

International Survey for Recruitment and Promotion of Women Researchers in East Asia,
Tsukuba Satellite meeting
Nov. 13, 2013, NIMS, Tsukuba, Ibaraki, Japan

**Maximizing the Potential of Science in East Asia:
promoting equal Participation for Women Scientists
through leadership development**

Issues Presentation

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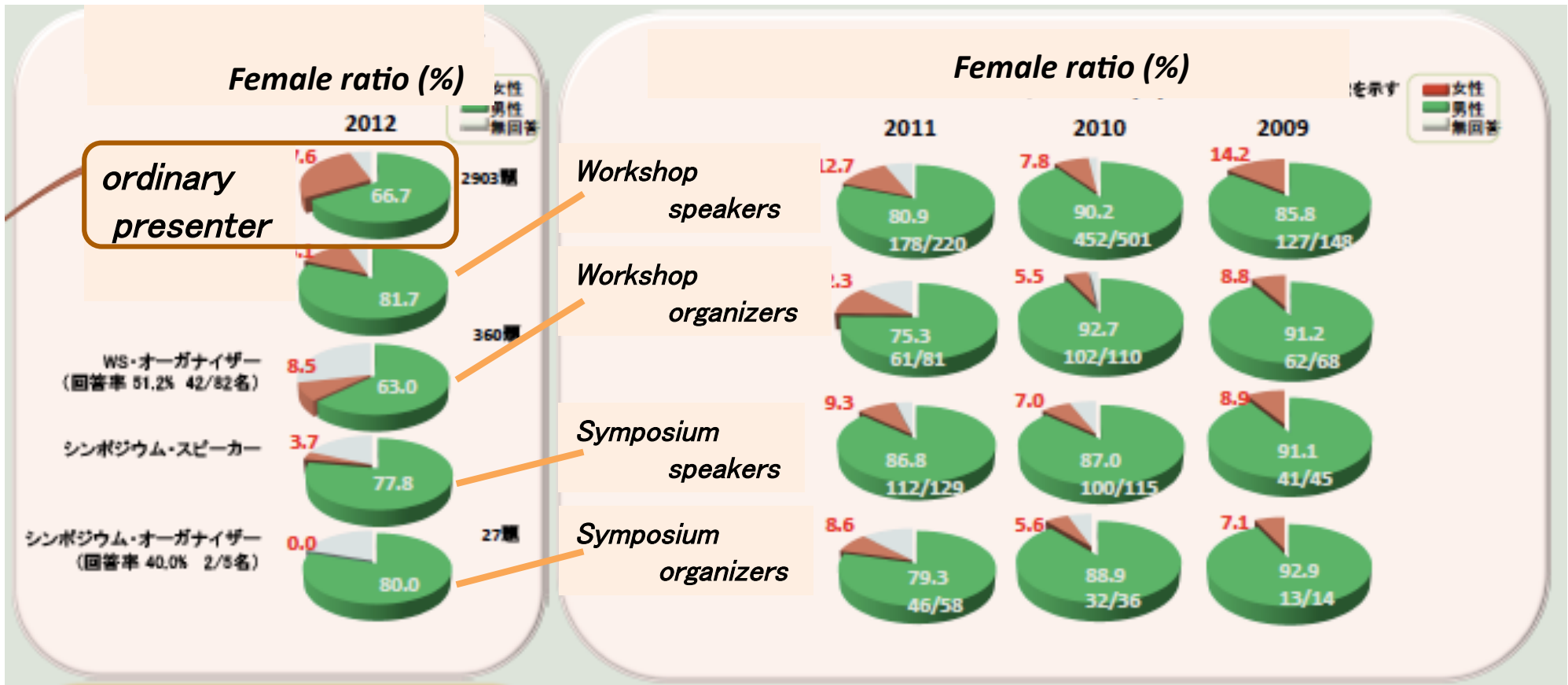
Bias and Barriers around Us

- 1. Visibility of Female Researchers*
- 2. Unconsciousness bias to be leaders*

By EPMEWSE and Seven Scientific Societies
(MBSJ, JSPP, GSJ, BSJ, JNS, JSDB and JSHS)*

