

**Workshop on Women
in Scientific Careers**

**Noteworthy Topics and Report from
Japan**

October 1, 2006
Nagoya, JAPAN

Mie University Mariko OGAWA

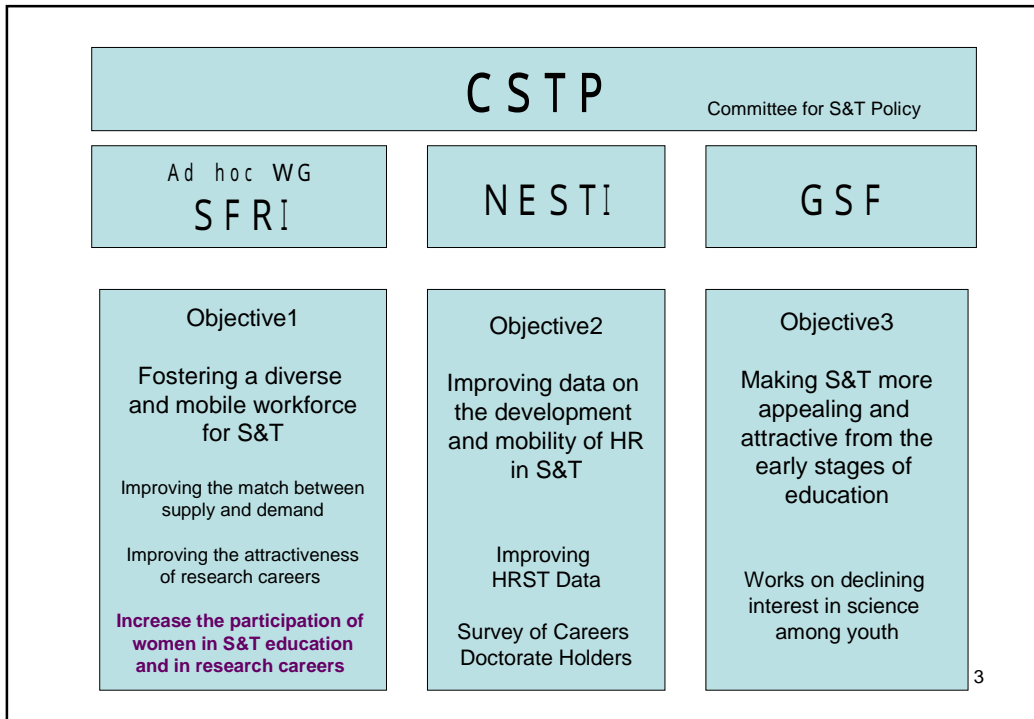
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International Workshop on Women and Science/Technology Network in Asia

Member countries of OECD

- (1) European Union (19 countries)
the United Kingdom, Germany, France, Italy, Netherlands, Belgium, Luxemburg, Finland, Sweden, Austria, Denmark, Spain, Portugal, Greece, Ireland, Czech Republic, Hungary, Poland, Slovak Republic.
- (2) Others (11 countries)
Korea, the United States, Canada, Mexico, Australia, New Zealand, Switzerland, Norway, Iceland, Turkey, Japan.

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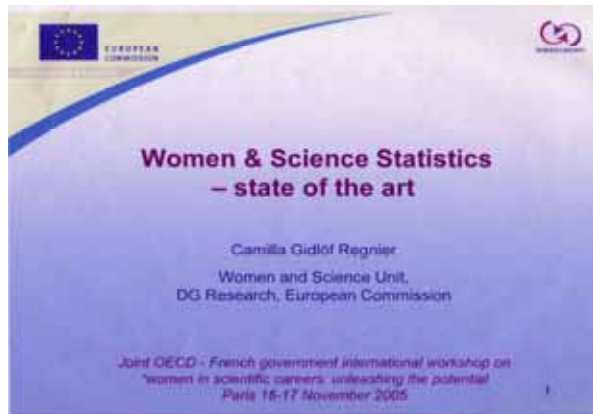
Paris 16-17 November 2005

**Joint OECD-French government international
 workshop on “women in scientific careers:
 unleashing the potential”**

- 1 Conditions of labour market entry and
 employment for women in research
 establishment of comparative basis by statistics
- 2 Horizontal segregation
 (segregation of research fields)
- 3 Vertical segregation
 (segregation of career paths)
- 4 & 5 Instruments for change:
 existing policy and programmes

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Session 1 Condition of labour market entry and employment for women in research establishment of comparative basis by statistics



