

GSIS Gender Equality Promotion WG Newsletter No.2



December 2023

Introduction

The Gender Equality Promotion WG of GSIS conducted a questionnaire on research and living conditions for gender equality from November to December last year. In the end, we received responses from 37 respondents. We would like to thank all the respondents for their cooperation.

In this second issue, we report on some of the results of the questionnaire. Detailed results have been uploaded in Google Drive. You can find a link in the web page of this working group in GSIS home page (with limited access to GSIS members).

Basic Attributes

The responses were almost equally distributed, not only by gender and age, but also by job rank and employment status. On the other hand, a crosstabulation revealed some bias, such as a larger percentage of female respondents being assistant professors compared to professors.

Career Interruption

Nearly 90% of the respondents who answered "have experienced career interruption" or "likely to have experienced a career interruption" were assistant professors. The most common reason given was "tenure," indicating that many assistant professors are anxious. The second most common reason given by both men and women was "childbirth/childcare."

Balancing Work and Life

Half of the respondents answered that they sometimes find balancing work and life hard. It seems that many respondents find it difficult to balance work and home life. "Childbirth/childcare" and "housework" were cited as family-related reasons, followed by "own illness." As for work-related reasons, "documents and paperwork," "performance demands," and "meeting time" seem to be the three most important factors, while some respondents cited human relations such as "harassment" and "lack of understanding from others."

About the Measures

The opinions about female-only open positions were particularly numerous. It seems that both men and women feel uncomfortable with the fact that gender comes before ability and achievement. While understanding that this is a necessary measure to correct the disparity, there were various concerns such as friction between men and women and a decline in the quality of faculty members. Some said that it is not important to focus only on the ratio of female faculty members, but that it is more important to follow up on the results. Creating a comfortable working environment for both men and women is likely to be an issue for the future.

Conclusion

Through this survey, we found that diverse constituents were experiencing difficulties and anxiety. We will not stop at the end of the survey, but will continue our activities to make GSIS a better place to work.

We are looking for topics you would like to see covered in the next and subsequent issues of this newsletter. Please feel free to let us know by filling out the form below (or the QR code in the upper right corner) and sending it anonymously.

<https://forms.gle/S5rV3onFhZV2M6wy8>



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