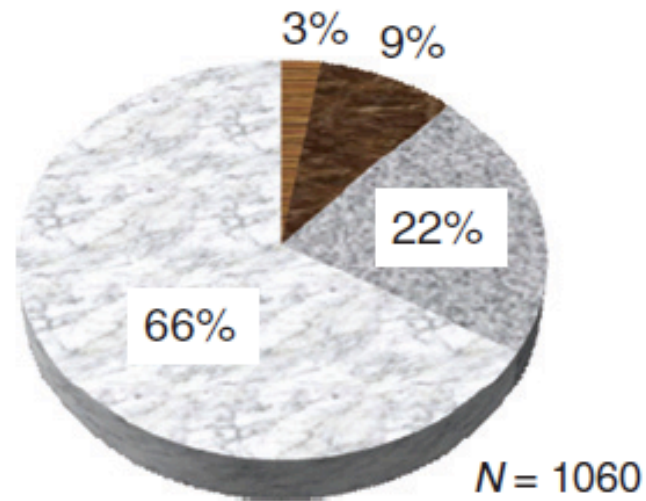
**EPMEWSE was established in 2002 to promote gender equality in science and engineering, consisting of 67 professional STEM societies in Japan.*

Visibility Survey data of Molecular Biology Society of Japan (2009~2012)



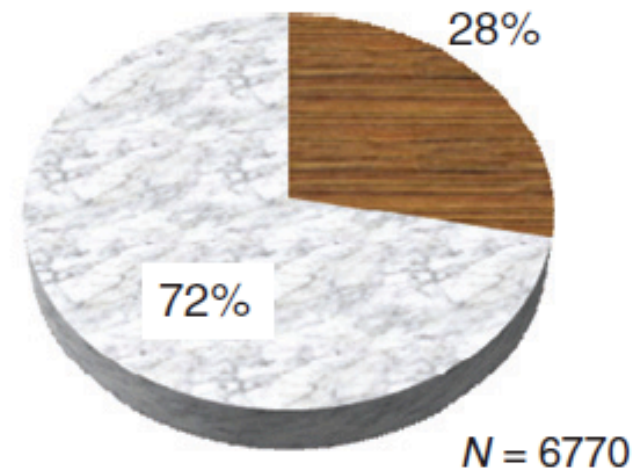
Percentages of female leaders

(A) Organizers and symposium speakers by gender



- Female organizers
- Female symposium speakers
- Male organizers
- Male symposium speakers

General session presenters by gender

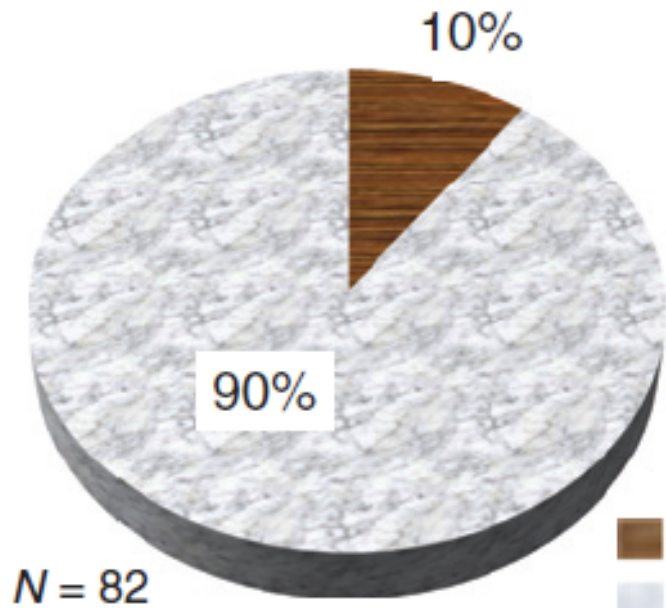


- Female presenters
- Male presenters

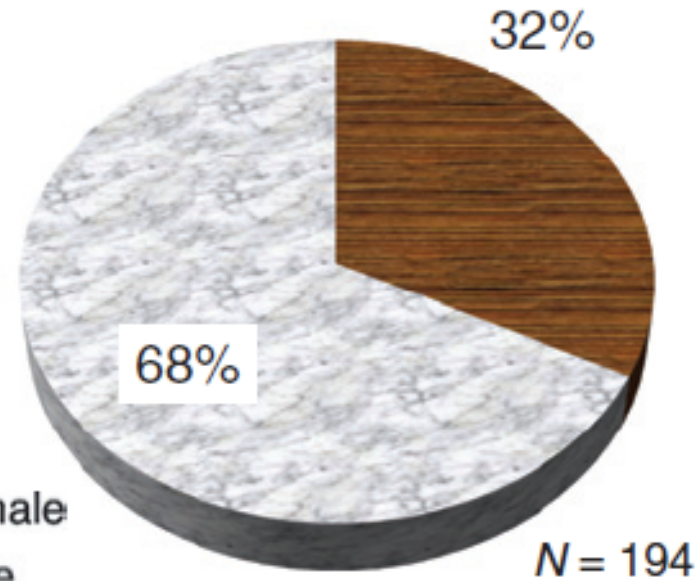
Data were taken from annual meetings of MBSJ, JSPP, BSJ, GSJ and JSJS (FY2010).