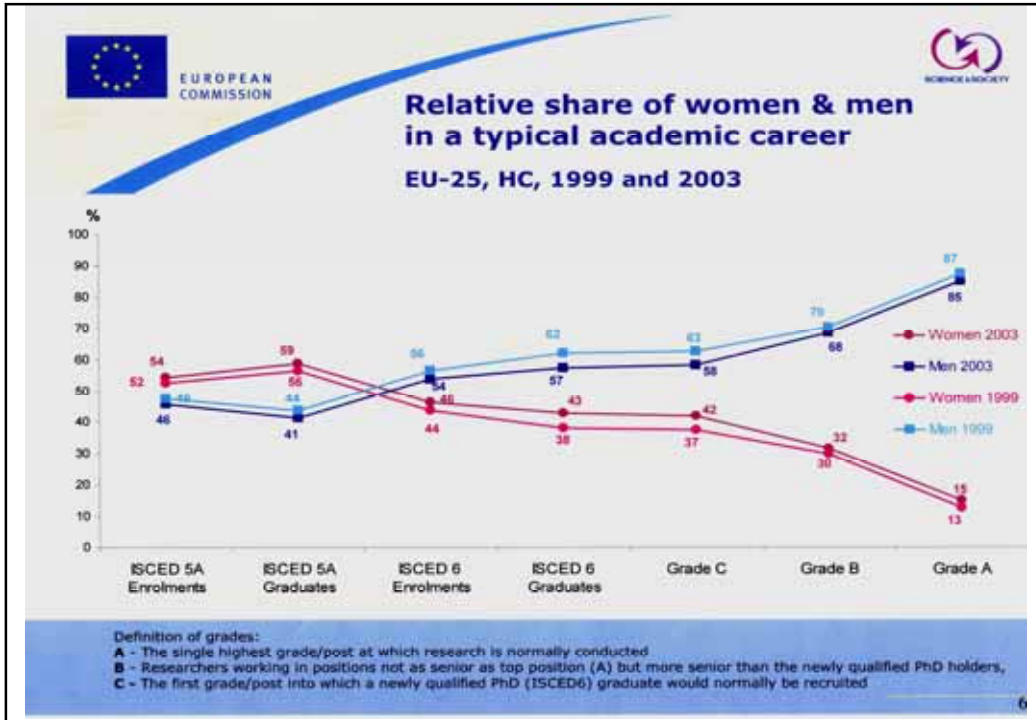
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Session 1 : statistics concerning women and science

Women and Science Unit, DG Research C. G. Regnier

- Production of sex-disaggregated statistics,
Production of yearly recruitment statistics.
- Participation of women in decision making positions, as a first step, a European average of 25%.
- Reconciling private and professional life
Appropriate measures for parental leave
- Develop gender research

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Session 2 Horizontal segregation segregation of research fields

The Present Condition and Problems of Women in Science and Technology in Japan:

Difficulties in Continuing Careers in Japanese Society

Mariko OGAWA
Mie University, JAPAN

Session 2 : horizontal segregation

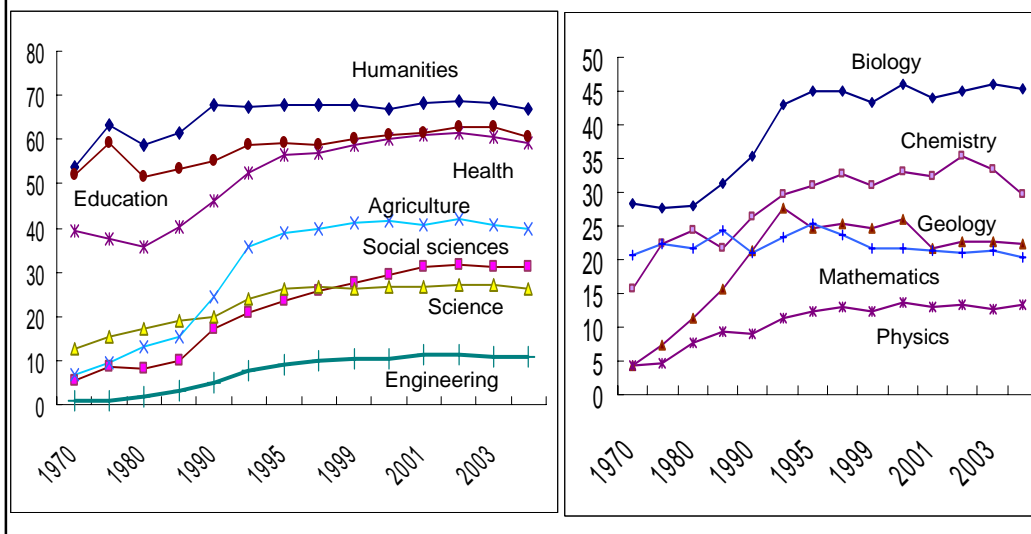
Mie University Mariko OGAWA

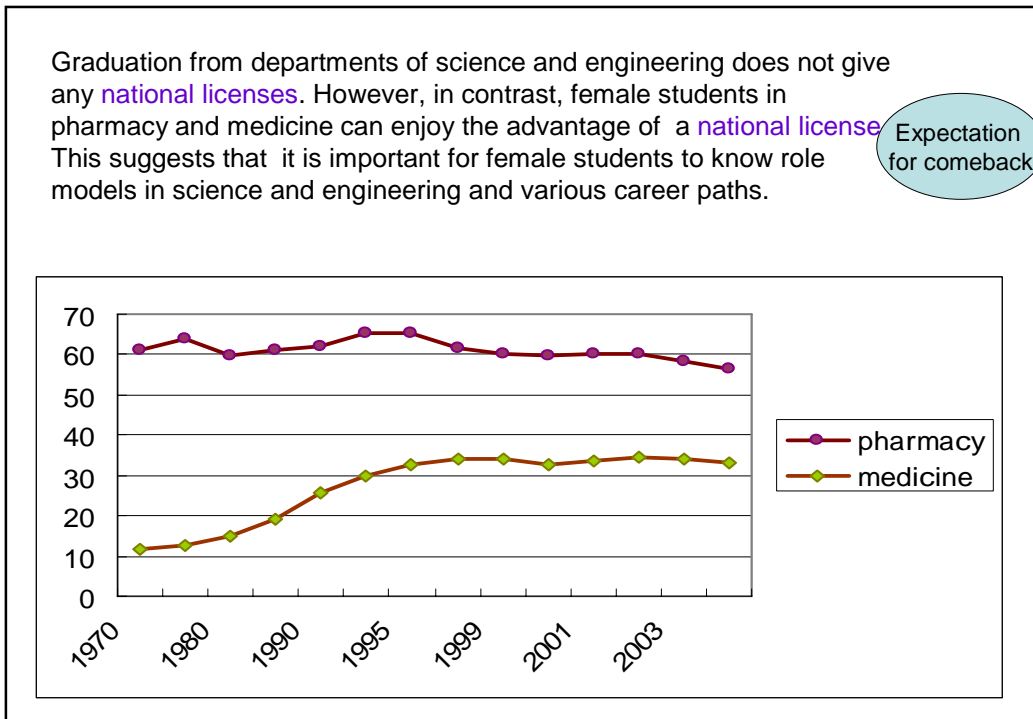
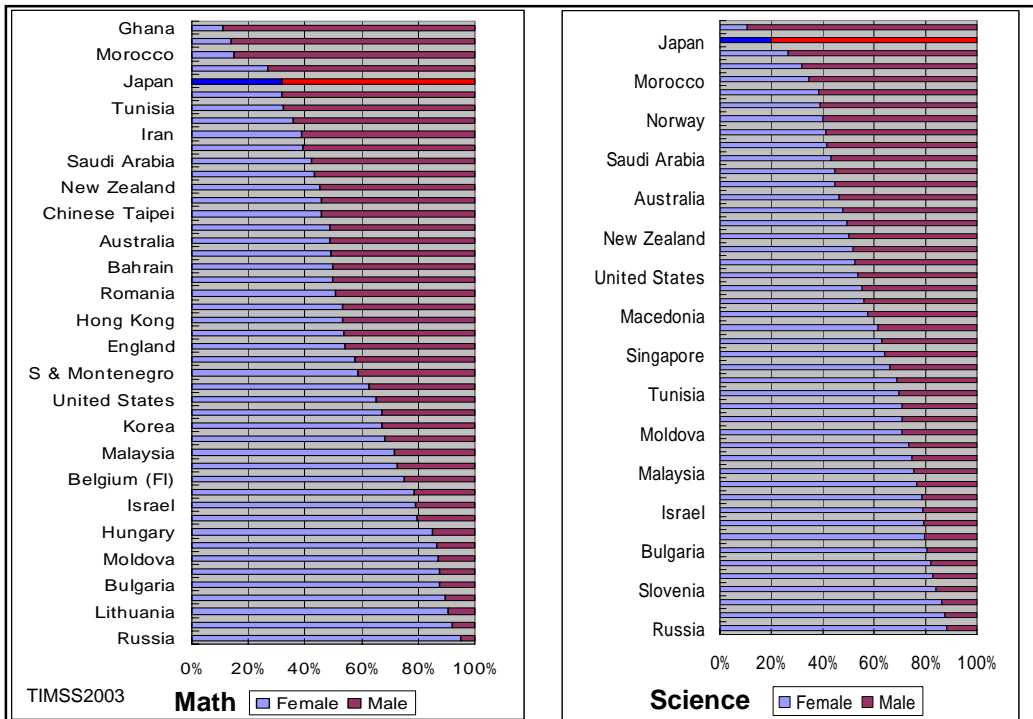
- Only 11.6% of researchers in Japan are female.
- 2 levels in horizontal segregation
 - many female students in Humanities, Education, and Social Sciences
 - more in biology, fewer in physics in Science
- Continuation of research or return to the workplace
- New trends and new policies in the MEXT
- Problems specific to Japan: Enrollments in S&E

