

P1-1 Actions of the Japan Society of Applied Physics on Women's Empowerment and Diversity



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Japan Society of Applied Physics: Profile

Establishment 1946 (Est. of the Society Journal: 1932)
 Number of members 20,584 (24th May, 2017)
 Member affiliations Non-government/Companies: 34.2%, univ./colleges: 52.0%, national institutes: 8.3%, academic societies: 1.1%, others: 4.5%
 Current President Prof. Dr. Kazuo Hotate (32nd), executive vice-president of the University of Tokyo
 Regular meetings Spring and Autumn, 6,000–7,000 attendees present at each meeting (Fig. 1).
 Recent topic Three Nobel laureates in physics (2014) from JSAP members: Professors Isamu Akasaki, Hiroshi Amano, and Shuji Nakamura (Fig. 2).

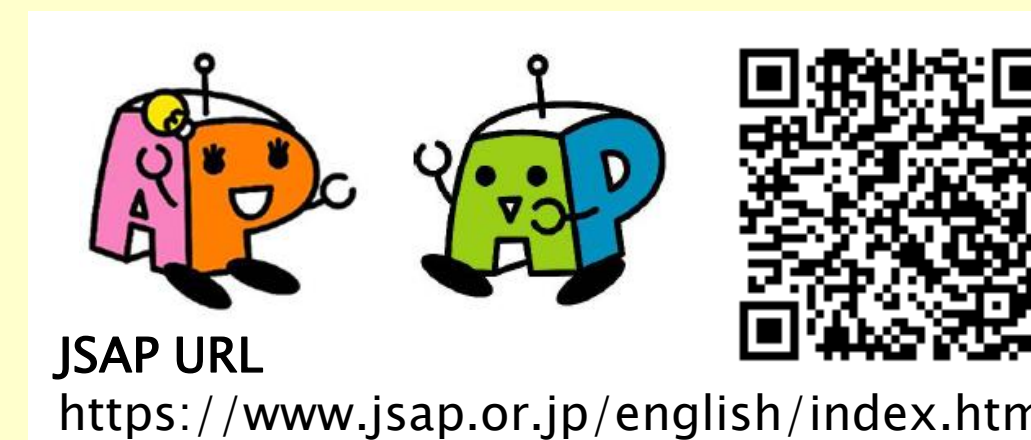


Fig. 1 JSAP meeting.



Fig. 2 From the left: Prof. S. Nakamura, Prof. H. Amano and Prof. I. Akasaki.

Issues on Gender Equality in the Field of Applied Physics in Japan

Too small fraction of women in the field of applied physics (AP):

- Woman researchers% in the field of engineering (Fig. 3) [1]: 5.0%
- Univ./college woman students% in the field of engineering [2]: 14.0%.
- Woman Professors% in the field of engineering [3]: Prof. 3.1%, Assoc.-Prof. 8.3%, Lecturer 13.6%, Assist.-Prof. 11.3%, Res.-Assoc. 21.2%.

Research field
 a. Engineering
 b. Science
 c. Agricultural Sci.
 d. Medical Sci.
 e. Pharmacy
 f. Art and Social Sci.

