国際学術会議（ISC）等の調査報告書「学術関係組織におけるジェンダー平等に向けて―評価と提言」において、日本学術会議が世界で最も女性参画が進んだ学術アカデミーの一つとして紹介されました

日本学術会議　第26期
記者会見（令和8年2月27日）
資料2

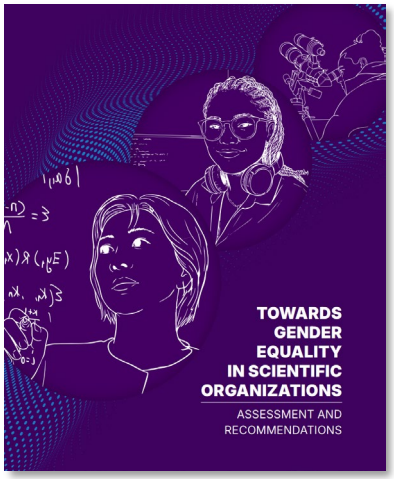
調査報告書の概要

✓2026年2月、国際学術会議（ISC）、インターアカデミー・パートナーシップ（IAP）及び「科学における男女平等常設委員会（SCGES）」は、学術関連組織におけるジェンダー平等の現状を検証した報告書を公表。

✓調査は、136の学術アカデミー（academies）・国際科学連合（International Scientific Unions）を対象に、約600人の科学者からの回答を組み合わせたデータに基づき、学術関連組織における女性の参画状況を世界規模で評価。

✓女性研究者は世界の科学者全体の約31%を占める一方で、日本学術会議など「ナショナル・アカデミー」の会員に占める割合は平均19%前後と低く、理事や会長職への登用も限定的。

✓ジェンダー平等に関する方針や取組は広がりつつあるが、制度としての定着は十分ではないといった点も指摘。



2026年2月11日に公表された調査報告書

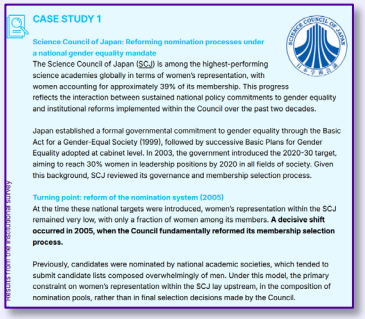
紹介された日本学術会議の取組

日本学術会議について、ケース・スタディ1において「女性会員比率が約39%に達し、世界で最も女性参画が進んだ学術アカデミーの一つである。」として、2005年の推薦方法変更等の取組を紹介。他機関への示唆として以下の３点が挙げられた。

① 国家レベルの政策枠組は、制度改革や内部ガバナンスの変更を促すための前提条件として機能し、改革を推進する力となり得る。

② 推薦プロセス及び推薦母集団の構成に踏み込む改革は、女性の代表性(representation)を向上させる上で極めて重要となり得る。

③ 任期制の導入など、会員の入替えを可能にする仕組みは、代表性の変化を加速させる効果を持ち得る。


CASE STUDY 1

Science Council of Japan: Reforming nomination processes under a national gender equality mandate

The Science Council of Japan (SCJ) is among the highest-performing science academies globally in terms of women's representation, with women accounting for approximately 39% of its membership. This progress reflects the interaction between sustained national policy commitments to gender equality and institutional reforms implemented within the Council over the past two decades.

Japan established a formal governmental commitment to gender equality through the Basic Act for a Gender-Equal Society (1999), followed by successive Basic Plans for Gender Equality adopted at cabinet level. In 2003, the government introduced the 2020-30 target, aiming to reach 30% women in leadership positions by 2020 in all fields of society. Given this background, SCJ reviewed its governance and membership selection process.

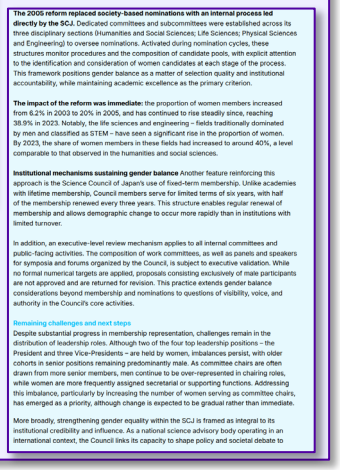
Turning point: reform of the nomination system (2005)

At the time these national targets were introduced, women's representation within the SCJ remained very low, with only a fraction of women among its members. **A decisive shift occurred in 2005, when the Council fundamentally reformed its membership selection process.**

Previously, candidates were nominated by national academic societies, which tended to submit candidate lists composed overwhelmingly of men. Under this model, the primary constraint on women's representation within the SCJ lay upstream, in the composition of nomination pools, rather than in final selection decisions made by the Council.

Insights from the institutional survey

調査報告書P33～35参照


The 2005 reform replaced society-based nominations with an internal process led directly by the SCJ. Dedicated committees and subcommittees were established across its three disciplinary sections (Humanities and Social Sciences; Life Sciences; Physical Sciences and Engineering) to oversee nominations. Activated during nomination cycles, these structures monitor procedures and the composition of candidate pools, with explicit attention to the identification and consideration of women candidates at each stage of the process. This framework positions gender balance as a matter of selection quality and institutional accountability, while maintaining academic excellence as the primary criterion.

The impact of the reform was immediate: the proportion of women members increased from 6.2% in 2003 to 20% in 2005, and has continued to rise steadily since, reaching 38.9% in 2023. Notably, the life sciences and engineering – fields traditionally dominated by men and classified as STEM – have seen a significant rise in the proportion of women. By 2023, the share of women members in these fields had increased to around 40%, a level comparable to that observed in the humanities and social sciences.

Institutional mechanisms sustaining gender balance Another feature reinforcing this approach is the Science Council of Japan's use of fixed-term membership. Unlike academies with lifetime membership, Council members serve for limited terms of six years, with half of the membership renewed every three years. This structure enables regular renewal of membership and allows demographic change to occur more rapidly than in institutions with limited turnover.

In addition, an executive-level review mechanism applies to all internal committees and public-facing activities. The composition of work committees, as well as panels and speakers for symposia and forums organized by the Council, is subject to executive validation. While no formal numerical targets are applied, proposals consisting exclusively of male participants are not approved and are returned for revision. This practice extends gender balance considerations beyond membership and nominations to questions of visibility, voice, and authority in the Council's core activities.

Remaining challenges and next steps

Despite substantial progress in membership representation, challenges remain in the distribution of leadership roles. Although two of the four top leadership positions – the President and three Vice-Presidents – are held by women, imbalances persist, with older cohorts in senior positions remaining predominantly male. As committee chairs are often drawn from more senior members, men continue to be over-represented in chairing roles, while women are more frequently assigned secretarial or supporting functions. Addressing this imbalance, particularly by increasing the number of women serving as committee chairs, has emerged as a priority, although change is expected to be gradual rather than immediate.

More broadly, strengthening gender equality within the SCJ is framed as integral to its institutional credibility and influence. As a national science advisory body operating in an international context, the Council links its capacity to shape policy and societal debate to

https://gender-equality-in-science.org/wp-content/uploads/2026/02/Towards-gender-equality-in-scientific-organizations_final.pdf