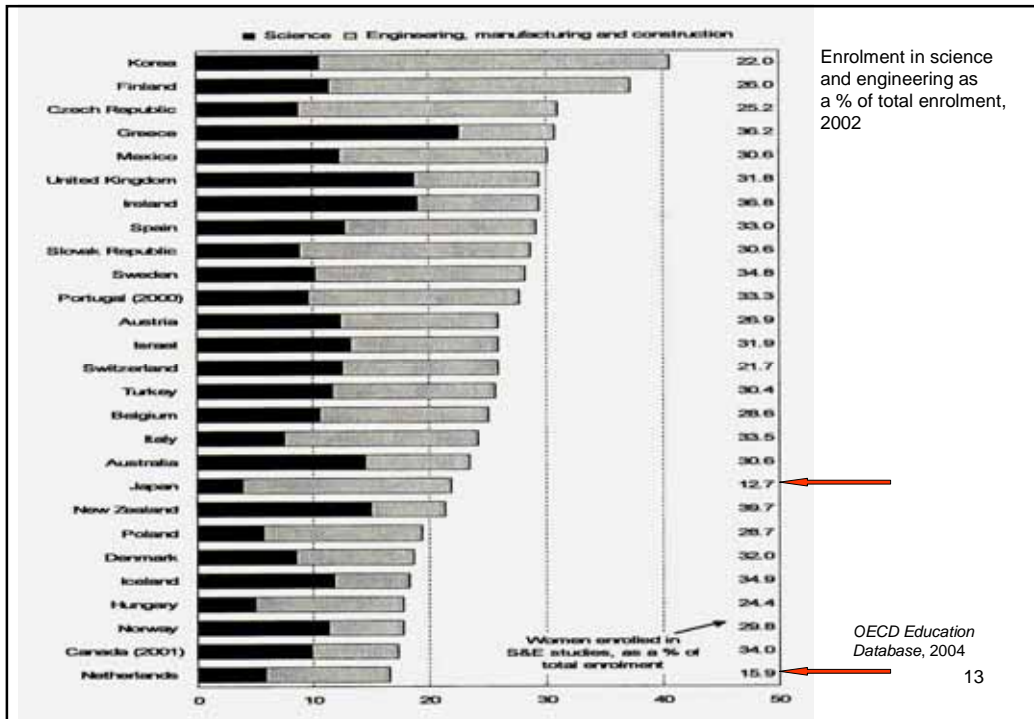
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Horizontal segregation

Historical change in the proportion of female students in each department and in science







Session 3 Vertical Segregation segregation for career paths

Why vertical segregation is relevant?

- Women's share of top positions in scientific careers indicates the level of female participation at the highest decision-making levels.
- The measurement of vertical segregation **reflects a country's ability to optimise human resources.**
- It measures the "waste of talents" because, if gender segregation exists, men and women are evaluated on the basis of their sex and not of their merit.
- The under-representation of women compromises the attainment of excellence in scientific work.