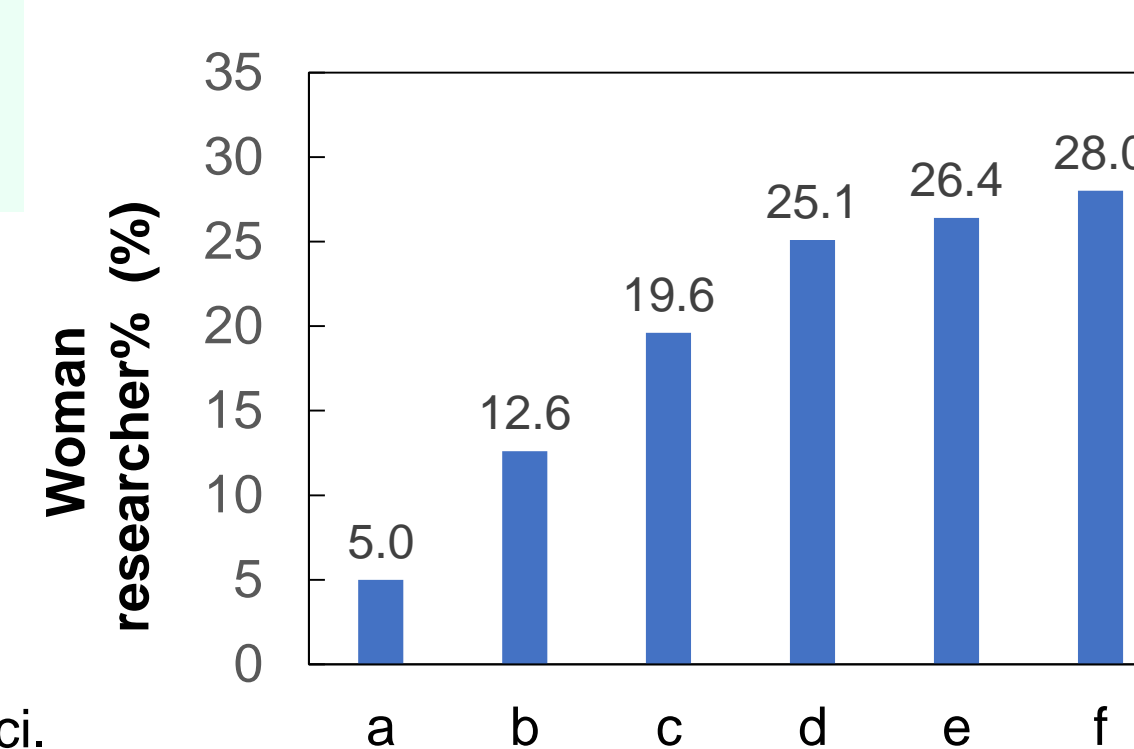


Fig. 3 Woman researcher% in various research field.

Commission for Gender Equality in JSAP

1999 Jun. Basic Act for Gender Equal Society, Act No. 78 of 1999, June 23, Cabinet Office, Japan.
 2001 July Establishment of the Gender Equality Committee in JSAP.
 2002 Oct. Establishment of the Japan Inter-Society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering (EPMEWSE) in cooperation with the Physical Society of Japan and other 14 societies.

Members Chairperson, vice-chairperson, 12 committee persons, 6 advisors and a vice-president of JSAP, from companies, national institutes, universities and a national agency for science and technology.

Our Actions on Women's Empowerment and Diversity

- NEWMAP (NETwork of Women and Men in Applied Physics (Est. 2016 Mar.)): Luncheon meetings to promote forming interdisciplinary network (Fig. 4).
- Summer school for junior high school and high school girls to promote their interests in sci., technol., engineer. and math (STEM) fields as their career (Fig. 5).
- On-site nursery service in every meetings (Fig. 6).
- Presentations in international conferences: APPC-AIP (2010), ASEPS (2010), Gender Summit 8 (2015), IUPAP-WIP (2008, 2014) and WIP of APPC12 (2013) (Fig.7).
- Publicity activities: An original website, booklets and columns in the membership journal of JSAP.
- Awards for promotion and nurturing of woman researchers contribution (Fig. 8).
- Special symposiums in JSAP spring meetings to discuss various issues on women's empowerment and diversity in AP fields (Fig. 9).
- Discussion on a focused theme in each committee meeting.



Fig. 4 At NEWMAP in 2016.



Fig. 5 Summer school.



Fig. 6 On-site nursery service.

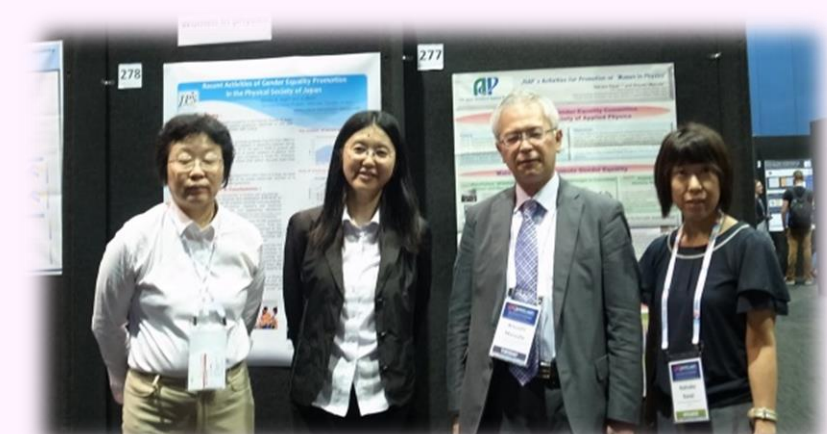


Fig. 7 At APPC-AIP in 2010.



Fig. 8 The award ceremony.



Fig. 9 At a symposium in 2017.

Outcomes

- The number of woman member of JSAP are increasing in 10 years (Fig. 10).
- Special symposiums for gender equality have been rising also in divisions covering specialized fields in JSAP.
- The ratio of woman representatives in JSAP has been increasing up to 9.2% (2017).

Suggestions derived based on the actions and discussion in 2016:

Work-life balance

- To provide suitable working hours to each person, but not to apply uniformed shortening of the working hours.
- To promote utilizing stay-home work and meeting systems extensively.
- To implement personnel decisions in view of individual life events such as childbirth, caregiving and work-life balance.

