

Philosophical Association of Japan 2016 Gender Equality Survey Results Report

May 21, 2017

76th Annual Meeting of the Philosophical Association of Japan
(at Hitotsubashi University)

Workshop on gender equality and support for young researchers

How is the Philosophical Association of Japan changing?

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Purpose of this report

- To report the results of the gender quality survey conducted between January and February 2016
- It will focus mainly on the overall simple aggregation and the gender cross-tabulations, also referring to other points if a noticeable trend can be seen (Cross-tabulation by age group is omitted here).
- For comparison, the following two sources will also be referred to as appropriate:
 - Similar survey conducted by Philosophical Association of Japan (below, “the previous survey”)
 - The 3rd large-scale survey carried out by The Japan Inter-Society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering, in 2012 (“Liaison Association Committee Survey”)
- As a whole, the main purpose of this report is to present the results rather than to analyze.

Survey overview

- Survey period: January 6th (Fri) – February 17th (Fri), 2017
- Method: Email sent to members with a registered address with a request to complete an online questionnaire. For those without a registered email address, a request letter was sent by post.

Thank you very much for your cooperation!

- Number of responses, response rate (estimated):

Overall: 242 (/1403 persons), 17%

Women: 55 (/approx. 159 people), approx. 35%

Men: 185 (/approx. 1244 people), approx. 15%

Other: 2

* The two responses received by post are not reflected in this report.

Other remarks

- Structure of the questionnaire:

Q1. The low proportion of female researchers and committee members
in the field of philosophy in Japan

Q2. Positive action

Q3. Gender bias, differences in the treatment of men and women

Q4. What is necessary to promote gender equality (free description)

Q5. Acknowledging the current status of gender equality

Q6. Level of awareness of the activities of this WG

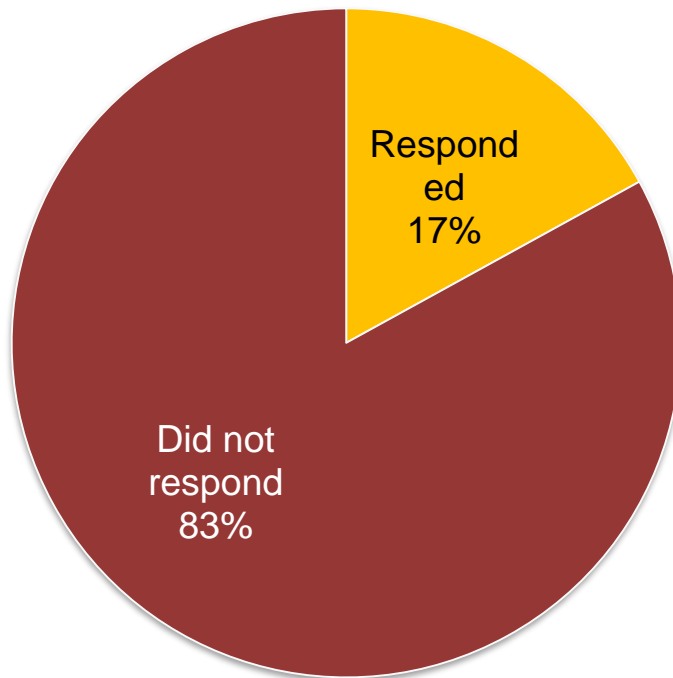
[Test of ratio differences]
Significance Level High/Low

- The symbols on the right that appear in the graph below indicate significant differences from the average proportion.

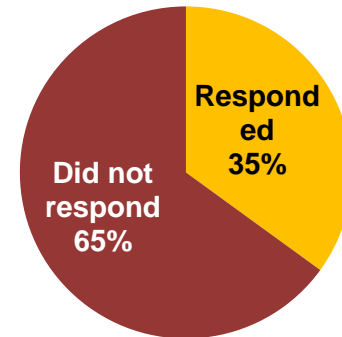
[比率の差の検定]
有意水準 高 低
99% ▲ ▼
95% △ ▽
90% ∴ ∴

Response rate

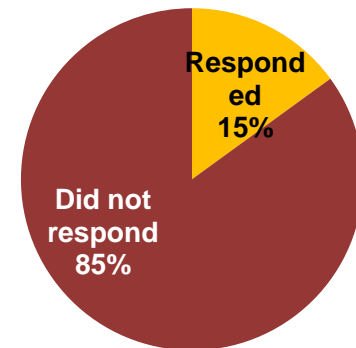
Overall



Women (estimated)

