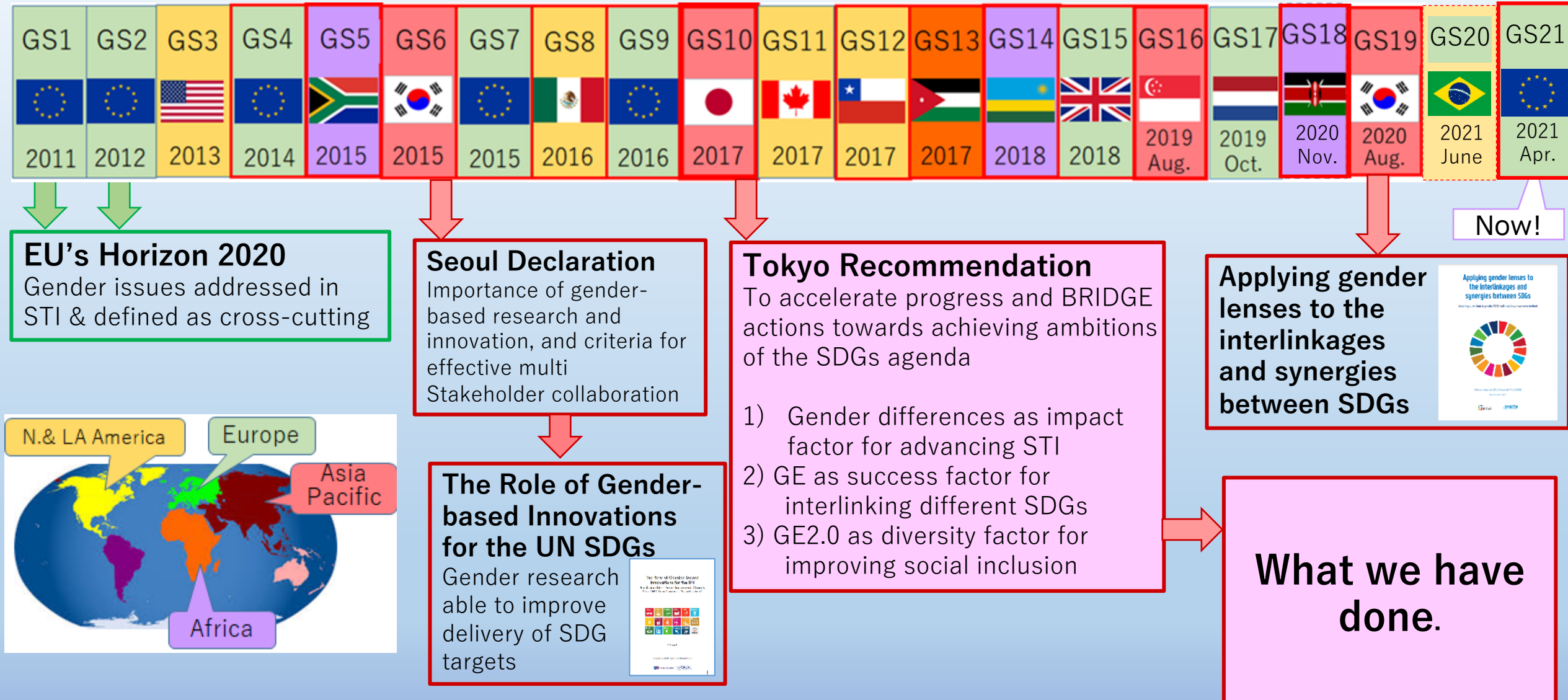
The process, progress and prospects of advancing gender equality in science in Japan

Miyoko O. Watanabe

Japan Science and Technology Agency (JST)

Gender Summit 21
Apr. 16, 2021, VIRTUAL

Gender Summit History & Development



Gender Summit 10 Asia Pacific

May 25,26, 2017 at Tokyo

“Better Science and Innovation through Gender, Diversity and Inclusive Engagement”



