

Proposals for Promoting Gender Equality at Nagoya University

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Nagoya University
Working Group for Promotion of Gender Equality

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Preface

1. The Basic Law for a Gender-equal Society (Law #78, 1999), enacted in June 1999, stipulates that the realization of a gender-equal society may be the most critical issue determining the state of Japanese society in the 21st century. The Law emphasizes the vital importance of promoting measures towards the formation of gender-equal systems in every social arena. The Law defines a gender-equal society as a society that treats men and women as equal, and one which equally provides men and women with opportunities to freely participate in the full spectrum of public activity. In such a society, men and women equally receive political, economic, social, and cultural benefits, while they both share social responsibilities.
2. Based on the Law, the Japanese government prepared the Basic Plan for Promoting the Formation of a Gender-equal Society (Basic Plan for Gender Equality) in December 2000. This aims to promote various measures towards the formation of a gender-equal society in a holistic and systematic manner. Based on the Plan, the government has decided to incorporate gender-sensitive viewpoints in all social institutions and to promote the formation of a gender-equal society holistically and systematically.
3. The "Basic Approaches and Practical Measures" stipulated in the Basic Plan for Gender Equality suggest that affirmative action be introduced in selecting governmental council members and employing/promoting national government employees, so as to reflect women's viewpoints in policymaking. With respect to education and research activities at advanced educational institutes, the Plan suggests that such institutes incorporate gender-sensitive viewpoints, and encourage women to study a wide variety of subjects. At the same time, it suggests that advanced educational institutes promote women's participation in academic and research activities, and realize gender equality in the academic circle, based on the proposals of the Working Group for Promoting Gender Equality of the Japan Association of National Universities.
4. In February 2000 Nagoya University decided on an academic plan framework, and adopted the "Academic Charter of Nagoya University," which stipulates the principles of the academic plan. Nagoya University, with its role as a center of learning, believes that its historical and social mission is contributing to the welfare of people through research and education in human, social, and natural sciences. As one of Japan's leading universities, Nagoya University will constantly fulfil its responsibility by implementing various measures in compliance with the basic goals and principles stipulated in the Academic Charter. To actively contribute to the progress of science and culture, and to advance education and research in the future, however, the University must swiftly improve its environment, enabling both men and women to fully develop their potential in research and education. In other words, both men and women must be free from the stereotypes that have been fostered in a male-oriented society, and respect individual sensitivities and values.
5. Since active participation of women in education and research is key to the development of the University in the 21st century, Nagoya University gives the utmost priority to the implementation of measures for realizing gender equality. Specifically, the University will seek to equally provide men and women with opportunities to participate freely in all academic activities, by sharing responsibilities equally.
6. Based on recent studies of the measures taken by the University, the Working Group for Promotion of Gender Equality has compiled practical proposals for promoting gender equality. It is the sincere hope of the Group members that the proposals will be studied thoroughly by respective departments, and implemented throughout the campus.

1. Basic Philosophy and Principles for Promoting Gender Equality at Nagoya University

To contribute to the formation of a gender-equal society, Nagoya University must determine basic principles and policies for promoting gender equality within the University. It must also publicize these principles and policies both on and off campus, and prepare practical measures for their implementation.

2. Reinforcement of Education and Research Activities from the Perspective of Gender Equality

The formation of a gender-equal society does not call only for the elimination of existing inequalities and prevention of potential inequalities. It also requires active commitment to issues of human rights, health, security, and other problems that are deeply related to the quality of life, as well as the resolution to create a new society attractive to each individual. In this context, universities can and should play an important role. Studies about gender-equal society, for instance, can enlighten faculty and administrative staff, as well as students; help increase the number of women researchers; and improve their working environment. This in turn will accelerate the realization of a gender-equal society. For universities to play this role, however, the following measures should be taken.

- (1) Designing a curriculum with emphasis on subjects related to gender equality (gender studies, etc.)

Respectful attitudes towards human rights, health, and security are essential for all academic study. It is particularly meaningful to study these issues in youth, when individual character building is still under way. Accordingly, studies of these issues must be incorporated in the curriculum as common subjects for all students.

