

Women Astronomers in Japan

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in collaboration with
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YM: Vice-President, ASJ
ECM, Women in Astronomy, IAU 2009-2012
Member, Committee of WIA, ASJ 2006-

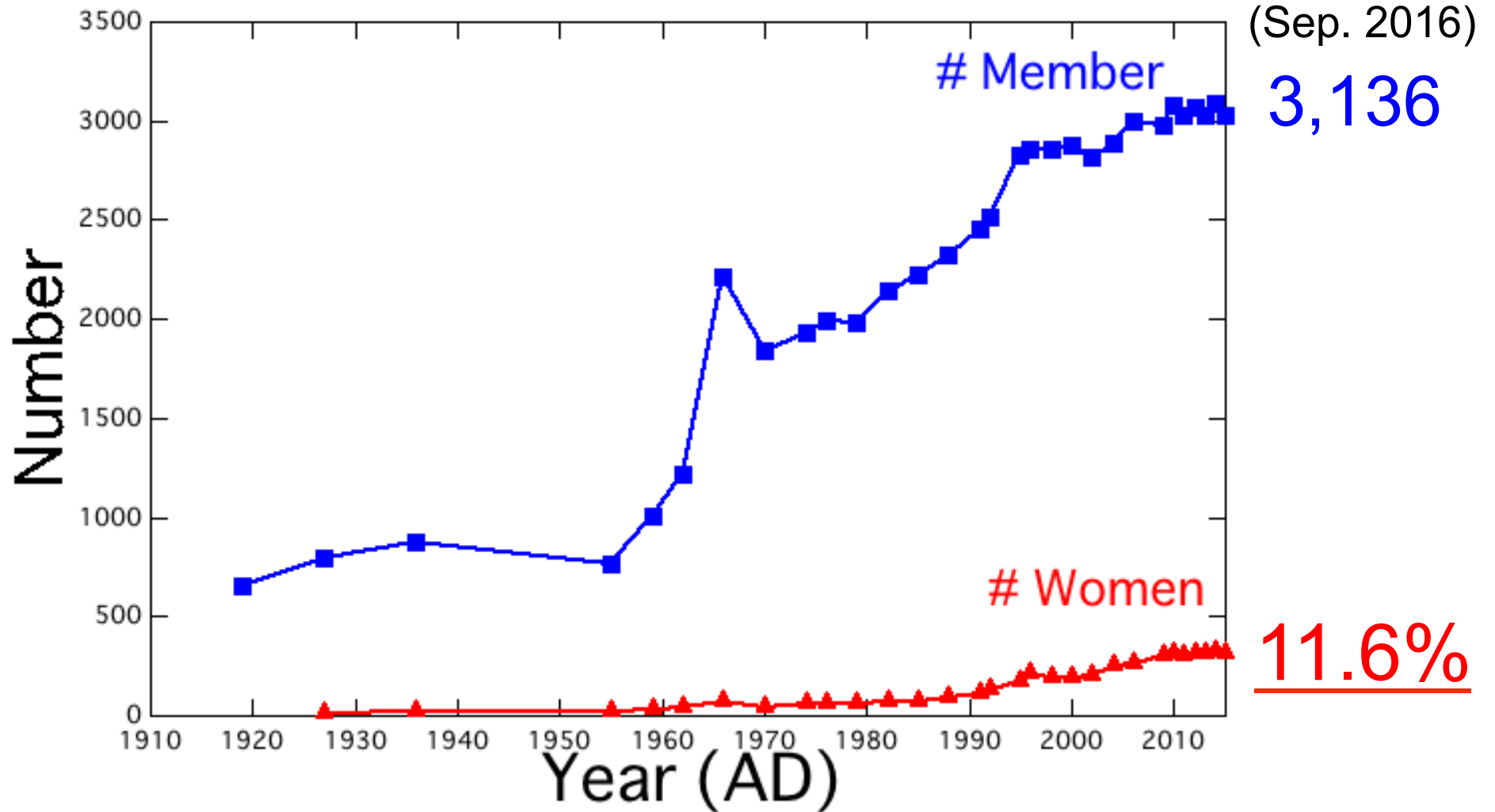
EAMA10
@Seoul National Univ., Sep. 30, 2016

IAU Statistics (2016)