Session 3 : segregation in career paths

research director, CHR-IRPPSD Dr. R. Palomba

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Session 3 : segregation in career paths

research director, CHR-IRPPSD Dr. R. Palomba

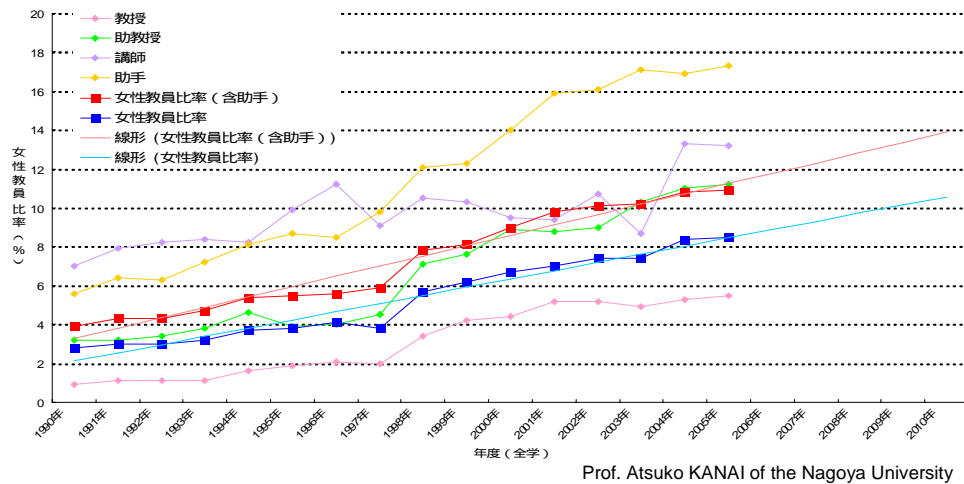
How long will it take to reach equality?

- In France it will require to wait for 5980 full professors to retire.
- In all the European countries more than 30% of male full professors would need leave their seats to women.
- In Belgium it will take 40 years to reach equality in the C grade, and 140 years in the B grade and 211 in the A grade.
- In Italy it will take 179 years to reach equality in the A grade, equality will never be reached in the C grade.

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The rate of female staffs in the Nagoya University

添付資料1-1 女性教員比率（全学）線形予測



Session 3 : segregation in career paths

research director, CHR-IRPPSD Dr. R. Palomba

Conclusion

- We have demonstrated the pointlessness and wastefulness of “waiting for equality” and the impossibility of a “natural” recovery.
- The low female presence at the highest levels of the scientific hierarchy highlights the dysfunction of a system for the evaluation of scientific excellence.
- The final effect is that of discouragement, selfexclusion, mortification of the weakest subjects of the system, women.

Session 4 & 5 Instruments for change: existing policy and programmes



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Session 4 & 5 Instruments for change Dr. W. van Donselaar

Dutch Research Council

Consists of 8 councils: Humanities, Social Sci.,
Medical Sci., Chemical Sci., Physical Sci.,
Physics, Life Sci., Technical Sci..

Estimated annual budget 450 million Euro

4300 Researchers employed thanks to NWO

Great contribution toward improving the conditions
of female researchers in the Netherlands

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The Policy of NWO

- No age limits for grants
- Representation of women in committees and board
- Special programmes for women
 - (1) Aspasia
 - (2) Meervoud
 - (3) FOm/v
 - (4) Veni/Vidi/Vici Plan

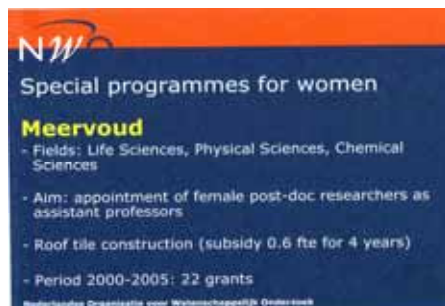
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Aspasia promotion of female assistant professor to associate professor level (all fields)

Meervoud appointment of female post-doc researchers as assistant professor (life sci., physical sci., and chemical sci.)

FOm/v promote female physicists (physics)

Veni/Vidi/Vici give the opportunity to excellent male/female researchers in various career stages



Every year since 2001

Veni 0-3 yr after PhD

125 grants (200 kilo euro)

Vidi 3-8 yr after PhD

75 grants (600 kilo euro)

