

Support for Activities of Female Researchers in Japan

Mayako Tsurumine⁽¹⁾, Yukiko Miura⁽²⁾, Maki Kubo⁽¹⁾

(1) Japan Society for the Promotion of Science, (2) National Institute of Science and Technology Policy



Circumstances in Japan

Fig1. Ratio of female researchers in Japan vis-à-vis other countries

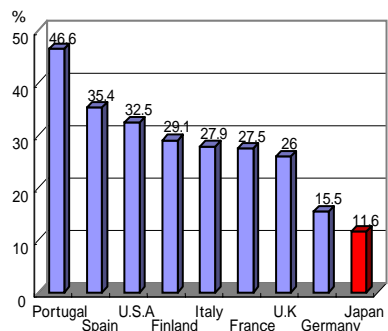


Fig2. Ratio of female students in faculties and courses

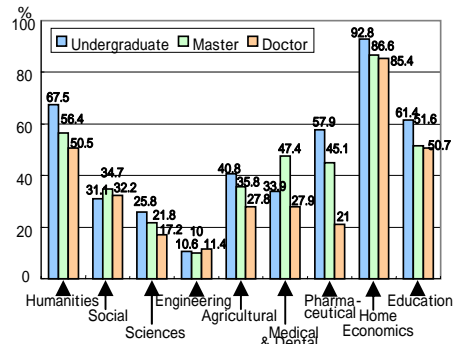
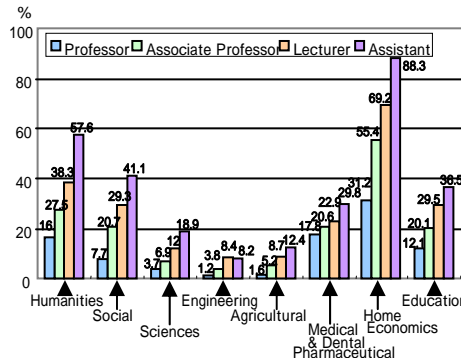


Fig3. Ratio of female researchers in faculties and positions



Target

A target is set in Japan's Third S&T Basic Plan to increase the ratio of female researchers by

25% by FY2010.

Targeted Ratio by field

Science	20%
Engineering	15%
Agriculture	30%
Medical	30%

Encouraging Female Scientists and Engineers

MEXT encourages female scientists and engineers to continue in their careers. It conducts programs to promote interest in science and increased activity and participation by women

Returning to Lab

Support for returning to lab after maternity/child-care leave

Fellowship and small research grant for post-docs (2006FY: ¥ 140 million = US\$ 1,197 thousand)

Project in Research Organizations

Model project to support female scientists

Competition for unique model projects in universities and research institutes (2006FY: ¥ 500 million = US\$ 4,274 thousand)

Outreach to High-school Girls

Seminars for high-school girls

Exposure to role models working in science and technology fields (2006FY: ¥ 35 million = US\$ 299 thousand)

Stimulate Scientific Interest

Stimulating scientific interests in young girls

Lectures/seminars in junior high/high schools by active scientists and engineers
 • Super Science High Schools • Science Partnership Programs

Education Centers

Projects in social education centers

Seminars in local education centers introducing model programs to encourage girls to enter scientific/engineering fields (2006FY: ¥ 50 million = US\$ 427 thousand)

Support for returning to lab after maternity/child-care leave

FY2006: ¥ 140 million (= US\$ 1,197 thousand) [JSPS]

New positions under RPD program

RPD: Restart Post-Doc

Eligibility: Postdoctoral researcher who have within the past five years, suspended their research work for a period of 3 months or longer.

Tenure: 2 years Monthly stipend: ¥ 364 thousand (= US\$ 3,111)

Research Grant: ¥ 1.5 million /year (= US\$ 12,820 /year)

< Before >

Interruption of work by maternity leave etc



During maternity/child-care leave, substantial research progress is difficult, which leads to difficulty in finding a new job

< Under this program >

Interruption of work by maternal leave etc



Financial support to fund return to research for post-docs who have taken maternity/child-care leave

JSPS PD System Supporting young talented scientists as post-docs (1985-). Postdocs will be given a fellowship and small research grant.

Model project to support female scientists

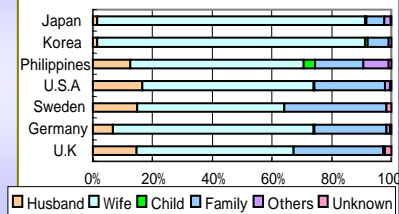
Problem

It's difficult to balance research and childcare. So, Many female researchers have to quit jobs. Moreover they can't come back to same responsible positions as before break.

Reason

- Wives have to do housework more than husbands in Japan.
- Researchers work until midnight.

