

Japanese social and cultural interpretation on the results of 2018 International joint survey conducted by KWSE.

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Japan is well-qualified as a country that promotes scientific advancement. Unfortunately, the ratio of female professionals in Science including humanities, social science and natural science is only 15.7% in 2017, which is far behind other developed countries. The low female ratio is observed especially in STEM field (Science, Technology, Engineering and Mathematics). In order to overcome these gender gaps in Japan over a long period of time, we established JNWES (Japan network of women engineers and scientists), actively working for gender equality in Japan.

Unconscious bias links social groups with characteristics, such as gender, race, and religion, which generate relative disadvantages for especially underrepresented groups, such as women in STEM. As unconscious bias resides outside of awareness, it is not possible to eliminate it, but it is possible to minimize its negative impact by recognizing that we all have it and by understanding how it works.

Under this condition, I introduce the domestic situation of Japan and also show the JAXA (Japan Aerospace Exploration Agency)'s Data. In addition, I show the Japanese results of 2018 International joint survey conducted by KWSE.