Vici 8-15 yr after PhD

25 grants (1250 kilo euro) ²²

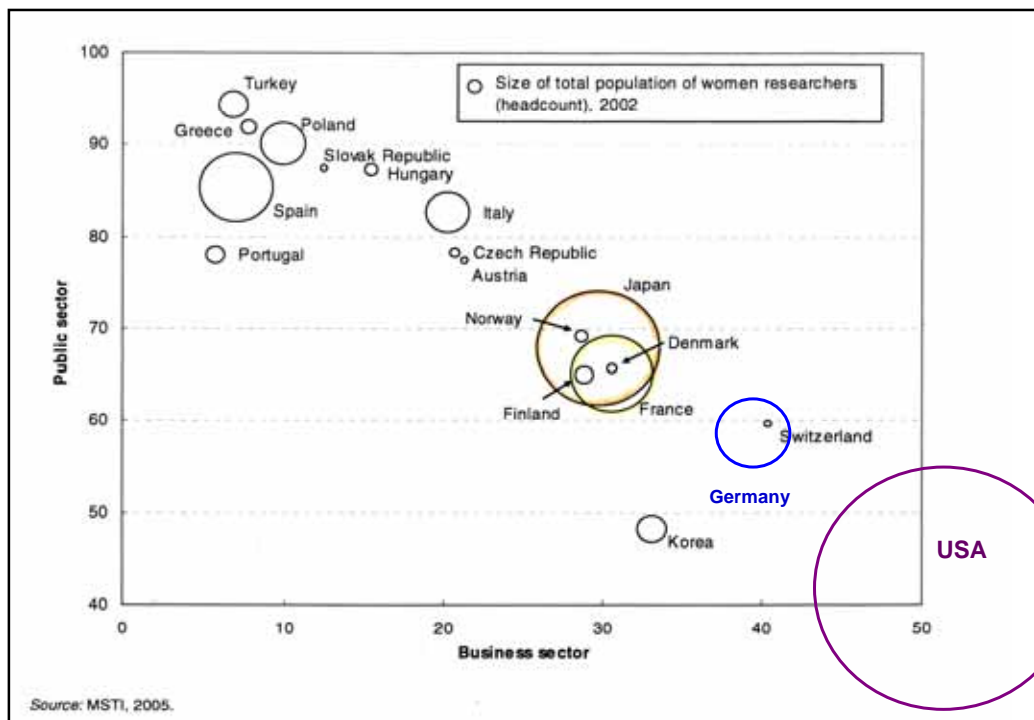


Joint OECD-French government international workshop on

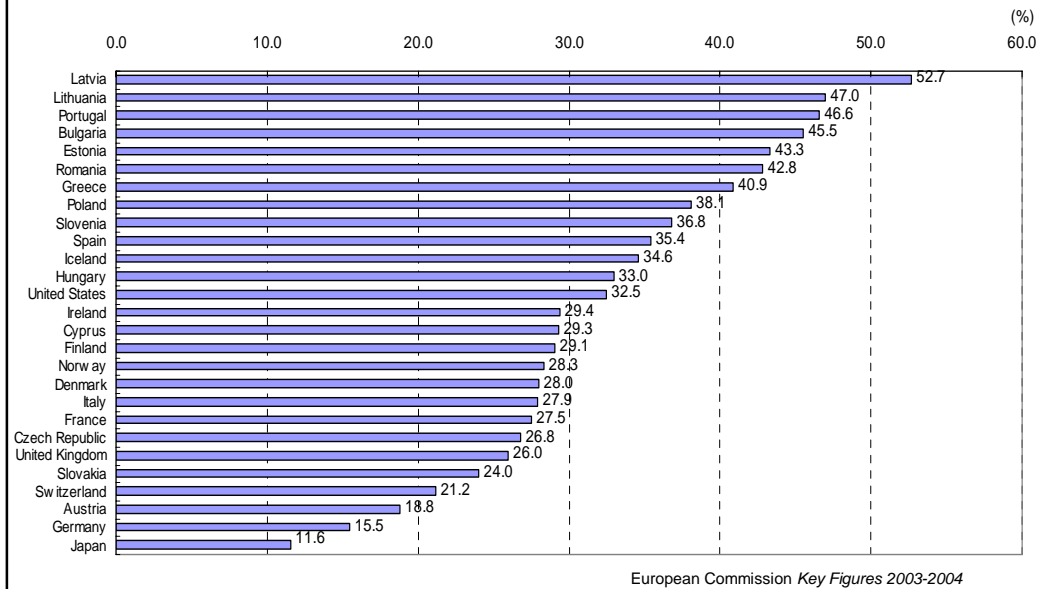
“women in scientific careers: unleashing the potential”

BACKGROUND PAPER

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International comparison of percentage of female researchers



For the future

- Maintenance and renewal of data
continuous monitoring, developing new index
- m/f are part of Nature. Women are integral to understanding nature sufficiently. Scientific Excellence
- Impossible to attain gender mainstreaming only by natural increase !
- Set up a network of woman researchers in Asia
- Promote gender studies in S&T