Participants: 603 from 23 countries & areas

Characteristics

1. Redefinition of Gender Equality (GE2.0)
⇒ Tokyo Recommendation for SDGs –BRIDGE-
 - Bridge Gender and STI
 - Bridge SDGs
 - Bridge all People
2. Focusing on Asian Perspective
3. Co-organization of 114 collaborators

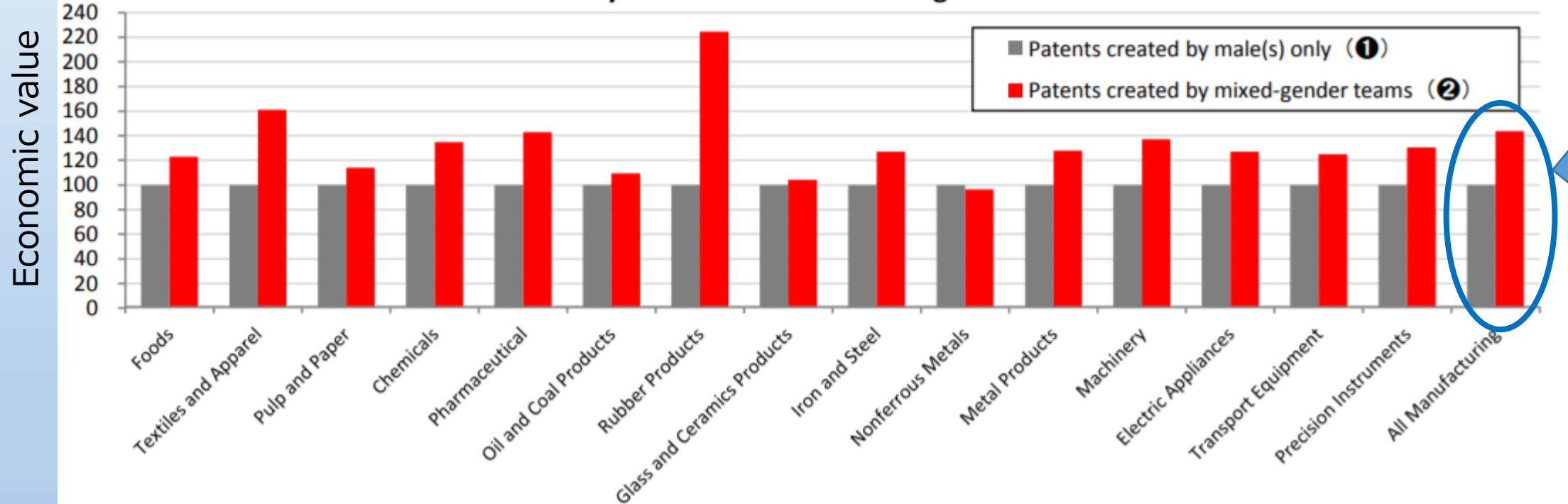
Correlation between **Gender Summit concept** and other goals in SDGs