Gender of organizers and a percentage of female speakers at annual meetings.

(B) Speakers invited to symposiums organized solely by men by gender

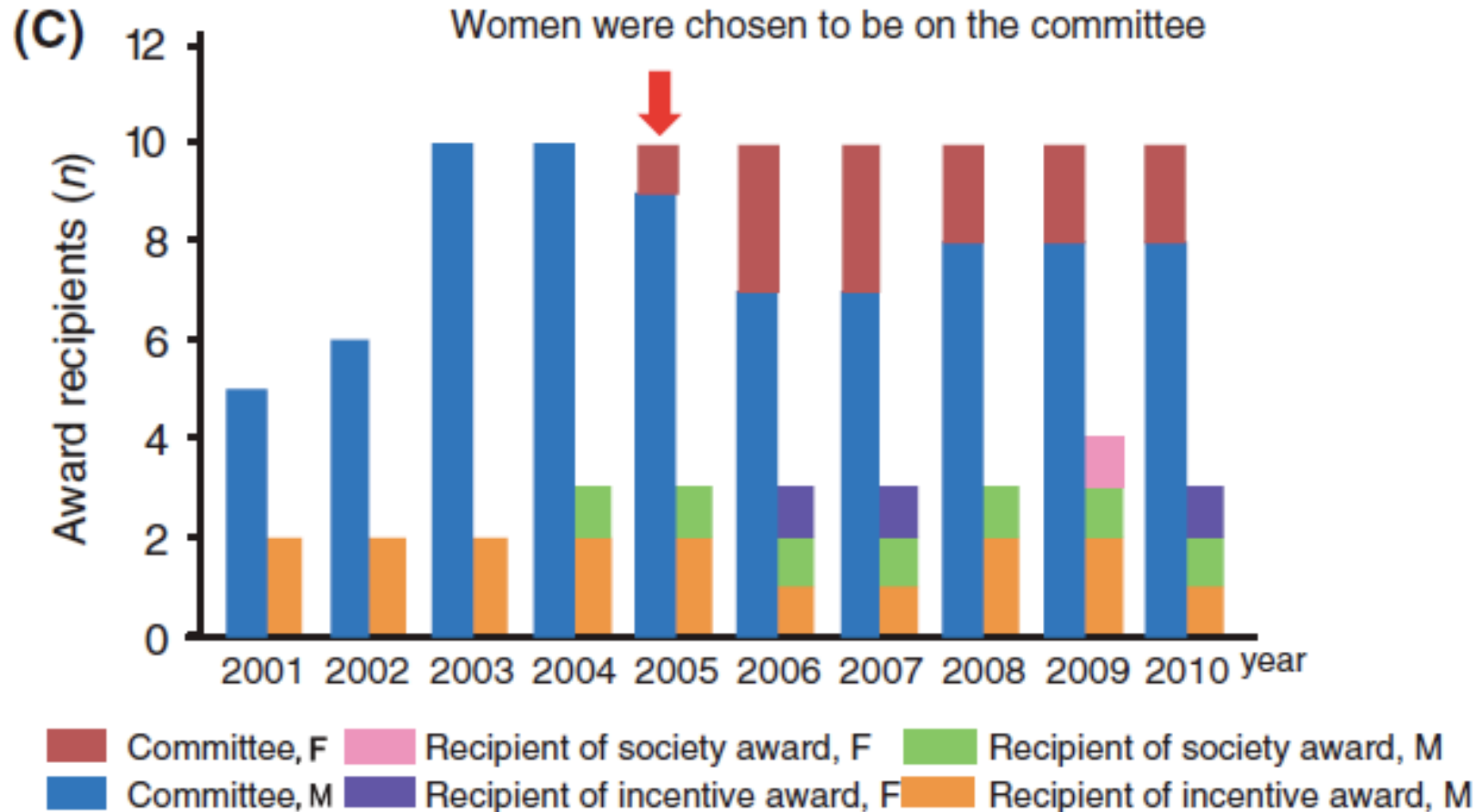


Speakers invited to symposiums organized by both men and women by gender



Data were taken from BSJ (FY2008, 2009 and 2010).