	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

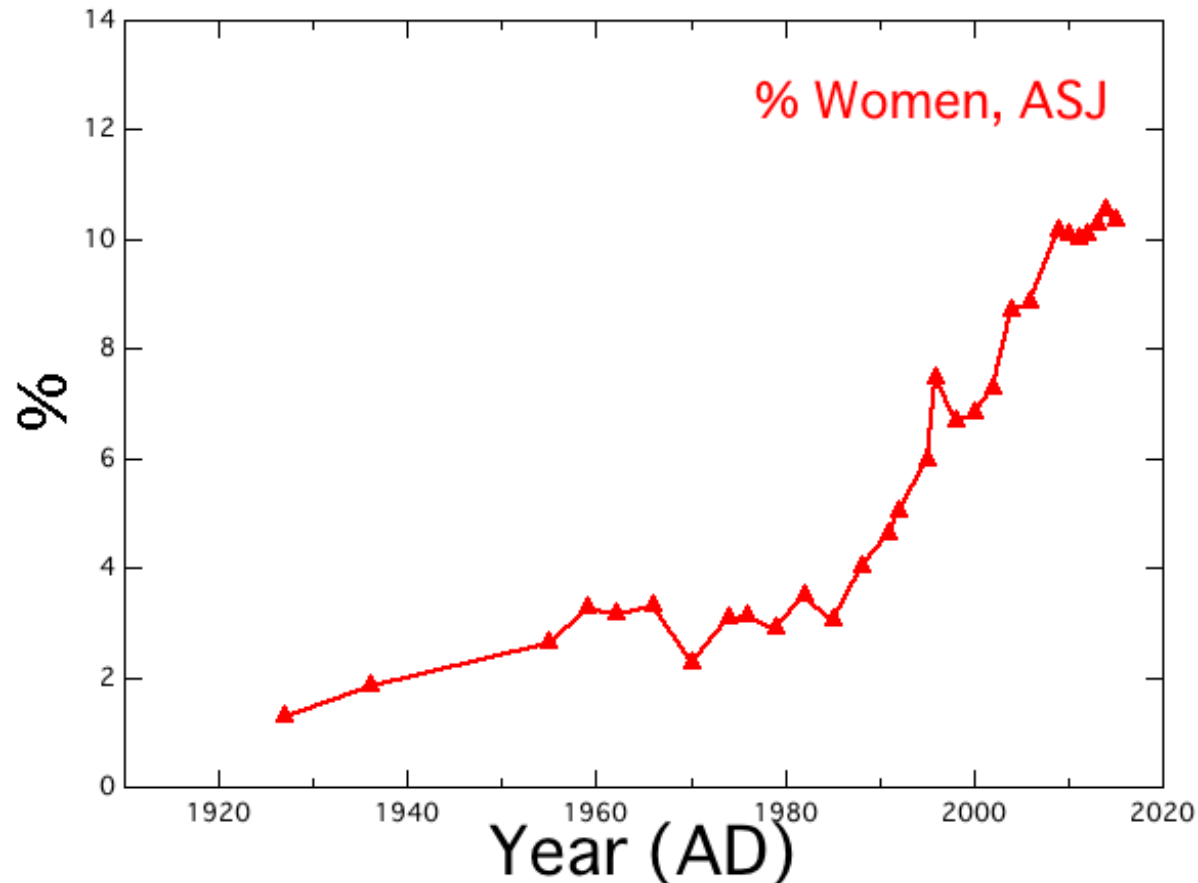
- Average of % Women in all IAU countries: 17%
- % Women in Japan is the lowest in the top 25 countries

100-year history of ASJ Members



Incl. graduate students

100-year history of ASJ % Women



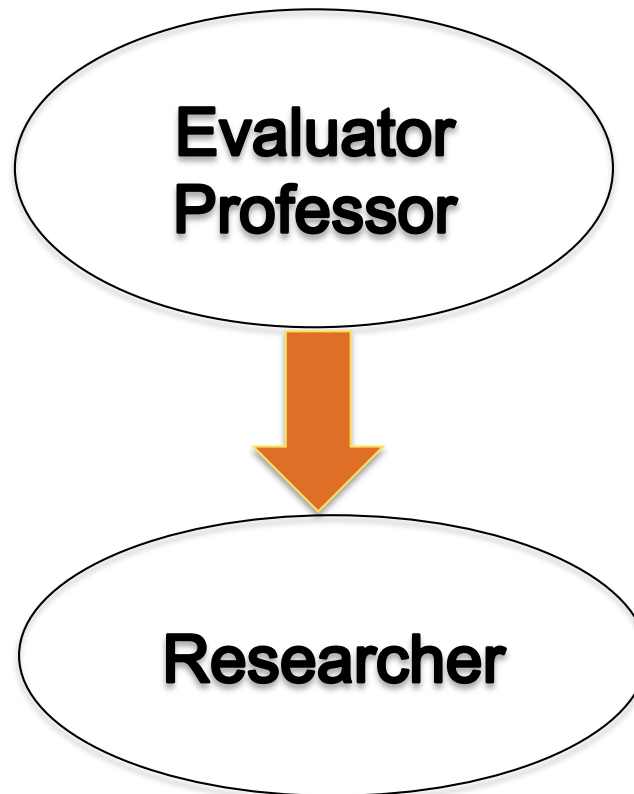
% Women Mem.
in ASJ: 11.6%

Current %
Women profs. &
associate profs.
in ASJ: 1.5%

(June 2015)