- (2) Promoting studies of gender equality and related issues

Various subjects can incorporate the study of gender equality issues. At the same time, the study of these issues has great potential for involving still more elements. These can include studies of humanity from cultural and historical aspects; surveys of living environments and social systems; searching for an optimal balance between occupational and family life; and provision of childcare and the elderly care services. The University should be actively committed to the study of these issues, as well as the formation of a research institute to integrate multifaceted study approaches. At the same time, the University should make study results available to the public and share useful information with local communities.

3. Collection of Data Regarding Faculty, Administrative Staff and Students of Nagoya University

To understand the numerical imbalance between men and women, the University must survey the numbers of male and female faculty and administrative staff, as well as students.

- (1) In principle, the statistical data should be collected for the items listed below. Based on the data, the University must determine subjects where the number of women is extremely small, and take appropriate measures for increasing the number of women in those areas. In addition, changes in the male-female balance must be sought to prepare appropriate measures for

increasing women.

[1] Faculty members

Breakdown by position, school, age, academic specialty, etc.; working conditions of part-time instructors and researchers

[2] Administrative staff (engaged in office work, library work, facility maintenance, engineering, medical treatment, etc.)

Breakdown by job type, age, etc.

[3] Students

Breakdown by graduate school, undergraduate school, course, academic specialty, etc.; breakdown of applicants and enrolled students by sex; job placement of post-graduate students from graduate school

- (2) To promote the employment and promotion of women, the statistical data must be disclosed both on and off campus.

4. Establishment of an Open Recruiting System for Increasing the Number of Women Faculty Members, and Adoption of Affirmative Action

As public entities, universities must actively fulfil their duty of achieving gender equality. Increasing the number of women faculty members is effective in securing high-quality staff at advanced education institutes, and encouraging women students to continue studying, since more positions for women means more job opportunities for women students. To fulfil its social responsibility by employing more women, Nagoya University should take practical and effective measures to increase the number of women in faculties. The University, for instance, should introduce affirmative action and an open recruiting system for faculty members.

(1) Establishment of an open recruiting system for faculty

In conventional recruiting systems, related information has been disclosed to only a limited number of people, often excluding women. Although this system is no longer effective in securing high-quality staff, the University has thus far seldom recruited faculty members from outside the campus. To reform this conventional system, the University will disclose any recruitment information on its website and that of the National Institute of Informatics. In addition, the University will publicize such information in related journals, and at academic meetings and seminars.

(2) Introduction of affirmative action

In the past, women researchers were at a disadvantage in employment and promotion. To actively eliminate existing discrimination against women researchers, and to prevent potential discrimination in the future, it is desirable to introduce affirmative action in the employment and promotion of female faculty members.

(3) Preparation of affirmative action plans

The Japan Association of National Universities has proposed that the ratio of women faculty members (except for research associates) at national universities be raised from the present 6.6% to 20% by 2010. At Nagoya University, the percentage of women faculty members in 2000 was 6.7% (9.0%, including research associates). Accordingly, the University must prepare target percentages for individual schools and academic disciplines, together with schedules for achieving these targets.

- (4) Incorporation of ratio of women faculty members in the evaluation of individual schools
The evaluation of individual schools must incorporate the ratio of women faculty members, changes in that ratio, and efforts being made to increase it.

5. Measures to Promote Gender Equality in Science/Engineering Courses

The number of women researchers is particularly low in science/engineering courses in Japan, as well as in Western countries. International organizations have noticed this problem, offering various proposals for raising the number of women. In Japan, the Japan Association of National Universities has prepared a proposal for promoting gender equality at national universities with particular emphasis on the low number of women in science/engineering courses. To cope with this problem, Nagoya University must also take measures to increase the number of women researchers in science, engineering, agriculture, and medical courses, based on thorough analysis of the current situation.