Fig4. The ratio of share in the housework



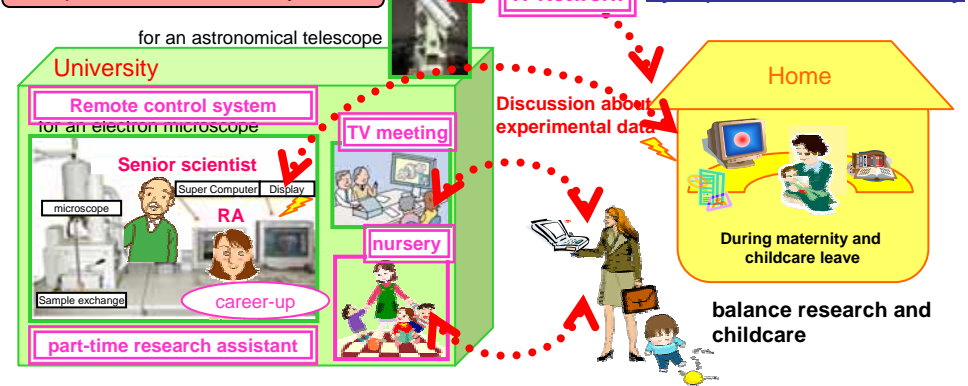
Model project to support female scientists

Support for research institutions that proactively hire and promote female researchers.

Duration : 3years Grant : ¥ 30~50 million / year (= US\$ 256~427 thousand / year)

10 institutions were selected in FY2006.

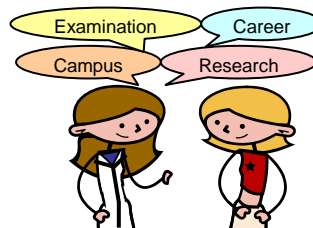
Ubiquitous Research Systems



Science Angels

By Tohoku University

Tohoku University have started 'Science Angels' who are graduate female student. Angels talk with female high-school students to become scientists, encourage them by providing the role models.



Open Campus in Tohoku Univ. on July 28, 2006

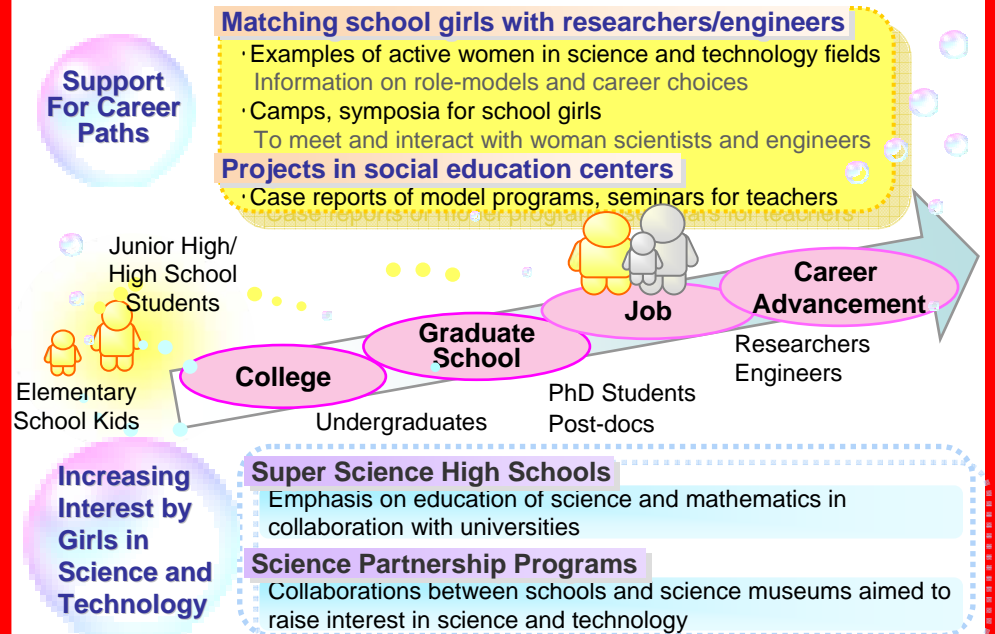
Recruiting Women into Science and Technology Fields and Stimulating Interest in Scientific Education

Problems

- # Low percentage of Japanese female researchers
- # Few role models
- # Difficulty in conceiving future possibilities

Solutions

- # Information on career options
- # Motivating girls to have interest in S&T
- # Promoting activity of women scientists



Contact Point

Japan Society for the Promotion of Science
 Mayako Tsurumine E-mail : tsurumine@jpsps.go.jp Maki Kubo E-mail : mkubo@jpsps.go.jp
 National Institute of Science and Technology Policy
 Yukiko Miura E-mail : ym40z@nistep.go.jp



Challenge Campaign by Cabinet Office (CAO)
<http://www.gender.go.jp/c-challenge/>
 Summer Science Camp for High-School Students 2006
<http://ppd.jsf.or.jp/camp/2006/>