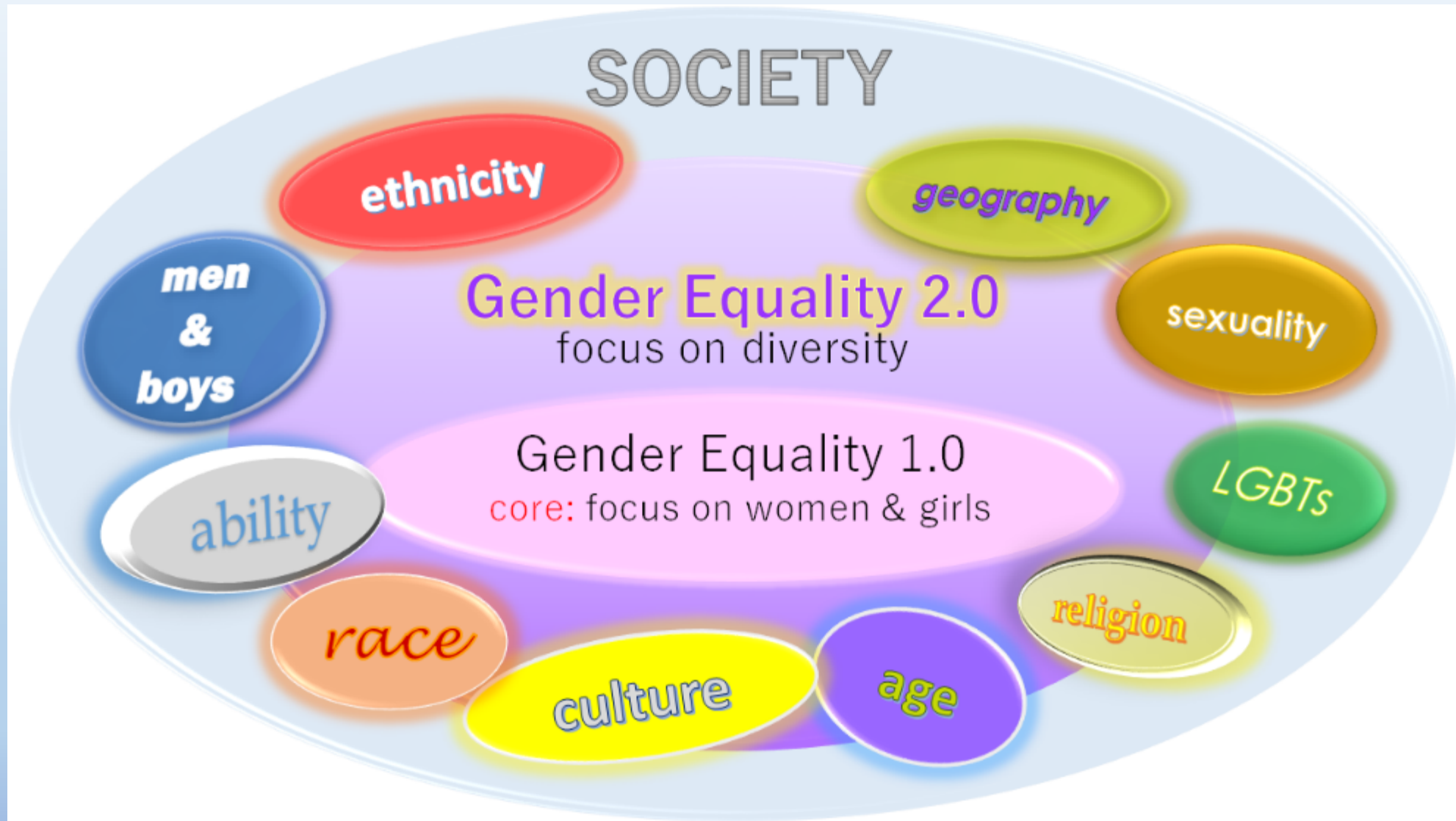
Patents in Engineering

Value of mixed-gender teams over male teams = 1.44 in 2016
1.54 in 2018

Comparison of economic value of patents in Japan



Gender Equality 2.0 based on Gender Equality 1.0



GS10 Follow-up Symposium & Committee in Japan



Sharing development of results in GS10 & next issues

GS10 Follow-up Symposium 2018

June 14, 2018 at SCJ, 110 participants (male: 22%)

- Universities, companies, academic societies, and R institutions confirmed implementation of steady efforts at discussions at GS10
- It was shared that gender equality promotion is not only one way



GS10 Follow-up Symposium 2019

July 4, 2019 at JST, 160 participants (male: 41%)

- Gender Equality 2.0 was spread in many organizations
- LGBT people can propose new type of diversity



GS10 Follow-up Symposium 2020

Aug. 31, 2020 Online, 290 participants

(male: 43%, Others: 3%)

- Theme was "Overcome barrier by Gender Equality"
- Young researchers were focused to change our society



