



Activities of the Physical Society of Japan (JPS) for the Promotion of Gender Equality

JPS Gender Equality Promotion Committee

Y. Matsuo, Chair of JPS-GEP (RIKEN)

N. Arimitsu (Yokohama Ntnl. U.) T. Kagayama (Osaka U.) K. Kaki (Shizuoka U.) R. Kadono (KEK) M. Kuwata-Gonokami (U.Tokyo) M. Sasao (Tohoku U.) Y. Torii (U.Tokyo) M. Nakashima (Shinshu U.) M. Ninomiya (Okayama IQP) F. Matsushima (Toyama U.) I. Yonenaga, Vice-chair (IMR, Tohoku U.)

About JPS

The Physical Society of Japan (JPS) is an organization of over 18,000 physicists, researchers as well as educators, and engineers.

The primary purposes of the JPS are to publish research reports of its members and to provide its members with facilities relating to physics.

The JPS was founded in 1877 as the first society in natural science in Japan.

The JPS has concluded reciprocal agreements with seven physical societies such as the American Physical Society, German Physical Society and Korean Physical Society so that the members of one society can participate in the activities of the other on an equal partner basis. (<http://wwwsoc.nii.ac.jp/jps/>)

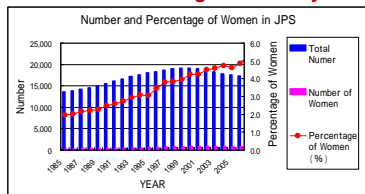
About JPS-GEP

Gender Equality Promotion Committee of the Physical Society of Japan (JPS) has been established after the IUPAP International Conference on Women in Physics held at Paris in 2002 to realize the resolution of the conference. The committee aims at

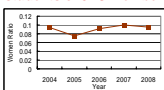
- (1) **Discussing** the significance of gender equality promotion and **taking actions** for the achievement,
- (2) **Developing the next generation** human resources in science including female scientists,
- (3) **Surveys and improvement** of the **environment** for men and women in science.

The committee also takes part in a number of **international collaboration** activities such as IUPAP International Conference on Women in Physics.

The number and the percentage of women in JPS during the last 20 years



The women ratio in the graduate students of JPS members



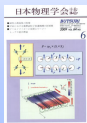
Symposia in the JPS Annual Meetings

The JPS organized symposia on subjects relating to promote the gender equality in the JPS annual meetings, since 2002.

1. "Women in Physics: Survey Results of JPS Members and Report on the Paris Conference", 2002.
2. "Promotion of the Gender Equality: Balancing Childcare and Physics", 2003.
3. "Evaluation of Researchers", 2004. This was organized by the Survey Analysis Committee.
4. "Promotion of the Gender Equality: on the Occasion of the revision of the Basic Plan for Science and Engineering", 2005.
5. "Governmental Supports for Career Development of Women Scientists and Engineers", 2006
6. "Gender Equal Participation in Research and Development – Present Status and Future Prospect of the Governmental Supporting Policy to Support Career Development of Women Researchers", 2007
7. "Gender Equal Participation in Research and Development – Booming Governmental Supporting Policy to Support Career Development of Women Researchers and Future Prospect", 2009
8. "Positive Action – Governmental Supporting Policy to Accelerate Career Development of Women Researchers and Future Prospect", 2010

Recommendations

Based on the JPS member survey results, the JPS has advanced two recommendations to the governmental authorities, academic related institutes and organizations; one for the flexible childcare supports and the other for improvement of the research granting systems for the post-doctoral fellows and part-time researchers in May and August 2003 respectively.



Publications

Publishing seven "News from the JPS Gender Equality Promotion Committee" in the JPS membership journal BUTSURI since 2007.

Public Relations



Activities of the JPS for the Gender Equality Promotion

- **Symposia** in the JPS Annual Meetings
- **Collaborating** with the **Other Associations** in Science and Engineering
- **International Collaboration**
- **Girls Science Camp**
- **Surveys** of JPS members
- **Public Relations** of the JPS Gender Equality Promotion Committee
- **Childcare Supports** during the JPS meeting

International Collaboration

1. Chairing the Round Table Discussion on Women in Physics, in Asia Pacific Physics Conference, October, 2004. Chair H. Fukuyama, Presentation E. Torikai
2. Participating the Round Table Discussion on Women in Physics, in the Summit of Asia Pacific Physics Society, January 2005, Taiwan. Presentation S. Tajima.
3. Participating the Round Table Discussion on Women in Physics, IUPAP, April 2007, Bad Honef, Germany. Presentation A. Maeda.
4. Giving 2 invited talks in APPC10, August, Pohang. Invited Presentations M. Bando and E. Torikai
5. Participating the 3rd International Conference on Women in Physics in Physics, IUPAP, October 2008, Seoul, Korea. Presentation S. Tajima, A. Maeda, E. Hiyaama.
6. Participating the Round Table Discussion on Women in Physics, IUPAP, July 2009, Berlin, Germany. Presentation S. Tajima.

Girls Science Camp 1

To attract girls into science and engineering, the JPS has been co-organizing the **Girls Science Summer Camp**, held in August 2005, 2006, 2007, 2008, and 2009 in collaboration with the National Women Education Center in **Saitama** and the EPMEWSE (the Japan Inter-Society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering).



Girls Science Camp 2

To attract girls into science and engineering, the JPS has been co-organizing the **Girls Science Spring Camp**, held in March 2007, 2008, and 2009 in **Kansai** area in collaboration with the EPMEWSE.



Future Prospect of the JPS Gender Equality Promotion Committee

- The goal of the committee would be seeing the society where such a committee is not necessary.
- There is still a long way to go, in particular, in the field of science in Japan.
- Recently, the governmental supporting policy to support career development of women researchers started to move on, including a sort of positive actions.
- The committee will continuously work on this issue from the viewpoint of what this large academic society (where the ratio of the male members is 95%) can contribute to overcome the current status.