Assessment system

- To emphasize qualitative assessment than quantitative one.
- To introduce various evaluation axes for diverse human resources.
- To compensate (extend) contract period if a fixed-term employee were involved in individual life events such as caregiving.

Science education

- To provide balanced education opportunity both in science/engineering and literature/culture.
- To promote participation of high school students in JSAP meetings.
- To leverage post-docs. for education in schools to promote student's interests in STEM fields.

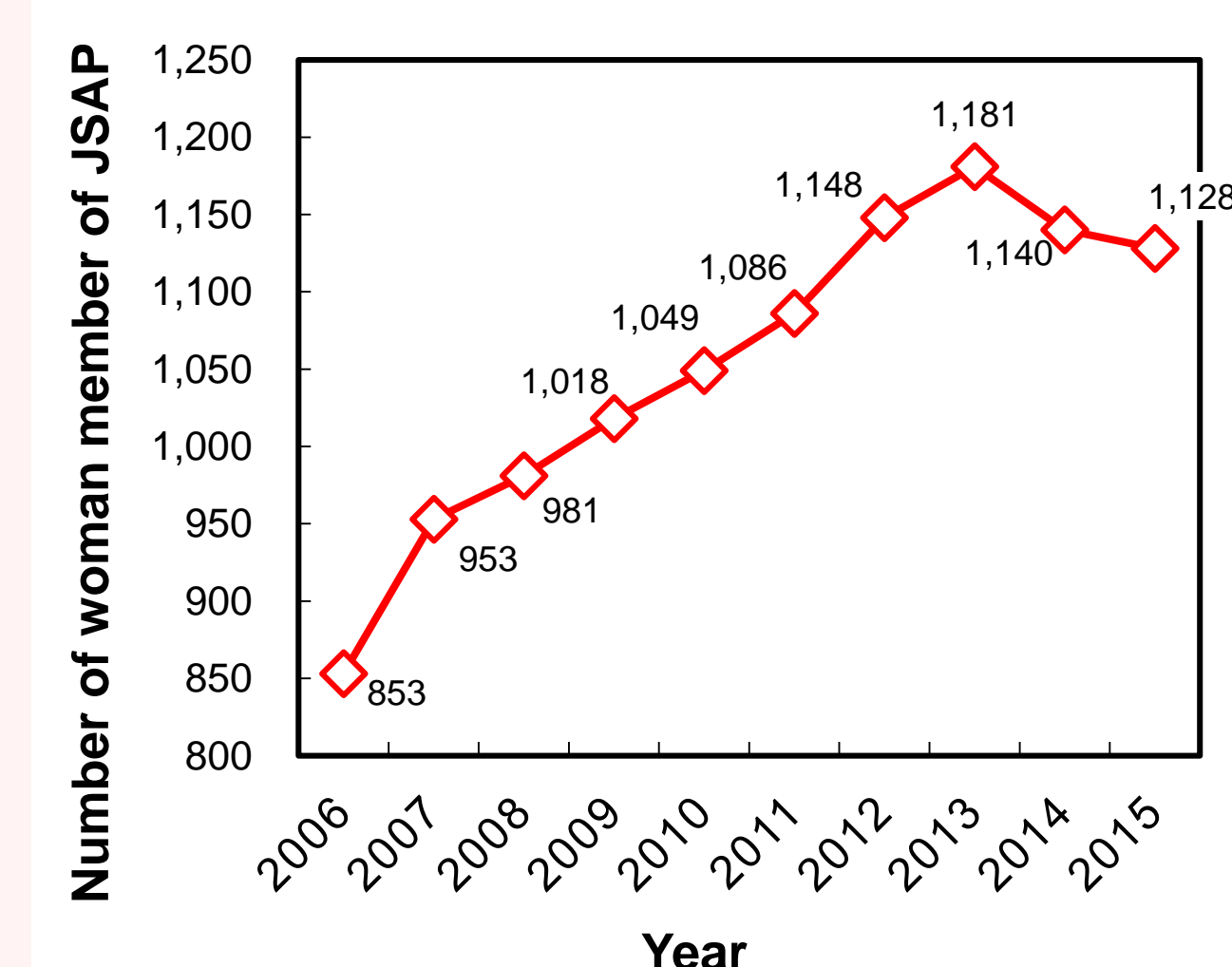


Fig. 10 Change in the number of woman member of JSAP.

References

- [1] From the Statistical Topics No. 80, Statistics, Ministry of Internal Affairs and Communications, Japan (2014).
- [2] From the Basic Survey on Education, Ministry of Education, Culture, Sports, Science and Technology, Japan (2012).
- [3] From the White Paper on Gender Equality Bureau, Cabinet Office, Japan (2012).