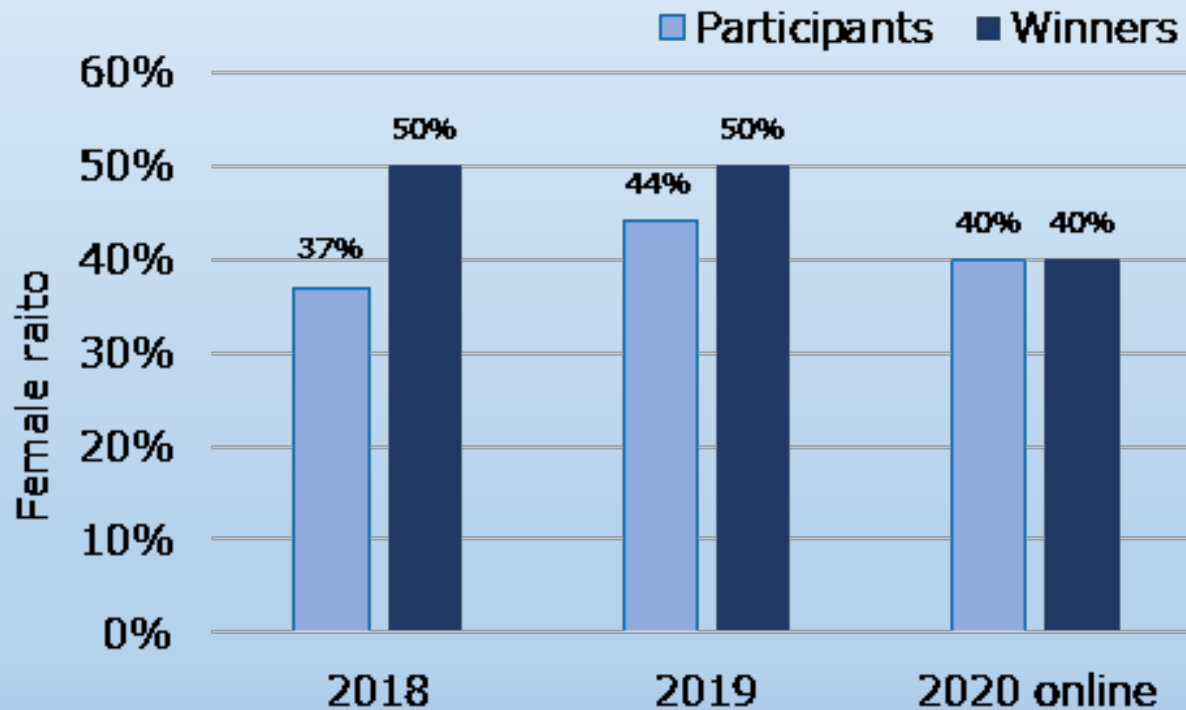
GS10 Follow-up
Sub-committee
at SCJ (2017-2020)

Gender based innovation sub-committee at SCJ (2021-2023)