- (1) To employ more women in faculties, the University must actively encourage women students to take doctoral courses, inspiring them to become faculty members. Particular efforts must be made in disciplines where only a few women are working. Schools that have few female students must actively search for women candidates for faculty among their students, and actively recommend them for appropriate positions.
- (2) The University must prepare an ideal working environment for women researchers. It must improve facilities from a gender-sensitive viewpoint, and develop appropriate mechanisms to help women researchers fulfil both occupational and family responsibilities. Also, the University must thoroughly eliminate gender-based discrimination as regards evaluation of women researchers' achievements, aptitudes, and character, particularly at the time of hiring and promotion to administrative positions. Since the study of science, engineering, agriculture, and medical science requires a considerable amount of time and effort, particular consideration must be paid to women researchers.

6. Promotion of Female Administrative Staff

The University must effectively use the potential of female administrative staff, and promote them to higher positions actively and systematically.

- (1) Nagoya University has a total of 3,500 faculty and administrative staff. This comprises approximately 1,900 faculty members responsible for education and research, and approximately 1,600 administrative staff members responsible for the university management and operation, as well as the support of education and research activities. The administrative staff consists of those who are engaged in office work, library work, facility maintenance, engineering, medical treatment, etc.
- (2) The situations of women staff members differ according to job types and their specialties. All jobs, however, are essential for education and research activities. Accordingly, the University must seek effective use of the potential of female staff members, and actively promote them to higher positions.

- (3) Although the ratio of women engaged in office work is increasing, the ratio of women in management positions is relatively low. Therefore, active and systematic measures should be taken to promote female staff members to management.

7. Improvement of Working Conditions for Part-time Instructors

Nagoya University employs part-time instructors to facilitate educational activities at undergraduate and graduate schools. Since the ratio of women is particularly high for part-time instructors who are not employed by any university on a regular basis, Nagoya University must improve their working conditions and research environments.

- (1) Although some part-time instructors are promoted to the regular faculty, others are obliged to remain part-time for many years, and are paid relatively low salaries, simply because they are women. The University must promote to regular faculty, part-time instructors who have served for several years on a regular basis.
- (2) To secure truly capable faculty members, part-time instructors must be hired with an open recruiting system, and their screening must be based on applicants' abilities, degrees, and educational careers.
- (3) To increase opportunities for promoting part-time instructors to regular faculty, their research environment must be improved. A radical reform must be sought to allow the provision of research funds to part-time instructors who are not employed by any university on a regular basis. Also, they must be allowed to participate in joint research projects with regular faculty members of Nagoya University, and to share information useful for their academic activities.

8. Promotion of Gender Equality in Research, and Improvement of Research Environment for Women Researchers

The University must allow more women researchers to participate in research activities by actively improving their research environment.

- (1) Special consideration must be given to women researchers so that they do not have a disadvantage in receiving research funds, obtaining self-study opportunities, and participating in joint projects both on and off campus. Female researchers should be given equal opportunities to males to commit themselves to study, and to achieve study results.
- (2) Any discriminative customs must be abolished with respect to the evaluation of women researchers' achievements, promotion to higher positions, etc. Also, as many women as possible should be involved in decision-making regarding improvement of the research environment for women researchers.

9. An Ombudsperson System for Promoting Gender Equality

To promote gender equality in research, education, administration, personnel affairs, etc., it is important to actively hear the views and opinions of as many people as possible throughout the campus. Also, an ombudsperson system must be established from the perspective of gender equality.

- (1) Establishment of an ombudsperson system
Nagoya University will establish an ombudsperson system for receiving complaints regarding gender-based discrimination in working conditions, achievement evaluation, treatment of individual staff members/students, employment, etc. Under this system, complaints will be thoroughly examined and solutions sought for individual cases.
- (2) Establishment of Legal Consultation Center (provisional name)
To promote gender equality, the University will establish a Legal Consultation Center (provisional name) on campus. The Center will engage in the following activities:
 - a) Providing legal information concerning women's rights, status, and gender discrimination, and
 - b) Offering legal advice and consultation to address individual cases.

