

Women Astronomers in Japan

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EAMA10
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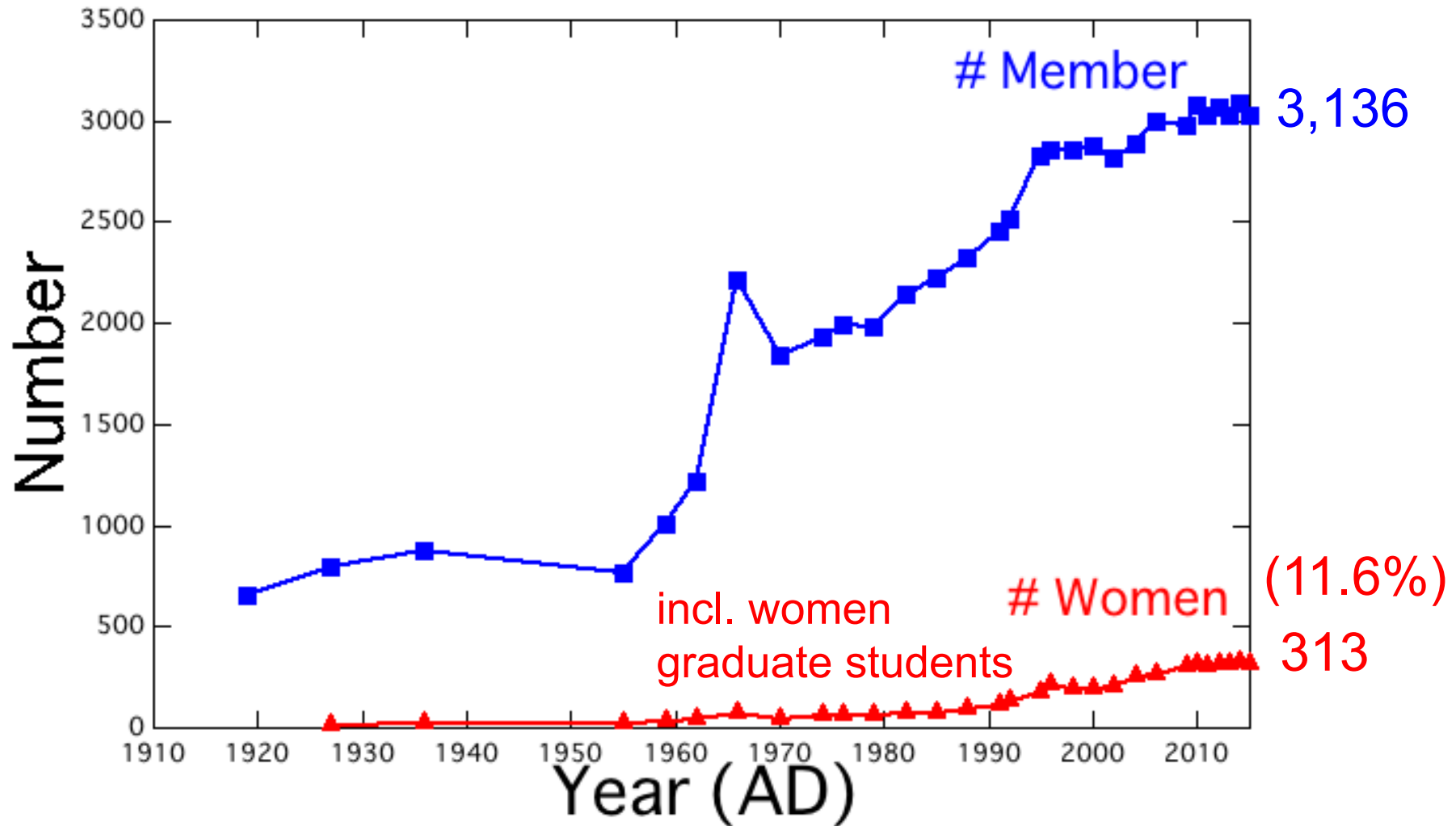
IAU Statistics (2016)

Membership by country (top 5)

	No. of Members	No. of Women	Women %
USA	2358	341	14.5
France	690	174	25.2
Japan	635	52	8.2
Italy	567	153	27.0
UK	547	80	14.6

