

# Lesson from Activities of Gender Equality Promotion by the Physical Society of Japan (JPS)



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For 13-years activities on gender equality promotion, JPS members have gradually recognized the importance on these actions and have increased the support of our recent activities. On considering the gender innovation, we propose the two steps; (i) each JPS member recognizes **several-type problems on gender equality promotion** and (ii) through the problem of **the life work balance** in the context of gender equality promotion, we, the JPS members, strongly believe that such activities lead to not only improve qualities of works **for women but also for men**.

## [History of gender equality promotion related to JPS (The Physical Society of Japan)]

The gender equality promotion committee in JPS was established in 2002 after joining IUPAP2002-WIP in Paris. The history and recent activities of gender equality promotion related to the Physical Society of Japan (JPS) are introduced.

- 1999/6      **The law “Basic Act for Gender-Equal Society”** was enacted by government.
- 2000        The childcare room was open in annual JPS meeting at Niigata Univ.
- 2001/4      Preparation committee for **IUPAP2002-WIP in Paris** was established.
- 2001-2002 Questionnaire survey and analysis of “research circumstance of all JPS members” was carried out.
- 2002/3      The JPS and JSAP members joined and presented the analysis of questionnaire survey in IUPAP2002-WIP.
- 2002/7      **The gender equality promotion committee in JPS** was established.
- 2002/10     Japan Inter-Society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering (**EPMEWSE**) was established by JPS, JAPS, and the Chemical Society of Japan.
- 2002        **The 1<sup>st</sup> large questionnaire survey and analysis** (39 academic societies, 19,291 members) on “gender equality promotion in science and engineering” was carried out by EPMEWSE.
- 2004        The proposal for support of research budget and improvement of circumstance in childcare for researchers was proposed to government.
- 2005        **The Second Basic Plan for Gender Equality** was adapted.
- 2005/8      **The girls summer science school** started.
- 2006        The 3<sup>rd</sup> Science and Technology Basic Plan was established.
- 2006/4      The restart postdoctoral (**RPD**) program for birth and care of child of JSPS (Japan society for the promotion of science) was established.
- 2006/4      **“Supporting Activities for Female Researchers”** program of MEXT was established.

2007-2008 **The 2<sup>nd</sup> large questionnaire survey and analysis** (14,110 members) on “gender equality promotion in science and engineering” was carried out by EPMEWSE. The proposal based upon the survey results was submitted.

2009 **"Promotion Support Activities for Female Researchers"** program of JST (Japan Science and Technology Agency) was established.

2011 The 4<sup>th</sup> Science and Technology Basic Plan was established.

2012-2014 **The 3<sup>rd</sup> large questionnaire survey and analysis** (16,314 members) on “gender equality promotion in science and engineering” was carried out by EPMEWSE. The proposal based upon the survey results was submitted to the Japanese Government.

**[Recent activities of JPS]**

The percentage of women members in JPS increases gradually from 2 % (in 1985) to 5.5 % (2011) and 5.7 (2013), although total number of JPS are constant during these 7-8 years (Fig. 1). It is, however, far from 30 %, the goal in 2020 in science and engineering fields in Japan. The recent activities of gender equality promotion committee in JPS are introduced, as follows:

- (1) Development of next generation –Summer and Spring Schools
- (2) International Workshop
- (3) Symposium in JPS annual meeting
- (4) Activity in Japan Inter-Society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering (EPMEWSE)

**[Lesson from our recent activities]**

For 13-years activities on gender equality promotion, JPS members have gradually recognized the importance on these actions and have increased the support of our recent activities, especially through physics education. On considering the gender innovation, we propose the two steps; (i) each JPS member recognizes several-type problems on gender equality promotion and (ii) through the problem and the view point of gender equality promotion, JPS members consider and change what to change or how to change the work from the individual level to the organization one. We strongly believe that such activities lead to not only improve qualities of works for women but also for men. From this point, our committee still continues on our activities.

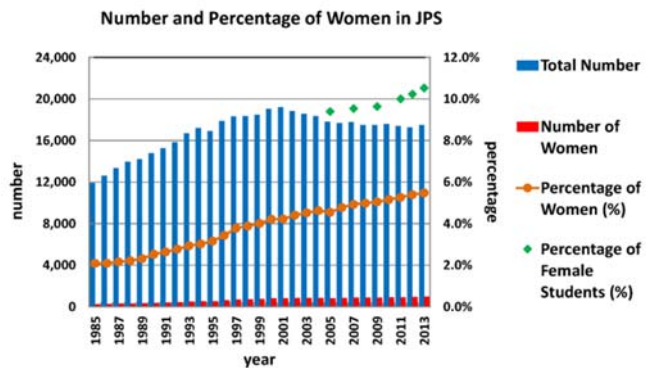


Fig.1. Number and percentage of total and women members in JPS.