

**The International Workshop on “Women and Science/Technology”
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Summary Chart of Gender Equality Measures in Asia

The source of information on gender equality measures is the answers to the questionnaire sent to the participants of the International Workshop on Asian Network of Women in Science and Technology.

We greatly appreciate the participants' contribution:

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Chubu University in Nagoya, Japan

**Questionnaire sent to the participants of the International Workshop
on “Women and Science/Technology” Network in Asia
for preparation of up to date chart of gender equality measures**

1. Does your country have legislation in place on equal treatment for women and men with regard to the labour market, mobility or decision-making? YES__ NO__
2. Does your country have a statutory gender equality agency? YES__ NO__
3. Does your country have a Ministry for Women? YES__ NO__
4. Does your country have a National Steering Committee on Women and Science? YES__ NO__
5. Does your Science Ministry have a Women and Science Unit (or gender equality unit)? YES__ NO__
6. Is your Government committed to gender mainstreaming? YES__ NO__
7. Are gender-disaggregated statistics on women and science published regularly? YES__ NO__
8. Are there quotas for a gender balance on public committees? YES__ NO__
9. Are there quotas or goals (targets) for a gender balance on university/research institute committees? YES__ NO__
10. Are gender equality indicators being developed in your country? YES__ NO__
11. Is Women’s Studies taught at universities in your country? YES__ NO__
12. Is Gender Studies taught at universities in your country? YES__ NO__
13. Do universities and research institutes in your country have to produce gender equality plans? YES__ NO__

Historical Summary
of
Brief Reports of Gender Equality Measures
in Asia

INDIA

- 1950 Indian Government established the Indian Constitution which guarantees gender equality of rights.
- 1974 Women's studies entered the university system with the establishment of the Research Centre for Women's Studies (RCWS) at the SNDT Women's University, Mumbai. Centres for women's studies have since been established in several Universities (and probably are 47 in number now).
Indian Government published *Towards Equality*, Report of the Committee on the Status of Women. Delhi This report could bring the status of women on the national agenda. This document, by scanning available data, was able to establish the size and the significance of gender gaps in post-independence India and stimulated a wide spectrum of both analytical and empirical work.
- 1985 The Indian Government set up the Department of Women and Child Development as a part of the Ministry of Human Resource Development to give the much needed impetus to the holistic development of women and children.
- 1987 The Women's Studies Programme in Universities and Colleges is a major Plan activity of the UGC since 1987.
- 1990 The Indian Government established the National Commission for Women (NCW) which was set up by an Act of Parliament to safeguard the rights and legal entitlements of women. Its function widely covers almost all facets of issues relating to safeguarding women's rights and promotion of their empowerment.
- 1993 The Indian Government ratified the Convention on Elimination of All Forms of Discrimination against Women (CEDAW).
- 2001 The Indian Government declared the year 2001 as the Year of Women's Empowerment.
- 2002 A National Steering Committee on Women and Science has been constituted by the Indian National Science Academy (INSA) to prepare a document containing information on present status of women in science in India, to delineate the factors which influence science career for women, and to suggest measures that can reduce the impediments to women pursuing science career.
There is no Women and Science Unit, but there is "Women Scientists Scheme (WOS)," laid down in 2002, by the Department of Science and Technology (DST), which comes under the Ministry of Science and Technology, for providing opportunities to women scientists and technologists, between the age group of 30-50 years, who desire to return to mainstream science and work as bench-level scientists. (It was announced in 2002 and implemented in 2003)

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At a policy level the Government has initiated gender mainstreaming measures at the Union and State levels to ensure that gender concerns are brought centre stage in all aspects of public expenditure and policy.

- The Indian Government declared the year 2001 as the Year of Women's Empowerment.
- Seeking to address the significant obstacles girls and women face in Indian society, the Indian Government has programs and policies that strive to improve women's status.
- The Ministry of Education has informal and formal education programs for women and girls working in collaboration with non-government institutions.
- The Department of Women and Child Development is devoted to "formulating plans, policies and programs, enacting/amending legislation, guiding and coordinating the efforts of both governmental and non-governmental organizations working in the field of Women and Child Development."

Gender disaggregated statistics are not published regularly in India. However, the data on the enrolment of girls into different courses, including science, are available.

Gender constitutes part of the course in many sociology departments and the center for women's studies in India. However, gender and women's studies continue to be marginal to mainstream disciplines.

INDONESIA

- 1984 The Indonesian Government ratified CEDAW by Act No. 7. which obliged the State to implement gender equality and equity of laws and regulations, policies, programs and activities.
- 1987 The Indonesian Government established the Ministry of Women's Empowerment as established (Former name: Ministry of State of the Role of Women). It covers the function of Gender and S&T National Committee, which organized

in cooperation with the Ministry of research and technology, Ministry of Women's Empowerment, National Development Planning Agency and the Indonesian Institute of Sciences.