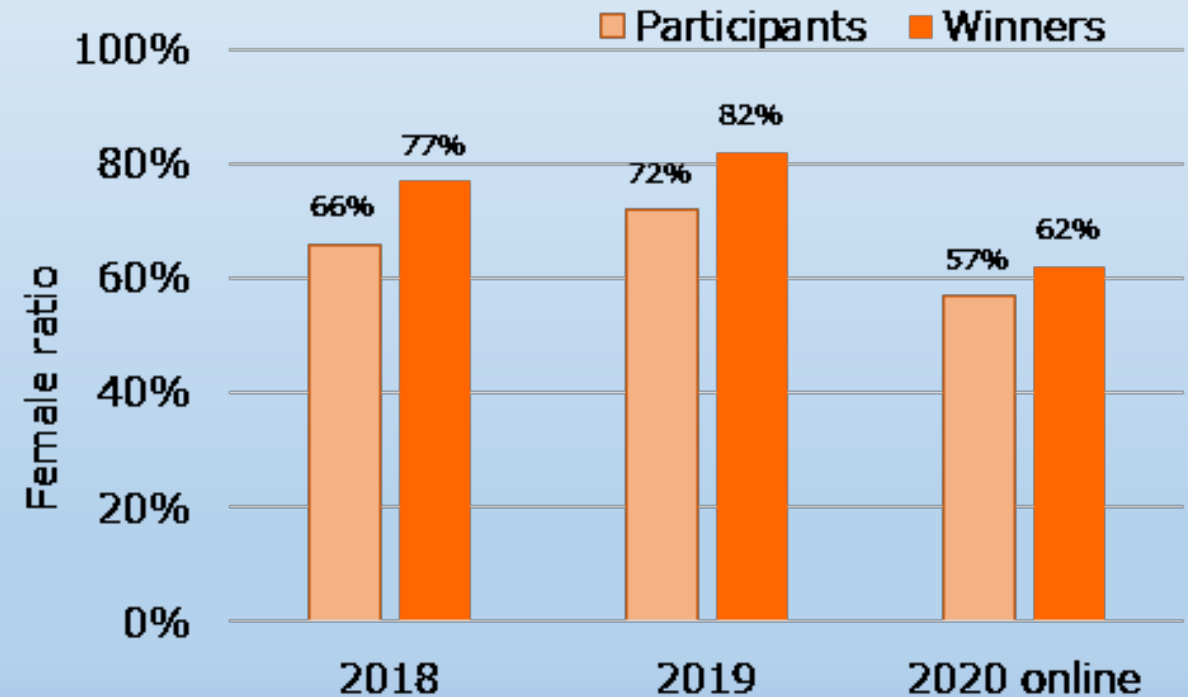
Scientific Research Presentation Winners for High-school Students

