

IAU Symposium: Astronomy for Equity, Diversity and Inclusion

~ a roadmap to action within the framework of IAU centennial anniversary~



My Efforts and Challenges for Gender Equality and Diversity in Japan

Former Mayor of Mitaka City
Visiting Professor of Japan Lutheran College

Keiko Kiyohara



1 Self introduction



- ◆ University Professor for 20 years
Major: information and technology policy,
media studies, communication studies
- ◆ Participation and collaboration with government
Council; Central Council for Education etc.
- ◆ Participation for policy making in Mitaka city, etc.
- ◆ Mayor of Mitaka-city for 16 years (2003~2019)

EX * Person with a disability synthesis support law
* Child care support law

◆ Sustainable Development Goals

◆ **Key Concept:** “**leave no one behind**”

- ◆ Goal 4 : Ensure **inclusive and equitable quality education** and promote lifelong learning opportunities for all
- ◆ Goal 5 : Achieve **gender equality and empower for** all women and girls
- ◆ Goal 10 : **Reduce inequality** within and among countries
- ◆ Goal 11 : Make cities and human **communities: inclusive, safe, resilient and sustainable**
- ◆ Goal 16 : Promote **peaceful and inclusive societies** for sustainable development, provide access to justice for all and build effective, accountable **and inclusive institutions** at all levels
- ◆ Goal 17 : Strengthen the means of implementation and revitalize **the global partnership for sustainable development**

3 Purpose of promotion of diversity



- ◆ Fundamental human rights are guaranteed under the constitution
- ◆ We need to respect the ability and efforts of people
- ◆ There is diversity in our society
⇒ it is necessary to pay more attention to diversity



4 Women participation in decision making process



Female Local head and assemblies

2 Number and ratio of female head of local government persons (%)

	Prefectural Governor		City Mayor		Designated City Mayor		Head of Special Ward		Town & Village Mayor	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
2018	3(6.4)	44	23(2.9)	769	2(10.0)	18	1(4.3)	22	7(0.8)	918
2010	3(6.4)	44	16(2.0)	769	1(5.3)	18	2(8.7)	21	6(0.6)	934
2005	4(8.5)	43	8(1.1)	746	0(0)	14	1(4.3)	22	6(0.4)	1,378