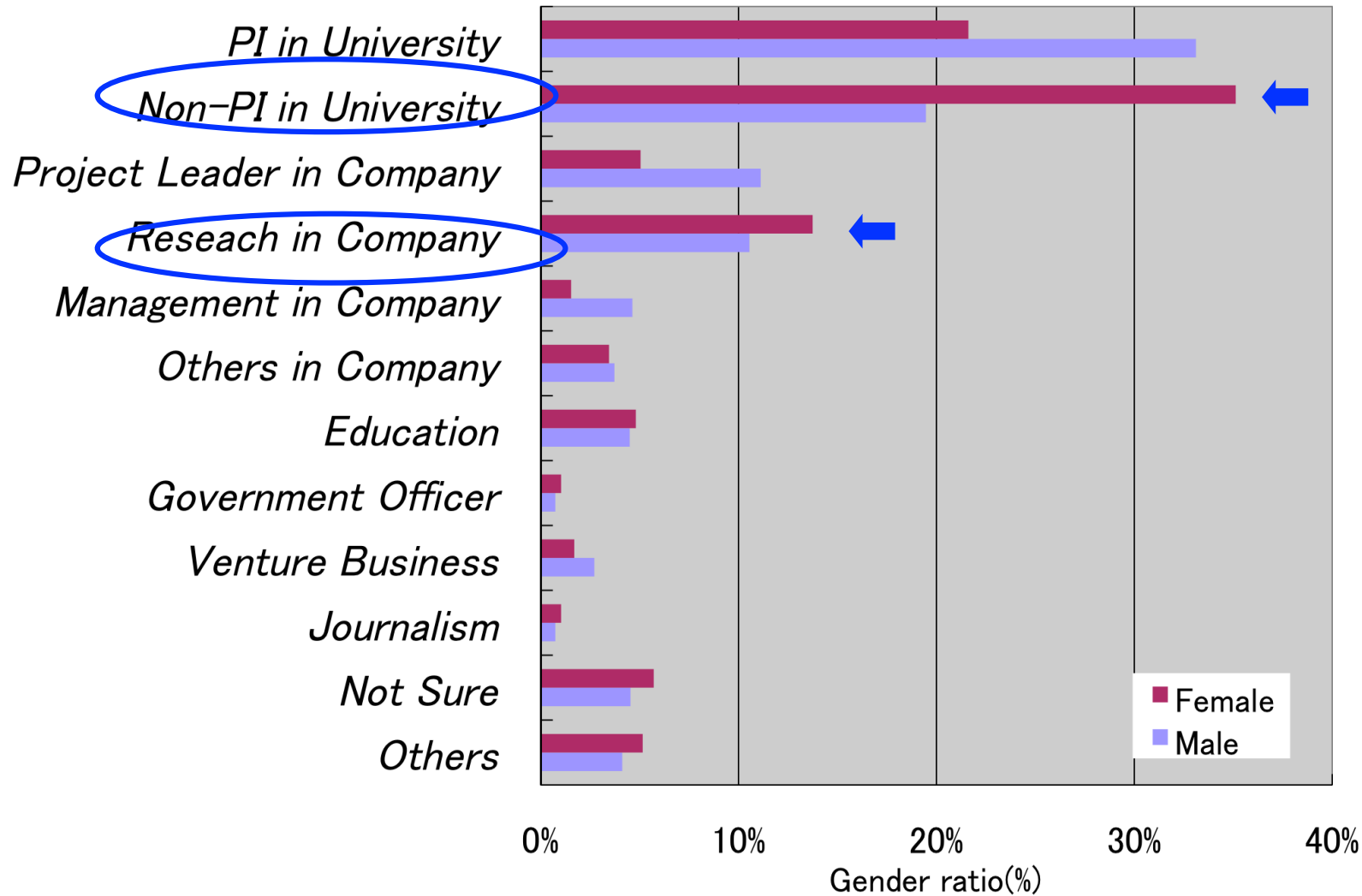
Gender bias in the review process.



Data were taken from JSPP (FY 2001–2010).

Career Goals: *Women prefer non-PI positions!?*

Women tend to underestimate themselves.



From the 2nd EPMEWSE "Large Questionnaire Surveys for Promoting Gender Equality in S&T Field (2008)"