Girls are honored at presentations

Super-Science High-school Fair

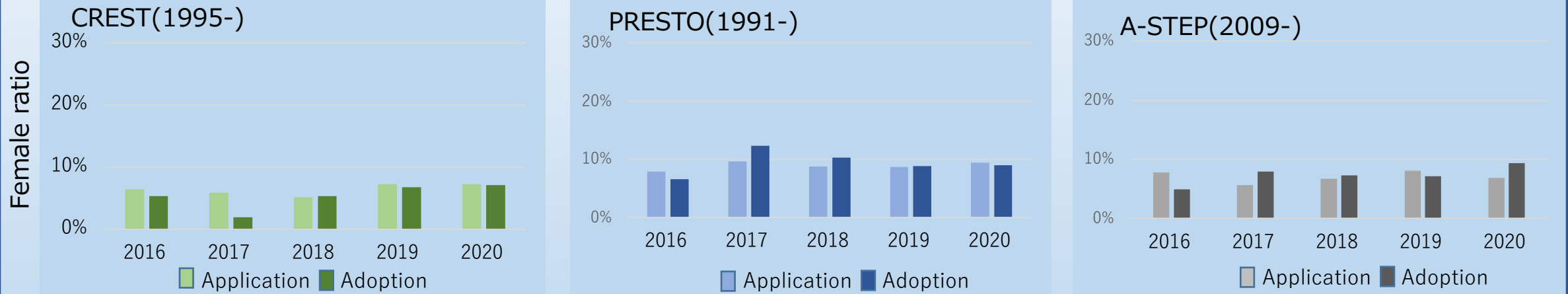


Global Science Campus Fair

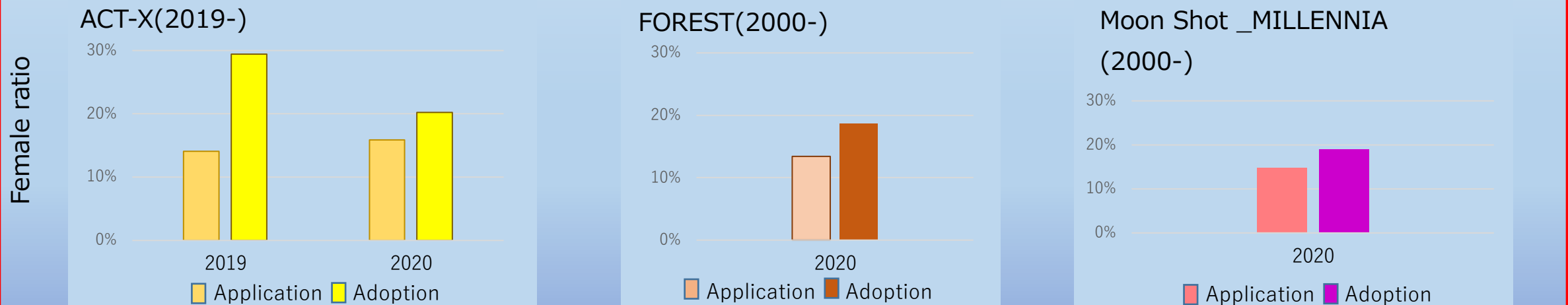


Female Ratio of Researchers at JST Major Funding Programs -Application and Adoption-

Traditional Program without age limit... The ratio of female researchers' application/adoption < 10%.

