

## Special Topics 2

### Women Researchers in STEM Fields– Isn't it time to push for equal career promotion?

STEM = Science, Technology, Engineering, and Mathematics

Luncheon seminar, Oct 29 (Tue) 12:00-13:30: We offer lunch box and sweet-dessert.

**12:10 PM**

#### Opening remarks

Prof. Shinobu Fujihara, Keio University, Japan

#### Talk session

**12:15 PM**

#### Finland as a Pioneer in Gender Equality

Dr. Miho Nakamura, University of Turku, Finland

**12:30 PM**

#### Tools for Change: Tips and Advice for Retaining Women in STEM Careers

Prof. Michelle Dolgos, University of Calgary, Canada

**12:45 PM**

#### Bridging the Gap between Expectations and Reality of Diversity and Inclusion in Japan

Prof. Nobuko Fujioka, Nagoya Institute of Technology, Japan

#### Panel session

**13:00 PM**

Chair: Prof. Nobuko Fujioka, Nagoya Institute of Technology, Japan

Panelist: Dr. Miho Nakamura, University of Turku, Finland

Panelist: Prof. Michelle Dolgos, University of Calgary, Canada

Panelist: Dr. Koji Watari, AIST, Japan

Panelist: Dr. Tim Francis Day, Shinshu University, Japan

#### [Background]

The ratio of women researchers in Japan ranks at the bottom among OECD countries.

Reason1: It is difficult for Japanese women to make work-life balance compatible because there is labor practice in Japan which considers that long working hours are essential.

Reason2: The ratio of female university students is very low in scientific fields.

We have to strongly promote benefits of women in the workforce.

#### [Tentative topics]

1. There are too few women researchers in the STEM fields.

Question1: In Europe and the USA, why is there such a high ratio of women researchers?

2. There are too few women managers in the STEM fields.

Question2: In Europe and the USA, why is there such a high ratio of female managers?

3. There are too few births in JAPAN.

Question3: How can women be assured of work after maternity leave? How can this work-life balance for men and women be achieved?

**[Organizers]** Committee for Gender Equality, The Ceramic Society of Japan

**Shinobu Fujihara**, Keio University, Japan, email: shinobu@applc.keio.ac.jp

Hiromi Nakano, Toyohashi University of Technology, Japan

Chikako Moriyoshi, Hiroshima University, Japan

Hiroyo Segawa, National Institute for Materials Science, Japan

Takahiro Takei, University of Yamanashi, Japan

Satoko Tezuka, Chiba Institute of Science, Japan

Seiichi Taruta, Shinshu University, Japan  
Hiroaki Imai, Keio University, Japan  
Eriko Ban, Meijo University, Japan  
Maki Inoue, Taiyo Yuden Co., Ltd., Japan  
Nanae Ogata, Sakai Chemical Industry Co., Ltd., Japan  
Ai Fukumori, Murata Manufacturing Co., Ltd., Japan  
Hiromi Mizobuchi, Taiheiyo Cement Corporation, Japan  
Naonori Sakamoto, Shizuoka University, Japan  
Hideki Hashimoto, Kogakuin University, Japan  
Yoshikazu Kameshima, Okayama University, Japan  
Mayumi Itoh, AGC Inc., Japan  
Yusuke Himei, Nippon Electric Glass Co., Ltd., Japan  
Osamu Sakamoto, The Ceramic Society of Japan, Japan