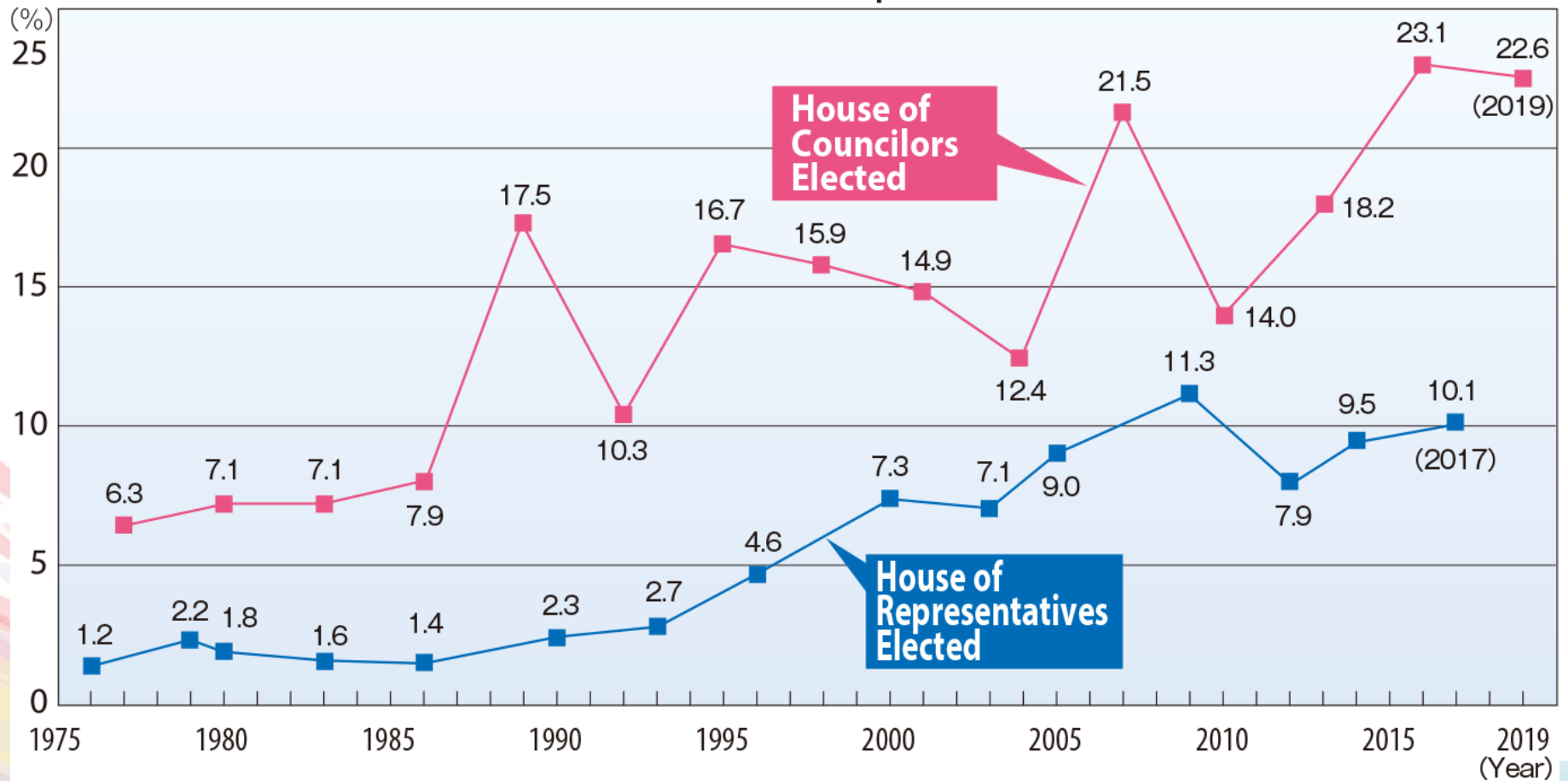
3 Ratio of women in local assemblies (%)

Year	Prefecture	Special ward	City	Government Ordinance City	Town & Village
2018	10.1	27.1	14.4	17.2	9.9
2010	8.1	24.6	12.7	17.6	8.1