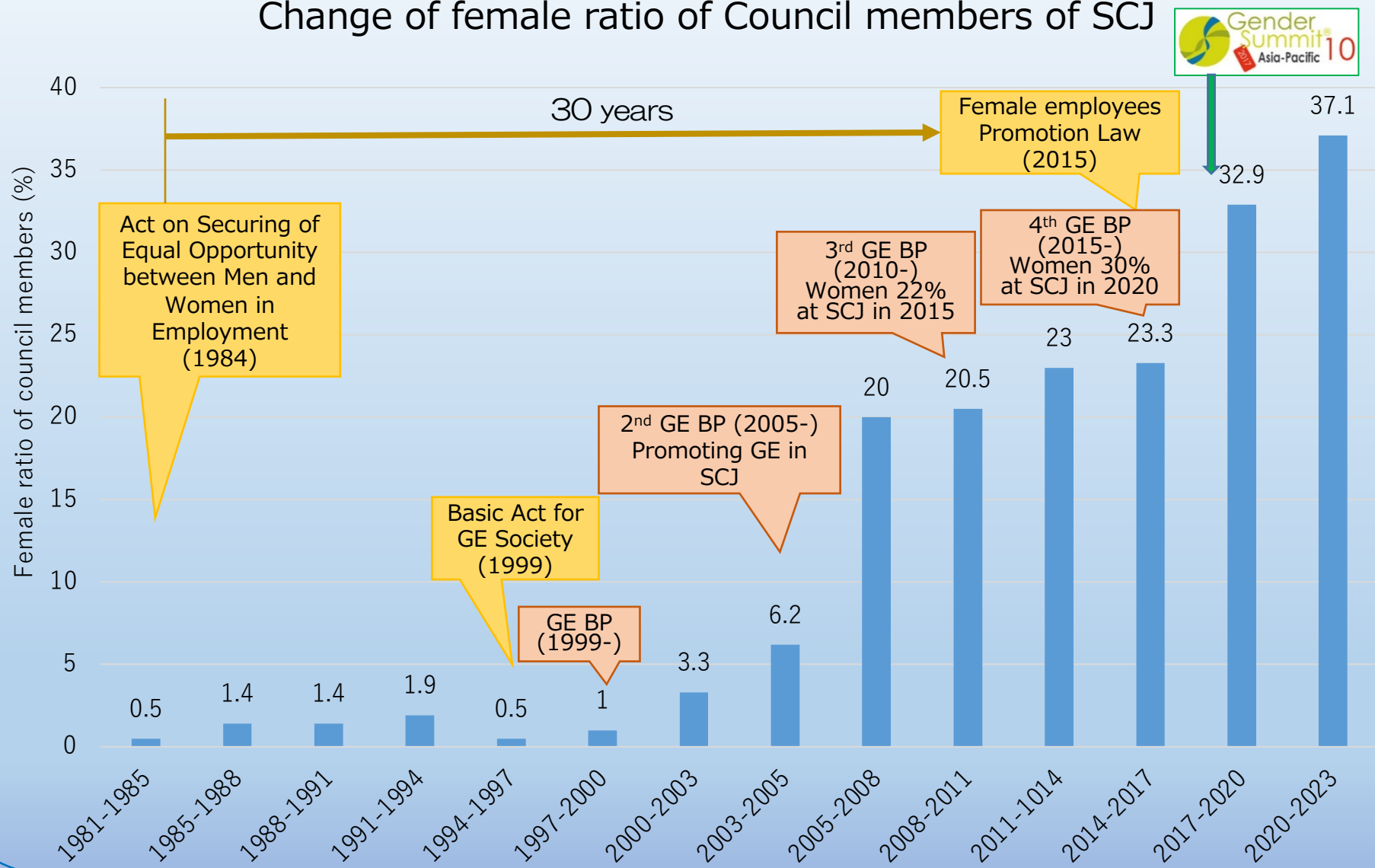


New Program for young researchers... The ratio of women researchers' application/adoption > 10%.



Successful Results due to Government Targets

Change of female ratio of Council members of SCJ



Making Policy/Basic Plan for Gender Equality in S&T

Cabinet Office

Gender Equality Bureau

Basic Plan Formulation Special Committee

Basic Act for Gender Equal Society (1999)

Basic Plan for Gender Equality

1st (2001-2005), 2nd (2006-2010), 3rd (2011-2015), 4th (2016-2020),
5th (2021-2025, approved by Cabinet on Dec. 25, 2020)



Council for Science, Technology and Innovation (CSTI)

Basic Plan Formulation Special Committee

Basic Act on Science and Technology (1995)

Science and Technology Basic Plan

1st (1996-2000), 2nd (2001-2005), 3rd (2006-2010), 4th (2011-2015),
5th (2016-2020), 6th (2021-2025, approved by Cabinet on Mar. 24, 2021)



Th 5th GE Basic Plan (approved by Cabinet on Dec. 25, 2020)

Chapter 4: Promotion of gender equality in STI & academia

- 1 Expanding **women's participation** in STI & academia
 - 1) Promotion & recruitment of women
 - 2) Development of female human resources
- 2 Promotion of research from the perspective of **GE & gender differences to include integrating sex/gender into research**
- 3 Creating **environment** adaptive for male & female researchers
 - 1) Support for balancing research & childcare care
 - 2) Prevention of academic harassment
- 4 Promotion of **female students** in science and engineering fields
 - 1) Fostering female researchers for STI leading the next generation
 - 2) Promotion of parents' & teachers' understanding towards female students in science & engineering

Th 6th STI Basic Plan (approved by Cabinet on Mar. 24, 2021)

Chapter 2 2(1)

Reconstructing environment producing diverse & outstanding research
(regarding gender equality)

Direction toward ideal science realization

- 1) Promoting **diversity of research**
- 2) Creation of **gender-based innovation**

Specific effort

- 1) Promotion of female researchers' activity
 - Creating **environment** adaptive for male & female researchers
 - Strategically setting & publication of **numerical targets of female ratio** of hiring/leadership positions for Universities/Public research institutes
 - **Public res. Budget corresponding to GE achievement**
 - Promotion of **female students** in science and engineering fields

Tokyo University Executive Members (Apr. 2021-)

Men: 5, Women: 6

President: Teruo FUJII

Executive Vice President: Hiroaki AIHARA, Tatsuya OKUBO,
Nobuhito SAITO, Yuko FUJIGAKI,
Kaori HAYASHI, Tomoka SATOMI,
Naoko ISHII, Miki IWAMURA

Comptroller: Tami YOSHIDA, Hajime TANAHASHI



Now, we have just started being serious
about Gender Equality in Japan!