



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

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Website of Gender Equality Promotion Committee of JPS : <http://k2.sci.u-toyama.ac.jp/triangle//>

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.

Women in Physics in Japan. :

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.

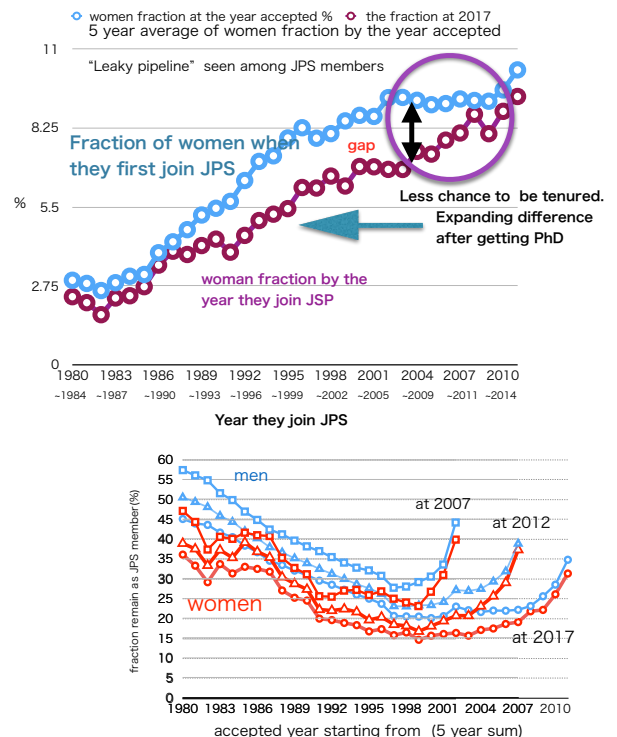
JPS has record of members since 1920's, including those who left JPS later. The database has information of the gender of the members, therefore, we can track when they left JPS, and if there is any gender difference. The statistics, is large; more than 1000 become new members each year, and roughly 80% of them leave JPS after 10 years. The difference between men and women in the ratio of remaining the JPS therefor should be regarded as the measure of gender inequality in the field of Physics research.

The data shows the rate that women remaining as JPS member is roughly 80% less than men. Ratio of the women at the entry level are around 10% for last 15 years (far less than 30% goal in 2020 that is set by Japanese government) the ratio becomes even less at 10 years after PhD. The difference between men and women ratio becomes larger after 2~4 years from PhD, suggesting "life events" might be the part of reasons. However, there is some improvements, 10 years ago, the men and women difference evolves less quickly.

How to Improve :

◆ **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 82 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, four times in 2003-2016) 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)".



◆ Entry level

Every year, the spring and summer **camp for junior-high and high-school girls** are held in Kansai area and Saitama prefecture. More than 100 school girls, who applied voluntarily, 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.

◆ Annual meetings

JSPS meetings has childcare for the participants since 2001. One of the earliest among the academic societies in Jaon. it is adopting children 600 yen/ hours and the rest of the costs are covered by JSPS. We also organize a half-day symposium on the promotion gender equality in physics. We pain to have lunch time freindship meeting discussing on diversity issues in Annual meeting in 2018.

◆ **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. Currently we are working together to host GS10(Tokyo, May 25-26, 2017) working on Parallel session 2 "Promotion of Gender Equality by Improving Access and Use of Researcher Database".