4 Women participation in decision making process

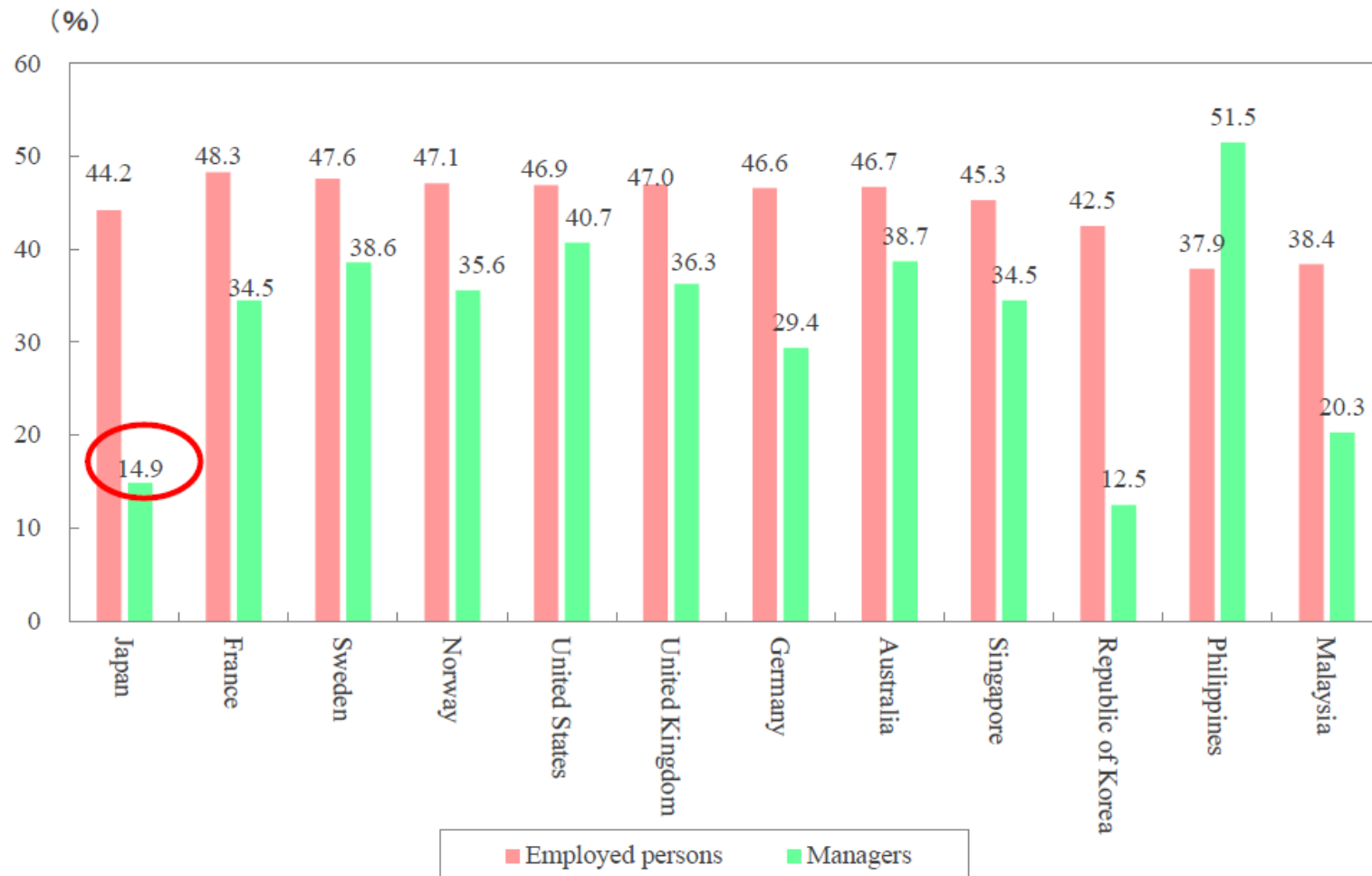
Parliament

1 Ratio of women member elected for the parliament (at the time of election)



4 Women participation in decision making process

Proportion of Employed Women and Managerial Positions (International Comparison)



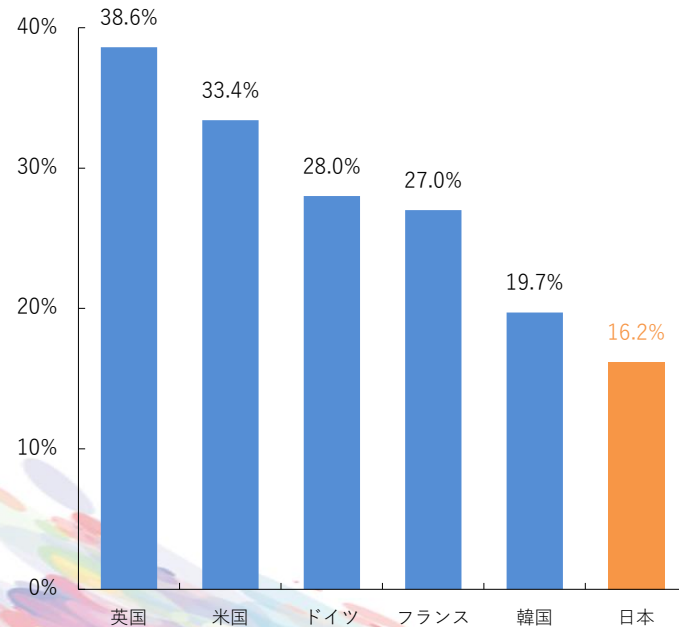
Source: Ministry of Internal Affairs and Communications, "Labour Force Survey (Basic Tabulation)" (2018) and ILO, "ILOSTAT"

