

Positive Action in Japan

Yukiko MIURA

Office for Gender Equality

University of Tokyo



Outline

- Two Policy Programs for Female Researchers

1. *Supporting Activities for Female Researchers*

2. *Supporting Positive Activities*

for Female Researchers

- Positive Actions in “Academia in Japan”

1. *Examples of the Actions*

2. *Merits & Demerits*

Supporting Activities for Female Researchers

女性研究者支援モデル育成事業(旧科学技術振興調整費)

- Start on FY2006
- 55 Universities & Research Institutions
- Prepare condition for supporting Female Researchers

Nurseries in UT *Open 2008*



Keyaki Nursery (Hongo)



Himawari Nursery (Shirokane)

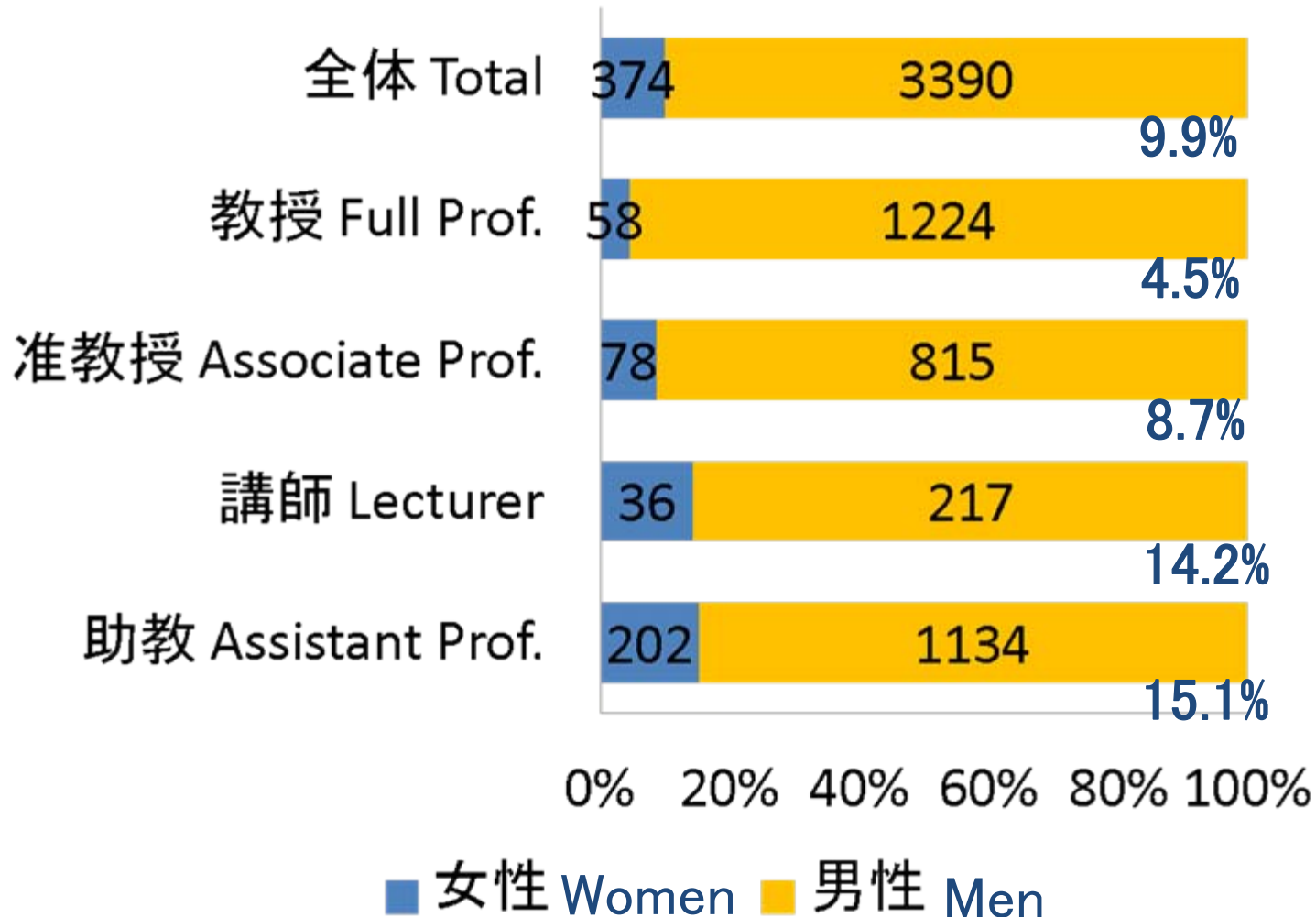


Mukunoki Nursery (Komaba)



Donguri Nursery (Kashiwa)

Ratio of Female Professors at UT



出典: 東京大学の概要(2010)

Supporting Positive Activities for Female Researchers

女性研究者養成改革加速事業(旧科学技術振興調整費)

- Start on FY2009
- Recruit Female Researchers and Support them
- Total 300 increase in 12 Univ. for 5yrs

(Hokkaido U, Tohoku U, Chiba U, TAT, Nagoya U, Kyoto U, Kobe U, Nara Women's U, Hiroshima U, Kyusyu U, Kumamoto U)

Female-Only Recruitment in UT

Objective on Supporting Activities of Female Researchers (End of FY2009)

Request “Plan of Support Female Researchers”

Competition

President give 3 positions
to 3 faculties* (FY2009-11)

*: Natural Sci., Engineering, Agriculture

“Advertisement for each faculty”

Other trials for Positive Action

- One + One (Kobe Univ. and TAT)
- Special Funding to Faculty from President
(Kyoto Univ.)
- Penalty point system (Kyusyu Univ.)