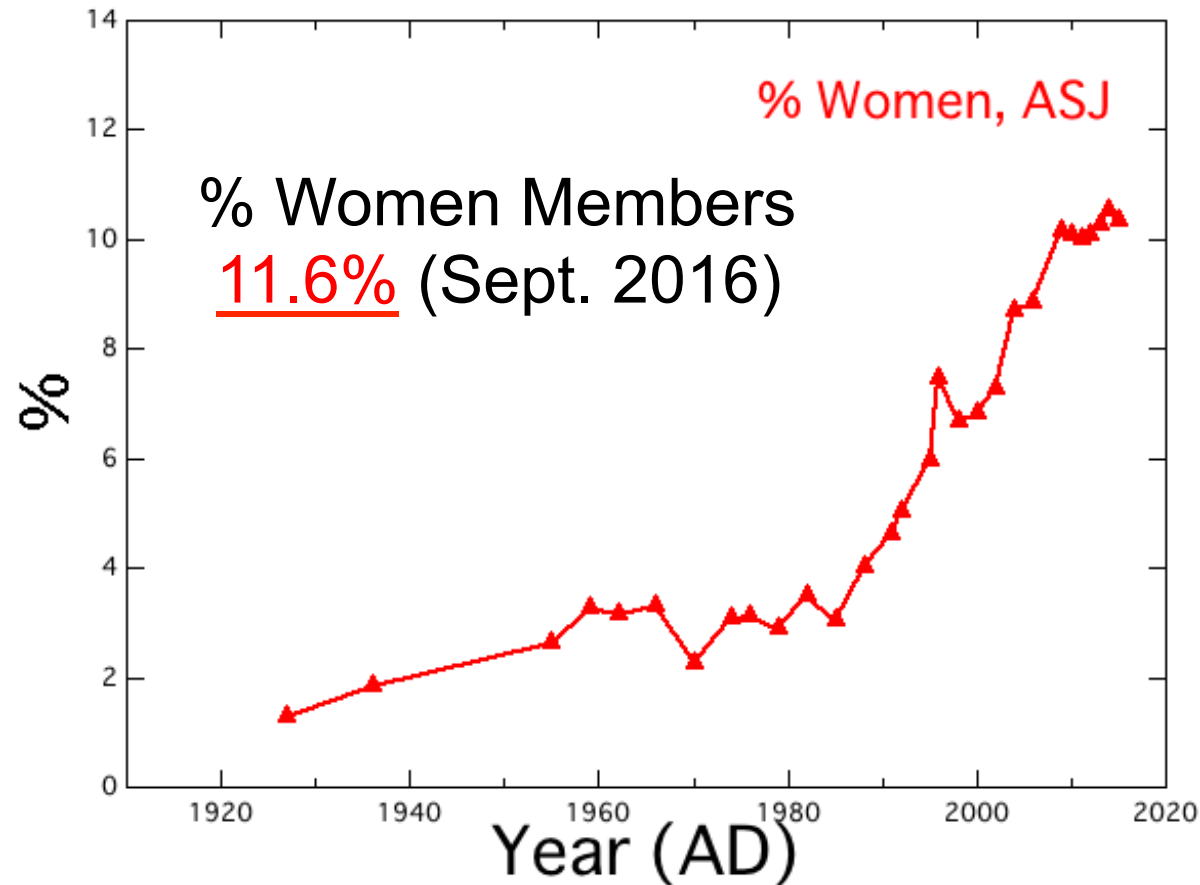
- Women in all IAU countries: 17% (average)
- Women in Japan: lowest % of top 25 countries