- 1989 The first program of the university was established as the Women's Studies Graduate program at the University of Indonesia. Its main role is to conduct women's studies program at master level. The second one is Women's Studies Graduate program of Hasanudin University in South Sulawesi. Indonesia has 119 Women's Study Centers in both public and private universities established since 1989. The centers are responsible for conducting research and studies on the situation of women as well as identification of particular problems of women in the respective regions or districts.
- 2000 Under the Presidential Instruction No.9 Year 2000 on Gender Mainstreaming in National Development, the President instructs all Ministers, Head of State Institutions, including the Armed Forces, Attorney General, Governors of all provinces, chief of districts and mayors of all cities, to mainstream gender in implementing their planning formulation, implementation, monitoring and evaluation of policies and development programs.
The Central Bureau of Statistics in cooperation with Ministry of Women's Empowerment and National Planning Agency and the Indonesian Institute of Sciences has started developing gender and S&T indicators. The first publication was published in 2000, although the publication is not regularly published.
- 2003 The Indonesian Government established the Act of the Republic Indonesia No. 13 which guarantees equal treatment for women and men in the labour market. Gender, Science and Technology (GST) National Committee, under Ministry of Research and Technology, was established.
The GST National Committee was established under the Ministerial Act No. 61M/Kp/VI/2003 on 17 July 2003. The GST National committee is managed by multi stakeholders on S&T, including Ministry of Women's Empowerment, Ministry of National Education, National Planning Agency, the Indonesian Institute of Sciences, Agency for Application and Assessment of Technology, etc.
- 2006 The Gender in S&T related works are organized under the unit of Ethics and S&T Harmonize, Deputy of Social Dynamics, Ministry of Research and Technology

The gender disaggregated statistics are not published regularly. Gender disaggregated

statistics only on education sectors are annually published. Other sectors, including S&T do not publish regularly.

Gender studies are taught at not all universities but only at University of Indonesia and University of Hasanudin.

KOREA

- 1965 The Korean Government has published Annual Statistics on R&D since 1965. At first, it had few sex-disaggregated statistics. However, they have been increasing since 2000, especially on R&D personnel. The other source of sex-disaggregated statistics on women and science is the Annual Statistics of Education since 1965 which includes some statistics on women educated or working in S&T.
- 1982 Ehwa (梨花) Women's University opened the graduate school program for Women's Studies for the first time in Korea.
- 1987 Equal Employment Act (男女雇用平等法) was enacted with the purpose of promoting the equality between men and women in all the areas of politics, economy, society and culture by stipulating fundamental rules with regard to the obligation, etc. of the State and local governments for realization of equality between men and women.
- 1988 Before the establishment of the Ministry of Gender Equality, the Second Minister of State for Political Affairs was appointed in 1988, whose duties were defined in 1990 to cover the social-cultural issues on women, and the staff was increased by the enactment of Women's Development Act (女性發展基本法) in 1996.
- 1994 The Korean Government has published White Paper on Gender Equality annually since 1994.
Another source of sex-disaggregated statistics on women and science is the Annual Statistics on Women published since 1994.
- 1996 Women's Development Act (女性發展基本法) was enacted.
- 1998 The Korean Government established the First Basic Plan of Policy for Women (1998-2002) and the Second Basic Plan for Policy for Women (2003-2007), based upon the Women's Development Act.
- 1998 The Second Minister of State for Political Affairs in 1988 was succeeded by the
– 2001 Presidential Commission on Women's Affair and the staff was increased with the enactment of Gender Discrimination Prevention and Relief Act (男女差別禁止&救濟法律).

The Korean Government decided the target ratio of 30 % of women's participation in all fields of committee by the First Basic Plan for Policy for Women (女性政策基本計劃, 1998-2002).

1999 Gender Discrimination Prevention and Relief Act (男女差別禁止&救濟法律)
—2005 was established. Its tasks are now in charge of the National Human Rights Commission of Korea 國家人權委員會).

2001 The Ministry of Gender Equality was established, based upon Women's Development Act.

2003 Act on Fostering and Supporting Female Scientists and Technicians (女性科學技術人育成&支援法律)was enacted.

The Korean Government established the Second Basic Women's Policy Plan (2002-2007), based upon Women's Development Act.

The target ratio of 30% of women's participation in all fields of committee by the First Basic Plan of Policy for Women (女性政策基本計劃, 1998-2002) was reached by 2002 and the government strived to reach the participation ratio of 40% the national university/institute committee in 2002, based on the Second Basic Women's Policy Plan (2003-2007). By the end of 2004, the participation ratio of women in committees in total was 32.4%(the goal was 34%), while it was only 27.1% concerning the central governmental committees.