4 Women participation in decision making process

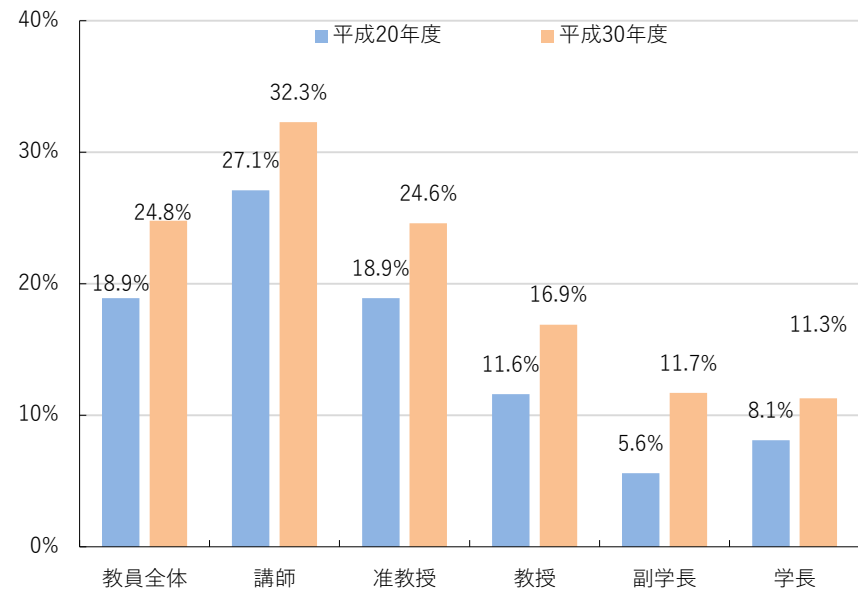


Executive in university and academic society in Japan

◆ Comparison of women researchers



◆ %age of female teachers enrolled in University positions



*Ministry of education, culture, sports, science and technology Japan

5 Education



2014 Nobel Peace Prize Ms. Malala Yousafzai



5th World Assembly for women :WAW ! 2019/22/Mar.

5 Education



1 Advancement rate to higher education at the time of high school graduation (%)

	Junior College		University		Graduate school	
	Women	Men	Women	Men	Women	Men
2018	8.2	0.8	46.6	49.2	5.7	14.7
2000	17.9	1.8	29.2	40.6	6.3	12.8
1990	23.4	1.4	13.5	22.2	3.1	7.7