10. Prevention and Measures against Sexual Harassment

In 2000 Nagoya University formulated its Guidelines for Preventing Sexual Harassment, and also its University Code on Preventing Sexual Harassment. These documents stipulate that sexual harassment, which constitutes an infringement of human rights, can take place where there is a relationship between those who have official authority and those who do not. In other words, sexual harassment can happen among administrative staff members, between faculty members and students, etc. Based on a broad interpretation of "sexual harassment," the documents define the term as behavior or verbal expressions that may displease individuals of the opposite sex. The documents also suggest that so-called "gender harassment," such as expression of stereotypes regarding gender roles, must be restrained so as to prevent sexual harassment. To develop a thorough understanding of the spirit of the Guidelines and Code among all related parties, the following measures must be taken.

- (1) The University must simultaneously seek to establish gender equality and to prevent sexual harassment, since these two goals are inseparable. It is not unique to Nagoya University, but common throughout Japan, that the majority of sexual harassment victims are women, and that the majority of individuals in high positions are men, be they faculty members or administrative staff. These imbalances, reflecting the low social status of women, have their roots in Japan's social structure, as well as a traditional view of gender. Based on this recognition, all faculty and administrative staff of the University must understand the spirit of the Guidelines and Code described above, and work together to create a workplace safe and comfortable for all workers and free from sexual harassment. This is the prerequisite for increasing the number of women faculty members, and promoting gender equality at the University. At the same time, the most effective measure in preventing sexual harassment is to drastically increase the number of women faculty members and women managers.
- (2) Following the preparation of the Code and Guidelines, a consultation system was established for victims of sexual harassment. Also, the University established an Anti-Sexual Harassment Committee and two special subcommittees. Of these, the special subcommittee dedicated to the resolution of individual cases has established an ombudsperson system to help victims and resolve individual problems. However, further efforts are necessary to reinforce the consultation system, for instance, stationing doctors and other specialists at the consultation office. It is also essential that the other subcommittee dedicated to the prevention of sexual harassment take the initiative in awareness campaigns, through such means as holding seminars and study meetings, and distributing pamphlets to all parties concerned.

- (3) In addition to faculty/administrative staff and university students, Nagoya University has regular teachers and students of the University-affiliated lower and upper secondary schools, and staff and clients of the University Hospital and other related facilities. Within this environment, sexual harassment surveys must be conducted on a regular basis, based on which effective prevention measures can be developed. Since the campus has a wide diversity of people, the University must also address ill treatment and discrimination based on nationality, age, ethnicity, and religion, in addition to gender.

11. Improvement of Environment for Childcare and Care of the Sick and Aged

Childcare centers operated by social welfare corporations on Tsurumai and Higashi-yama campuses accept children of both people related and unrelated to the University. On Tsurumai campus, there is another childcare center for newly born babies of University workers.

To promote gender equality, however, the University must improve the childcare environment, and also provide assistance to workers responsible for care of sick family members.

- (1) The University must consult with childcare center operators regarding an increase in the number of children to be admitted, extension of childcare hours, and care of children who have recently been sick.
- (2) To help faculty/administrative staff members who must take care of sick family members, the University must hire care managers (licensed managers are preferable) who offer consultation services and help resolve problems concerning the official care service.

12. Use of Maiden Names

Although the University currently has no specific code regarding the use of maiden names, individual schools permit use of maiden names in various publications, including the list of faculty/administrative staff members, the list of researchers, syllabuses, and annual reports. The University, however, is required to prepare a written code regarding this issue, and to coordinate different approaches among individual schools, so as to prevent any negative impact of changing names on the research careers of women faculty members.

13. Organizations for Promotion of Gender Equality

To promote practical measures in compliance with the report entitled "Toward Realization of Gender Equality at National Universities," the University must establish the "Gender Equality Promotion Committee" (provisional name), comprising the members of the Directors Meeting. The Committee must fulfil the following tasks:

- (1) Policymaking from the perspective of promoting gender equality
- (2) Design, preparation, and implementation of practical measures for promoting gender equality
- (3) Monitoring and evaluation of the state of implementation of practical measures, and also their improvement
- (4) Holding campus-wide discussions regarding promotion of gender equality
- (5) Public relations and disclosure/dissemination of information on promotion of gender equality