

Recent Activities of Gender Equality Promotion in the Physical Society of Japan

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Relevance of JPS :

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

Aims & Objectives :

The percentage of women members in JPS increases gradually from 2.1 % (in 1985) to 5.8 % (2014), although total number of JPS members is almost(!?) constant during these 7-8 years. It is, however, far from 30 %, the goal in 2020 in science and engineering fields in Japan. The distribution of women members in physics field shows a small dip in ages around 35. The ages correspond to those for childcare, implying we need some political action to release child- and/or day-care loads from women researchers.

Methods:

In order to increase the Japanese women researcher's ratio, there is a large two ways. One is to improve the work environment of the women researcher. Another is to educate the women researcher of the next generation.

Let's Try ! / Result & Conclusions :

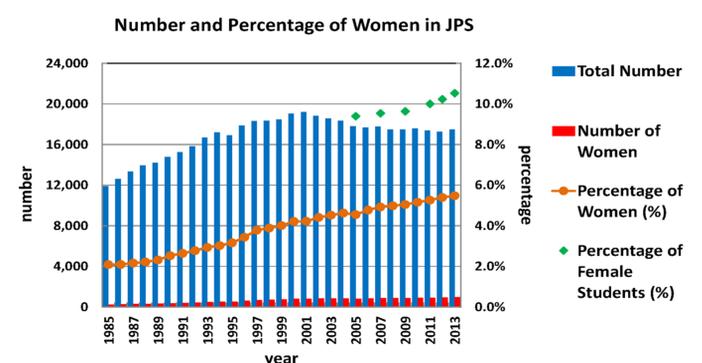
◆ **Collaborating with the other associations** in science and engineering : JPS, JSAP, JCS, and academic societies have established EPMEWSE on July 19th in 2002. Now, more than 84 academic societies covering physics, mathematics, electronics and information, chemistry and materials engineering, life science and biology, civil engineering, mechanical engineering and so on join this association. *EPMEWSE :the Japan Inter-Society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering)

◆ EPMEWSE carried out large-scale surveys (more than 20,000 scientists and engineers, three times in 2003-2012) on gender equality. From the survey, academic societies in EPMEWSE submit recommendations to the government, which give a birth of new government projects: "Supporting Activities for Female Researchers", "Supporting Positive Activities for Female Researchers", and "RPD (Restart Postdoctoral Fellowship)".

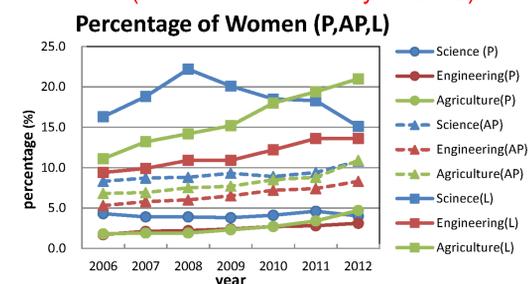
◆ **JPS and JSAP** (the Japan Society of Applied Physics) organized the 3rd AAPPS (Association of Asian Pacific Physical Societies) workshop on "Women in Physics" in APPC12 (12th Asia Pacific Physics Conference, in Japan) in 2013. The main subject "affirmative action and networking" was introduced and discussed by 55 participants representing nine countries and territories.

◆ As **international collaboration**, the topical session on Women in Physics (WIP) at APPC12 (Asia Pacific Physics Conference) was held on July 18, 2013 in Chiba, Japan. It was a joint meeting of the 3rd AAPPS-Workshop on WIP. The main subjects of the meeting were "affirmative action" and "networking of WIP in the Asia Pacific region".

The number of female physicists in JPS



Ratio of women in academic position (data from the survey in 2012)



Effects of recent positive actions significantly appear in Engineering and Agriculture region while rather negative results are seen in Science region. P: professor AP: associate professor L: lecturer

◆ In annual JPS meeting we organize a half-day symposium on the promotion gender equality in physics. We held recent symposia as follows:

- 2010; Positive Action-Governmental Supporting Policy to Accelerate Career Development of Woman Researchers and Future Prospect,
- 2012; Work-Life balance of people who work for physics,
- 2013; Diversity and Physics,
- 2014; Development of Next Generation on Physics,
- 2015; Career path in Physics

◆ Every year, the spring and summer **camps for junior-high and high-school girls** are held in Kansai area and Saitama prefecture. More than 100 school girls, who applied voluntary, enjoyed the frontier of science. Our committee members participated in all of these camps, as organizers, presenters of experiments and posters for possible career paths and a special subject of physics. We believe that these activities are highly effective to promote scientific interests of young school girls.



Photos of summer camps for junior-high and high-school girls in 2014 and 2015