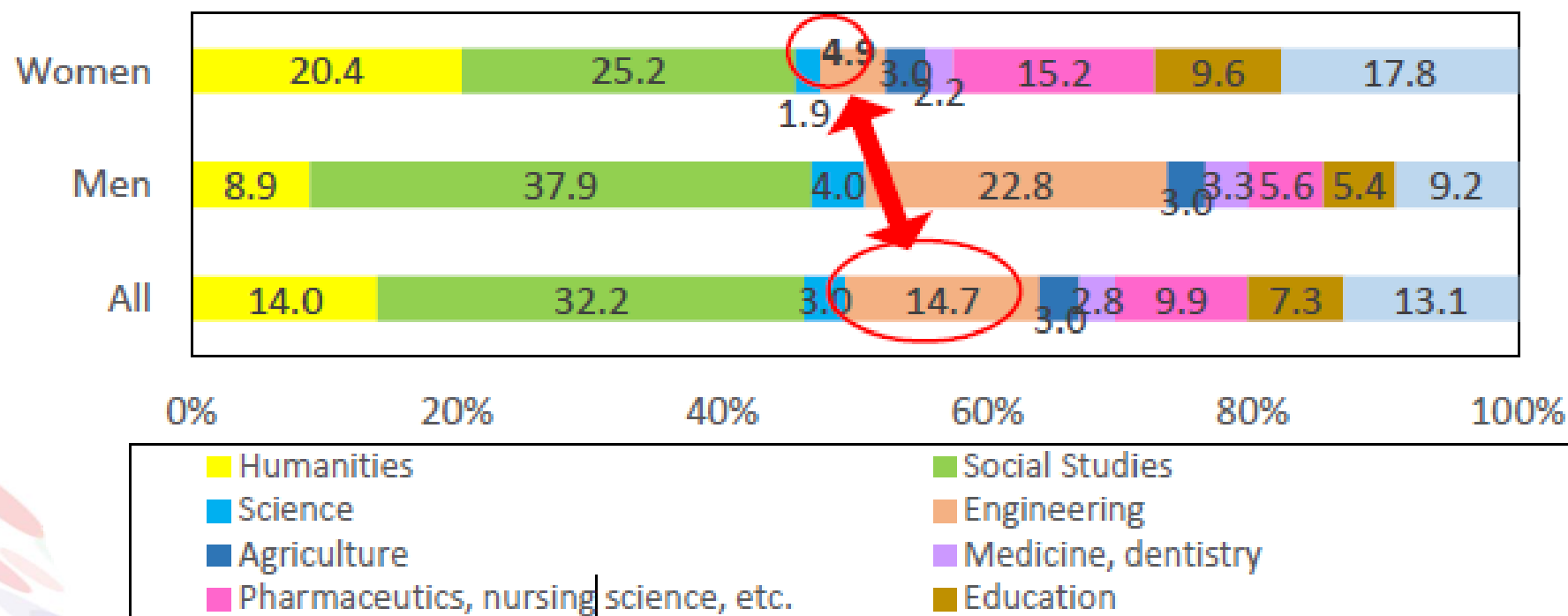
2 Ratio of female undergraduate students by major fields of study Person (%)

		Humanities	Social Science	Science	Engineering
2018	Women	238,545(65.3)	295,827(35.3)	21,781(27.8)	57,446(15.0)
	Men	126,618(34.7)	541,413(64.7)	56,677(72.2)	324,878(85.0)
1990	Women	193,867(67.4)	108,125(15.2)	11,815(18.7)	14,615(4.0)
	Men	93,675(32.6)	603,324(84.8)	51,326(81.3)	353,229(96.0)

*Science and Engineering are selected as examples of field of Natural Sciences.