ASJ Women Membership – 100-year history –



Sep. 2016

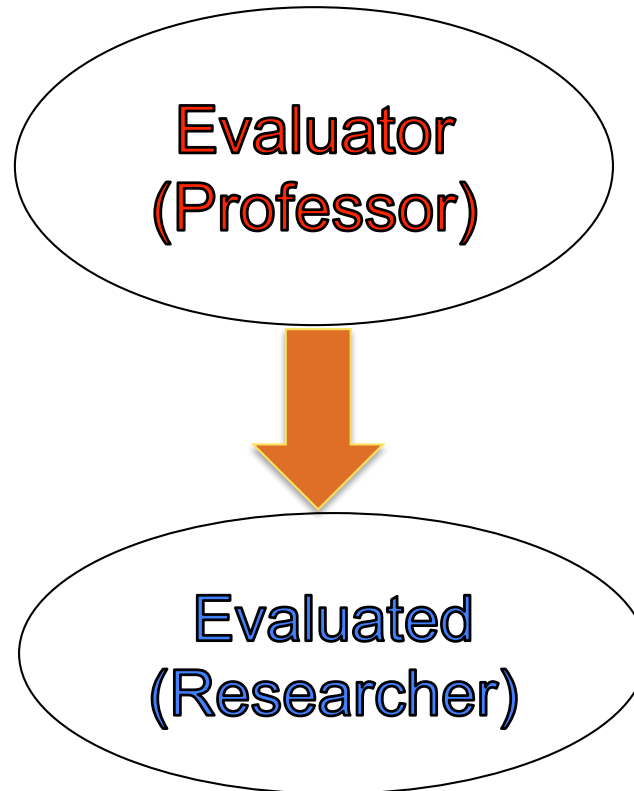
100-year history of women in ASJ



- Women professors & assoc. prof.s: 1.5%

June 2015

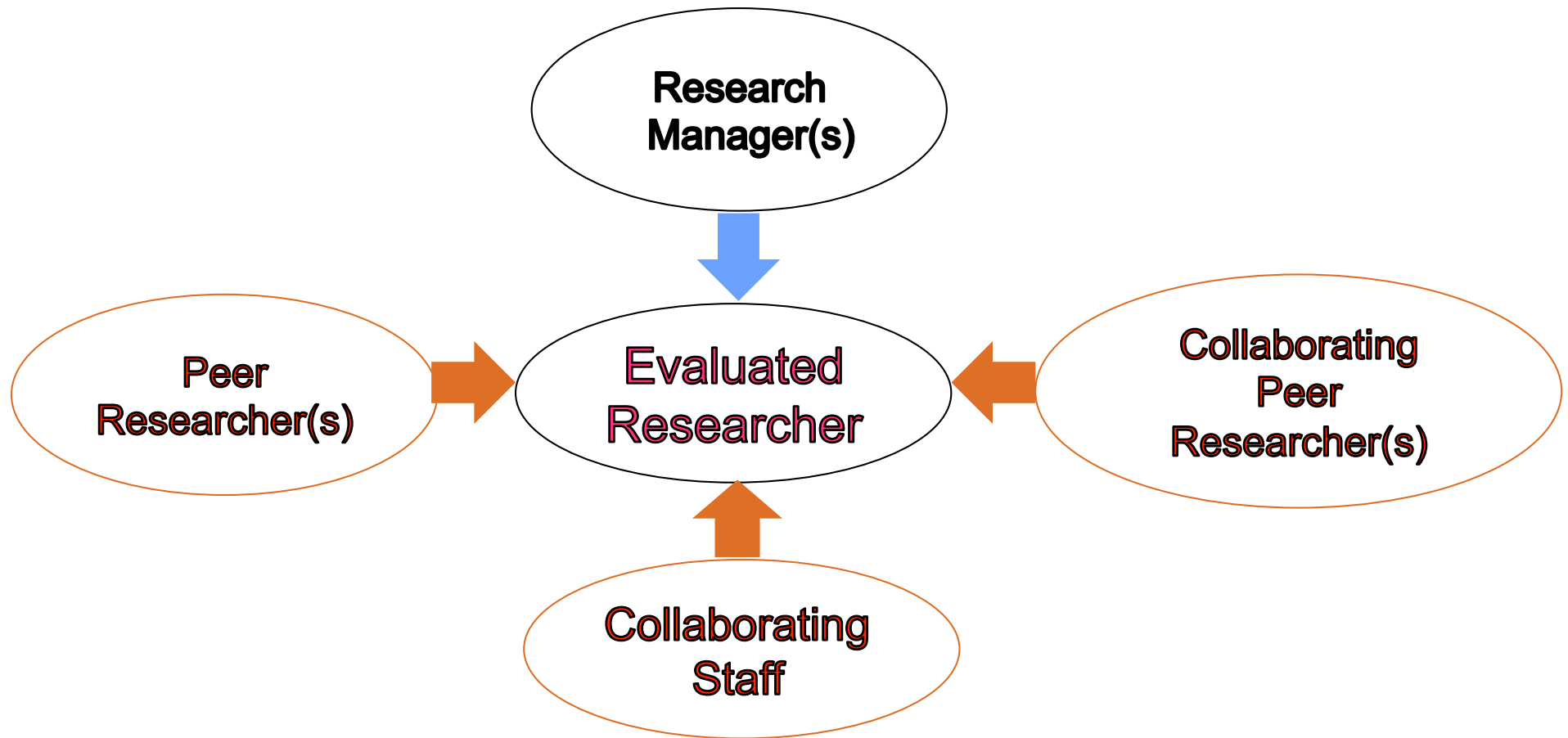
Current evaluation system in Japan



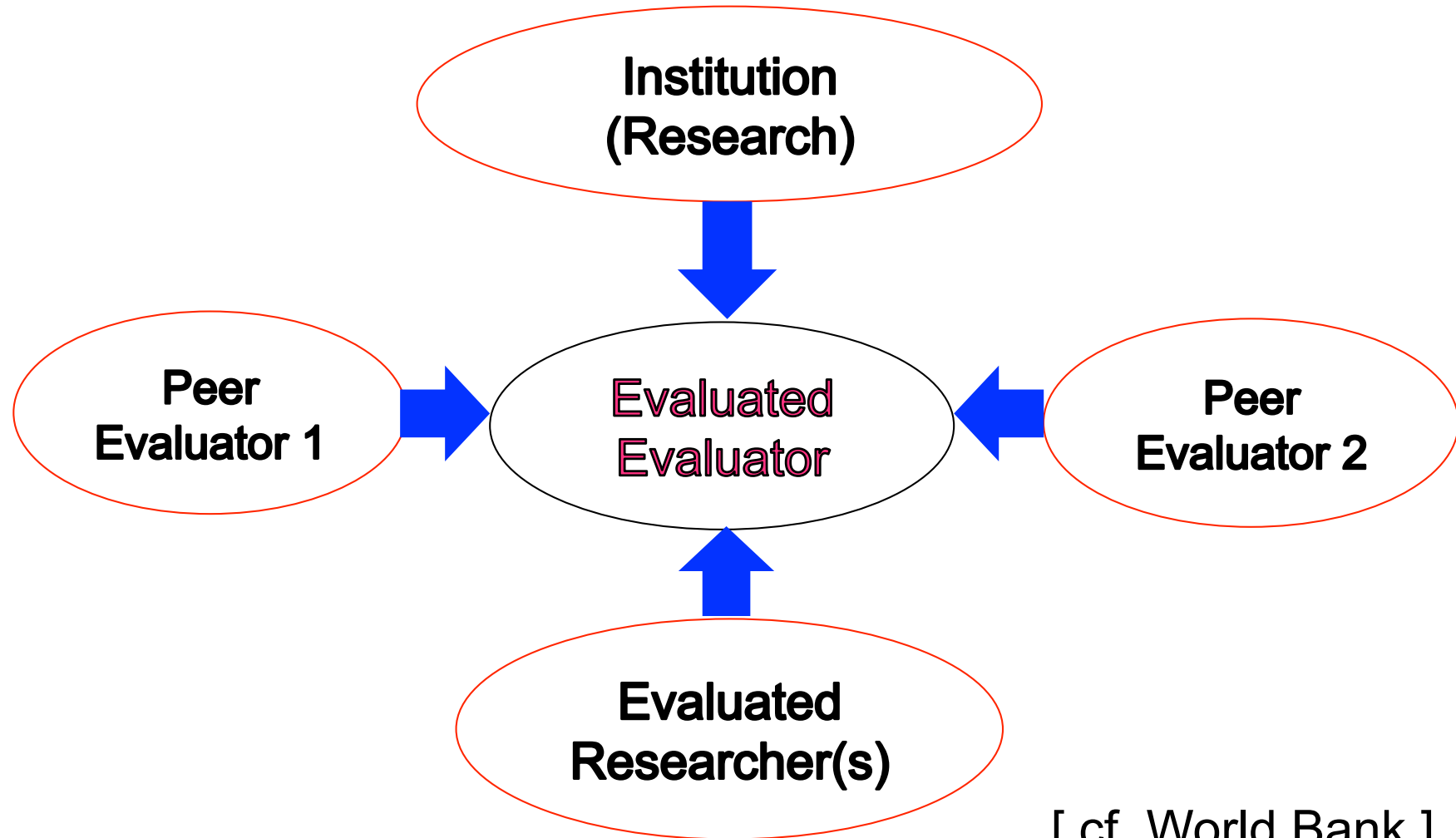
Problems of current evaluation system:

- “Unconscious bias” – even when evaluators believe their evaluation is fair
- Closed environment – may cause harassment without difficulty

Proposal for evaluation of Japanese researchers



Proposal for evaluating Japanese evaluators

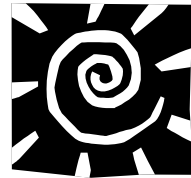


[cf. World Bank]

How Japanese women astronomers can be empowered

We need:

- fairer evaluation of all (women) researchers including astronomy
 - diversity is the key to be more productive
 - Japanese male astronomers are also minority
- networking with like-minded researchers in our field and other fields
- to learn how women in other fields make progress
 - To develop our professional integrity and personal integrity, together, women and men!



Thank you for your attention!