Council for Fostering Female Scientists and Technicians was established on October 23, 2003 and has been steering on Women in science, based upon the Act on Fostering and Supporting Female Scientists and Technicians enacted in 2002.

With the revision of Public Educational Officials Act in 2003.7, the government implemented "Recruitment Target System for Female Faculties " and set the target ratio of 20% of women professors in all the national universities by 2010.

Also by Act on Fostering and Supporting Female Scientists and Technicians enacted in 2002, the Korean Government set the policy of recruitment target ratio of female scientists and technicians. Initially the target ratio at the national institute was 15% by 2006. Now the target goal is reset to 25% by 2010 and he final goal ratio is 30%.

All the twenty-six National Universities and City Universities have had to produce University Policy for Gender Equality since 2003, according to the revised of Public Educational Officials Act. Each university has to submit a report for gender equality every year.

Within MOST, the Education-Training Committee of Women Scientists and Engineers(女性科學技術人育成委員會) was organized for examination and decision-making of the policies on women and science, based on the Basic Plan for

- Education-Training and Support of Women Scientists and Engineers (2003-2007).
- 2005 The Ministry of Gender Equality (女性部, MOGE) was expanded into the ministry of Gender Equality and Family (女性家族部, MOGEF).
There were 14 departments of women's studies on the graduate level as of 2005 and most universities out of 174 universities open subjects of women's studies.
- 2006 There are universities which open subjects of Gender Studies. For example, "Gender and Society" is taught at the Interdisciplinary Program of Gender Study, College of Social Science of the Seoul National University. Yet there is no data how many universities open subjects on gender study and when the first gender study subject is taught.
Gender Empowerment Measure has been evaluated every year and reported every year to the UNDP Report.
Lots of (we may say almost) universities opened lectures with various titles of Women's Studies, most of which are introductory courses for the liberal arts.
Presidential Advisory Council on Science & Technology and the Ministry of Science and Technology (MOST) are mainly steering on women and science issues based upon the Basic Law for Science and Technology (科學技術基本法) and the Act for the Education-Training and Support of Women Scientists and Engineers (女性科學技術人育成&支援法律). Science and Technology Policy Bureau of the Ministry of Science and Technology has been steering on women and science. The Ministry of Education and Human Resources Development (MOE) and the Ministry of Gender Equality and Family are supporting and cooperating with MOST.

There is no independent unit for women and science in MOST. The Unit for HRD in S&T of MOST deals with the policies and programs for women and science. However, MOST has an independent committee for women and science, the Education-Training Committee of Women Scientists and Engineers

In Korea, there is no regulation for university/research institute committees yet. However, with the influence of the trend of increasing women's participation in public committees, women's participation appears to be increasing for university/research institute committees, though not high enough.

In Korea, Gender Empowerment Measure has been evaluated every year and reports every year to the UNDP Report. For present, the indicators developed by UNDP are used to evaluate women's situation. However, a pilot study to develop gender equality indicators

for Korea has been carried by a research team of Korean Women's Development Institute since 2005. It is expected to develop Korean gender equality indicators by 2007.

In Korea, almost universities opened courses of Gender Studies. Unfortunately exact statistics is not available. Generally speaking, Gender Studies and Women's Studies are distinguished from each other.

In Korea, the Ministry of Education and Human Resource Development strongly suggests and promotes universities to get more gender-balance among faculties. And national universities are strongly advised to introduce 10% quota for new employment and the quota is going to be 20% by 2010, but not compulsive for the present.

TAIWAN

- 1985 The first women's research program was offered in National Taiwan University.
- 1987 The Gender Equality in Employment Law (兩性工作平等法) was proposed. Its mandates include enforcing equal opportunities for work, preventing gender discrimination and sexual harassment at work, and granting paid leave for child care (enacted in 2002).
- 1997 The Commission for the Promotion of Women's Rights (行政院婦女權益促進委員會) was established under the immediate direction of the Premier in the Executive Yuan (行政院長) and assumes commanding power across ministries.
- 1999 The Minister of the Interior followed up to establish a Foundation for the Promotion of Women's Rights (內政部婦女權益促進發展基金會).
- 2002 The National Youth Council of the Cabinet first adopted the discourse of gender mainstreaming whose idea of gender mainstreaming has since rolled in several circuits in the Cabinet. The Commission for the Promotion of Women's Rights has ordered all government sectors to each produce a 4-year gender mainstreaming implementation plan starting 2006.
- 2004 The Commission for the Promotion of Women's Rights has enforced a regulation on the national statistics bureau to publish gender statistics regularly starting 2004. The National Science Council has also established such statistics on its resource allocations with respect to gender, though not specifically on women and science. The Gender Equity Education Act was enacted, and according to the Act, all schools must establish Gender Equity Education Committees and at least 1/2 of the

