

Independent Administrative Agency Forestry and Forest Products Research Institute

Inquiry: Gender Equality Office
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Funded by Ministry of Education, Culture, Sports, Science and Technology
Support program for woman scientists to promote Science and Technology



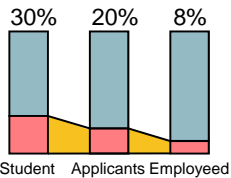
Cheers! Female Scientists with Family responsibilities

Woman's Program: FFPRI Encourage Model

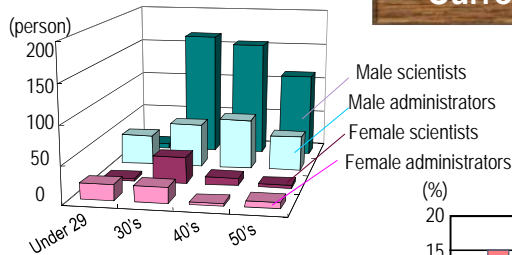


Current Problems

The female ratio in undergraduate and graduate university students who study forest science exceeds 30%. However, the female ratio of FFPRI newly employed has decreased to 8% in the last three years.

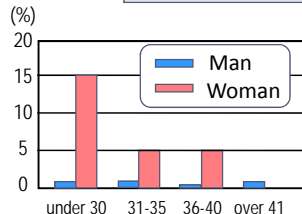


Decrease of Woman's ratio



FFPRI: the ratio of female scientists is only 10%, 70% of whom are in their 20s/30s and caring for infants and small children.

Most early retirees are female.



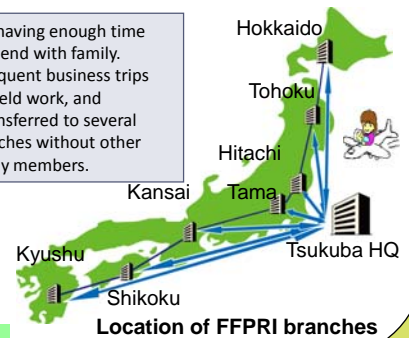
Ages of early retirees of FFPRI scientists (1992~) (Scientists who transferred to universities or others research institutes are excluded.)



Female scientists engaged in field investigations



Not having enough time to spend with family.
- Frequent business trips for field work, and
- Transferred to several branches without other family members.



Difficulty of building career for female scientists

① Support during the office hours

- installing flexible working system to make office hours shorter,
- installing flexible working system to make time for dealing with family issue.
- Organizing regulations for taking maternity, nursing leave
- Establishment of consulting service to organize work and family.

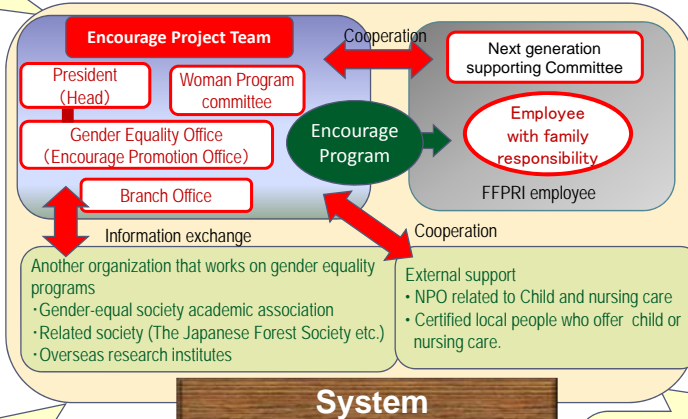


Contents



② Support of child care and nursing care for elderly

- Rental service of PC/software, and grants to hire research assistants.
- Establish a day-care center at FFPRI
- Install support system for business trips and emergency situations
- Distribute information on local child and nursing care agency, etc.



Researchers support results in 2007 (Person who receives support)

	Woman		Man		Total
	Child care leave	Others	Child care leave	Others	
Rental PC	4	5	1		10
Rental software	4	6	2		12
Research assistant	3	4		1	8
Consignment analysis	1	1			2

③ Establishment of IT environment

- Construction of video conference (between HQ and branches)
- Construction of WEB meeting system (between work place and home)



④ Support for next generations

- Educate all employees on gender-equality (Survey of current problems, training, and organizing symposium)
- Campaigns for hiring more female scientists
- Place high priority on hiring a female scientist who has not been able to work because of family-related issues.

Goals

- Installing flexible work hours system,
- Building flexible support system of child and nursing care,
- Building net-working system between headquarter and entire branches, laboratory and home,
- Increasing the ratio of female scientists to 30 %.
- > 30 % is the same ratio as female students in the forest science.
- Make early retiree ZERO. Build work environment that employees are not forced to quit work because of her/his excessive family responsibility

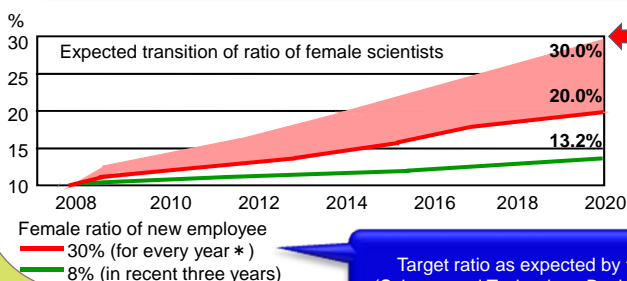


FFPRI Encourage Model



Highlights

- Regardless of gender, including male scientists and administrators, anyone who has excessive family responsibility would be supported by the system.
- Both young and elderly are taken into the consideration. Support for maternity and child care, and nursing care leave.
- The computer network between work place and home would help scientists who work from home. Expense for the required system would be covered.
- Support system is flexible and takes into consideration sickness of family members.



Goal: Set gender equality law as 30 % by 2020, for female supervisory positions.
The Basic Law for a Gender-equal Society II

Target ratio as expected by the Government
(Science and Technology Basic Plan, third stage)