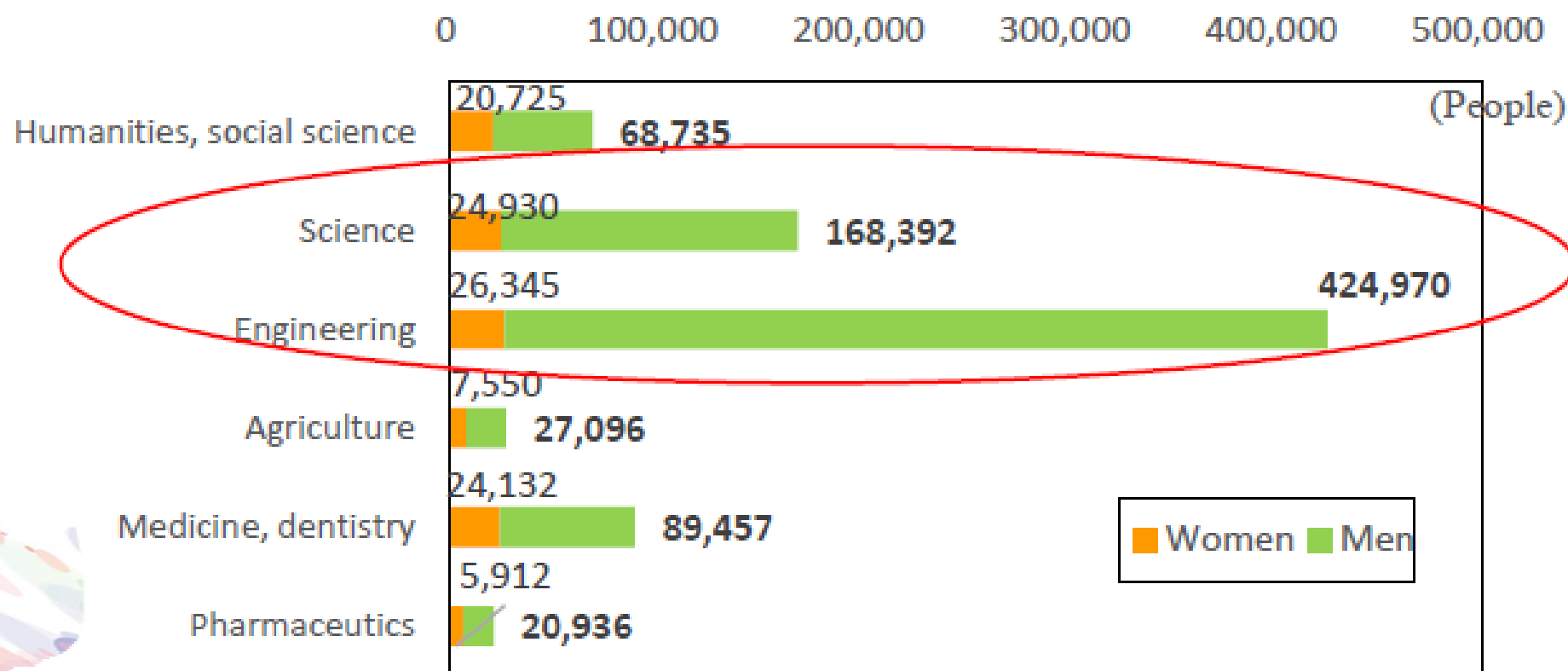
5 Education

Figure I-SF-23 Situation of major subjects of university (department students (by gender, FY2018)



(Source) "Basic School Statistics," MEXT (2018)

Figure I-SF-27 Number of researchers by specialized field (FY2018)



(Source) "Survey of Research and Development" Ministry of Internal Affairs and Communications (2018)

The qualification system for the Astronomy Guide

	Students	The astronomy guide (associate guide)	The astronomy guide
◆ 1:2007	20	20	13
◆ 2:2008	69	53	13
◆ 3:2010	54	51	7
◆ 4:2011	51	45	8
◆ 5:2013	50	47	8
◆ 6:2014	54	52	10
◆ 7:2015	50	50	10
◆ 8:2016	50	47	9
◆ 9:2017	52	51	6
◆ 10:2018	44	42	3(1)
total	450	416	88
female		55%	32%
male		45%	68%

The qualification system for the Astronomy Guide

	Students	The astronomy guide (associate guide)	The astronomy guide
◆ 11:2019	42	?	?
female	22	(52.4%)	
male	20	(47.6%)	



Women's various activities in community

- ◆ President or executive of neighborhood associations ; a residents' association
- ◆ Chairperson or executive of PTA
- ◆ President or executive of voluntary disaster prevention organization
- ◆ President ,executive of welfare commissioner; social worker; Social Welfare Council; community care network
- ◆ President ,executive or member of Nonprofit organization

7 Women participation in Community activity

Mitaka : community care network in Shinkawa-Nakahara



8 Message



- ◆ The significance of life-work balance from women can change the way people live and work.
- ◆ It is meaningful to show diversity, including gender equality.
- ◆ Respect for diversified ways of life that respect each other's diversification, create the power of the community and organization.
- ◆ A society where individuality, abilities and efforts are utilized beyond age, gender, sexual orientation, disability, nationality and ethnicity.

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Thank you for your attention !

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