- committee members shall be Women. The Act also requires all administrative committees in schools to appoint women to at least 1/3 of its member positions.
- 2006 The National Science Council, which is nearly a Ministry of Science and its current status on women and science, has taken the order of the Commission for the Promotion of Women's Rights to produce gender statistics and establish a gender equity committee, although, in the council, there has not yet been a dedicated special committee on women and science.
- Currently the President of Taiwan has a supervising committee particularly on gender mainstreaming.
- The current governing party (the Democratic Progressive Party; DPP) is committed to appointing women to at least 1/4 of the cabinet positions—although it has not consistently met this commitment. (The DPP has been in power since 2000).
- The Commission for the Promotion of Women's Rights has put forward a policy order that every official committee in each government level must appoint women to at least 1/3 of the member positions.
- All 89 universities and 56 colleges mostly offer women's studies related courses, but the contents range widely that it is hard to report the precise numbers of subjects and criteria of inclusion.
- There are currently 3 graduate institutes granting master's degrees solely on gender studies and 7 university centers particularly dedicated to gender studies programs. All 89 universities and 56 colleges mostly offer gender studies related courses, but the contents range widely that it is hard to report the precise numbers of subjects and criteria of inclusion.
- A new agency equivalent dedicated to enacting gender equity policies is currently in establishing process, although there is no Ministry for Women at present.

JAPAN

- 1975 Wako University opened the subject of Women's Studies for the first time in Japan.
- 1985 Equal Employment Opportunity Law was established in order to ratify the UN CEDAW Convention and enacted in 1986.
- The Japanese Government ratified UN CEDAW Convention.
- 1994 The Government has published *White Paper on Gender Equality* annually since

- 1994.
- 1999 The Basic Law for a Gender-equal Society, which has the basic principle of joint participation among women and men in planning and decision policies, was enacted.
Gender Equality Bureau, Cabinet Office, was set, based upon the Basic Law for a Gender-equal Society and is engaged in gender equal policies.
- 2002 The Japan Evaluation Society has focused on development of indicators, especially in the field of and economy and development since 2002.
- 2003 The Cabinet decided the Basic Plan for Gender Equality, the first, in December 12, 2003, and the second in December 27, 2005, based upon the Basic Law for a Gender-equal Society.
Nagoya University opened the subject of “Gender and Science,” focused on scientific field for the first time in Japan.
- 2005 The Cabinet decided the target ratio of 30 % of women’s participation in all fields by 2020 in the Basic Plan for Gender Equality, the second, in 2005.
165 universities opened 266 subjects of Women’s Studies in the fiscal year of 2005.
217 universities opened 378 subjects of Gender Studies in the fiscal year of 2005.
- 2006 The Cabinet decided the goal ratio of women university/research institute committees to be 25% by 2010 in the Science and Technology Basic Plan for 2006-2010 (Decision by Cabinet in March 2006).
Nagoya University, Tokyo University, Tohoku University etc. have the same level gender equal policy as the Basic Plan for Gender Equality.
Science Council of Japan and National Institute of Science and Technology Policy (NISTEP), and the Ministry of Education, Culture, Sports, Science and Technology (MEXT), have been steering on women and science, based upon the Basic Law for a Gender-equal Society, the Science and Technology Basic Plan for 2001-2005, the first, and the second for 2006-2010.

Summary Chart of Gender Equality Measures

Q. No.	Gender equality measures	Countries					
		China	India	Indonesia	Taiwan	Korea	Japan
1	Gender equal treatment legislation	●	●	●	●	●	●
2	Statutory Gender Equality Agency	●	●	●	●	●	●
3	Ministry for Women	●	●	●	x	●	x
4	National Steering Committee on Women and Science	x	●	●	x	●	x
5	Women and Science Unit in the Science Ministry	x	x	●	x	x	●
6	Government's commitment to gender mainstreaming	●	●	●	●	●	●
7	Gender-disaggregated statistics	x	x	x	●	●	●
8	Gender balance quotas or goals on public committees	x	x	x	●	●	●
9	Gender balance quotas or goals on university/research institute committees	x	x	x	●	●	●
10	Development of Gender Indicators	●	x	●	●	x	●
11	Women's Studies taught at Universities	●	●	●	●	●	●
12	Gender Studies taught at Universities	●	●	●	●	●	●
13	Universities/Research Institutes produce gender equality plan	x	x	x	●	●	●

● = YES
x = NO

(as of August 31, 2006)