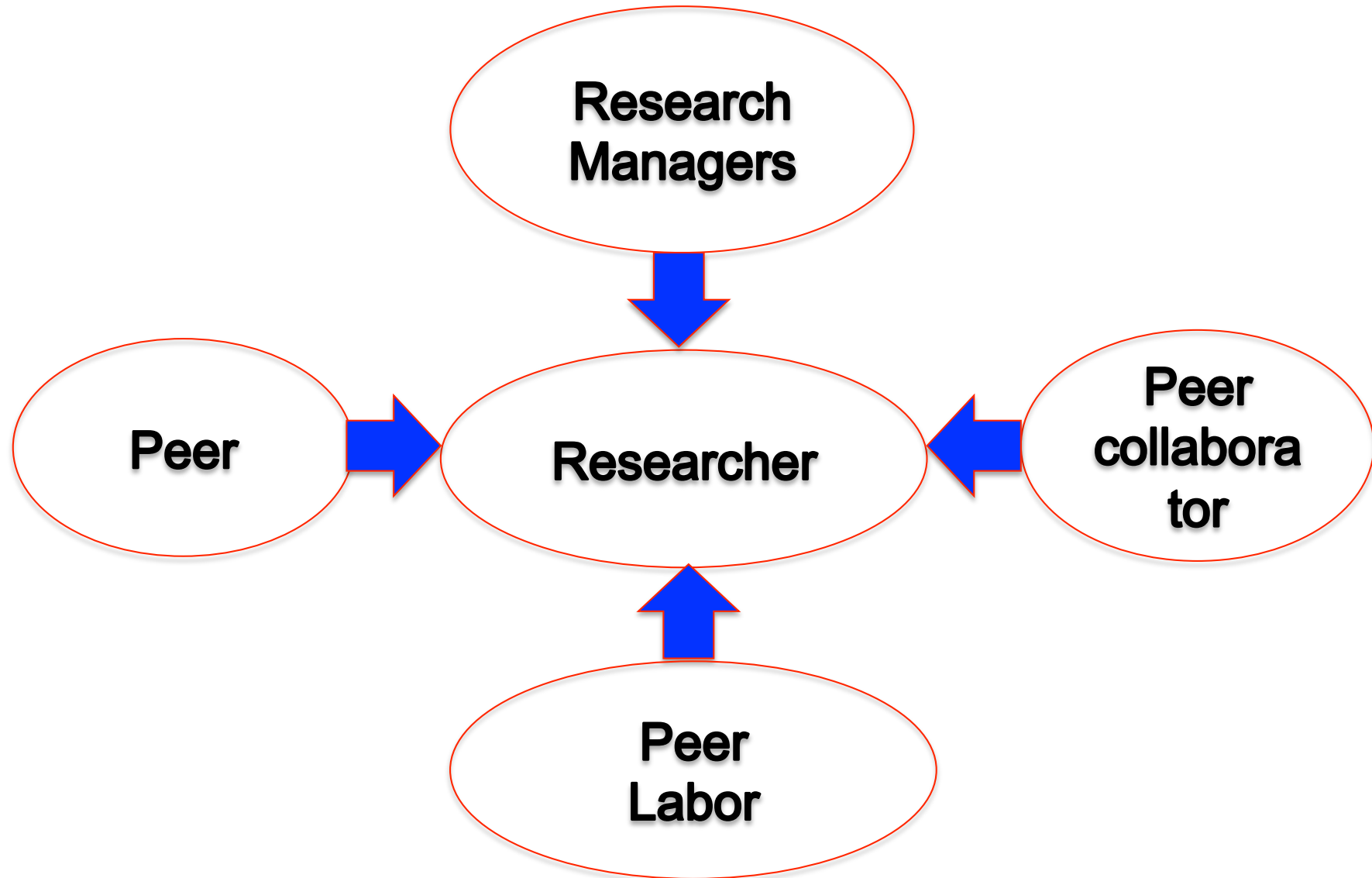
Fairer Evaluation

Current Evaluation system in Japan

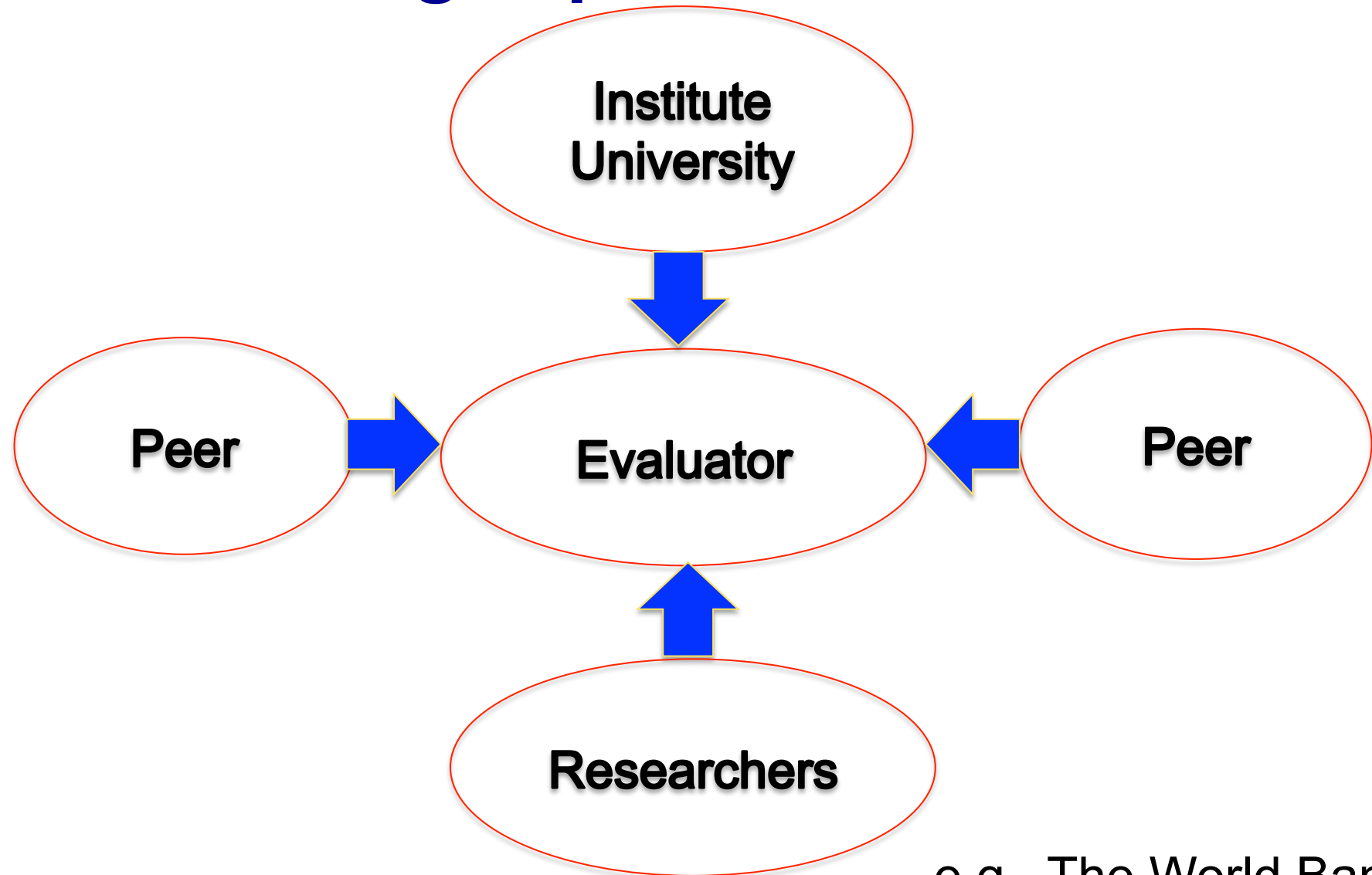


- Problems in the traditional evaluation system
- Closed environments for fomenting harassment

A proposal for evaluating Japanese researchers



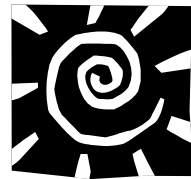
A proposal for evaluating Japanese evaluators



e.g., The World Bank

How Japanese women astronomers can be empowered

- 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
- Women astronomers can learn how women in other fields make progress
 - To develop professional integrity and personal integrity, together!



Thank you for your attention