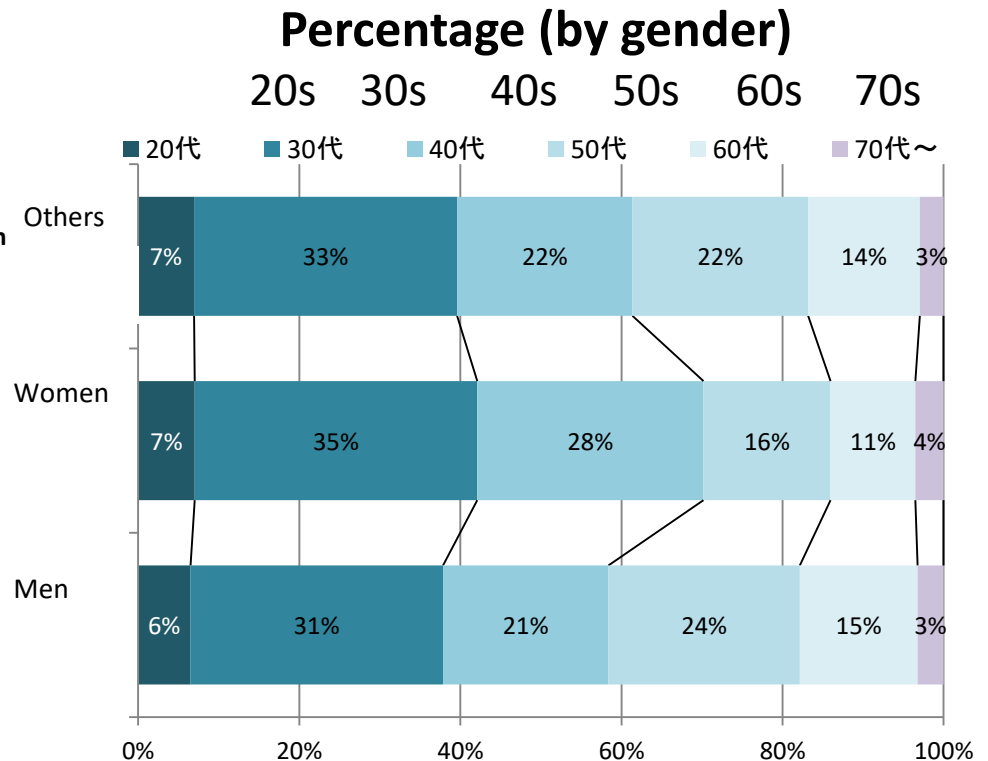
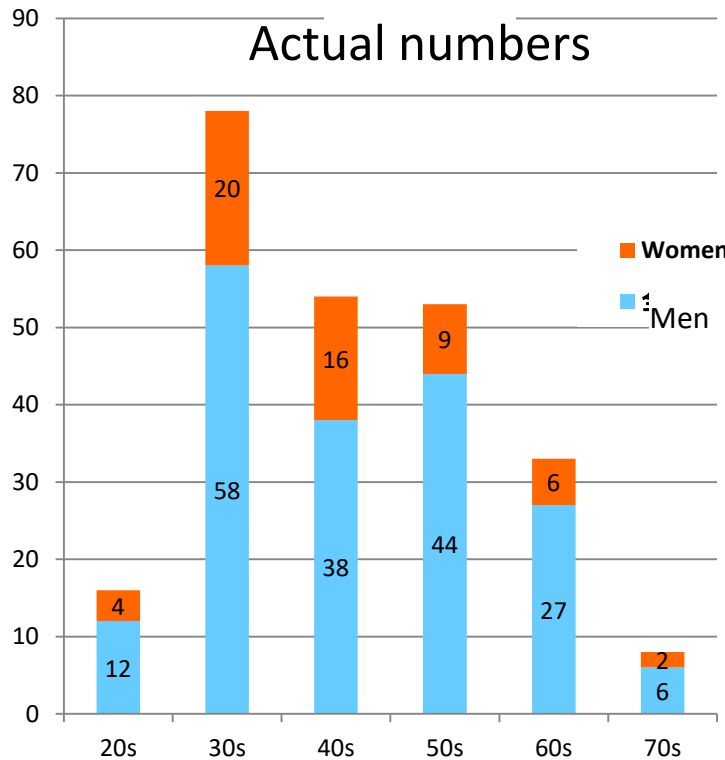


Men (estimated)



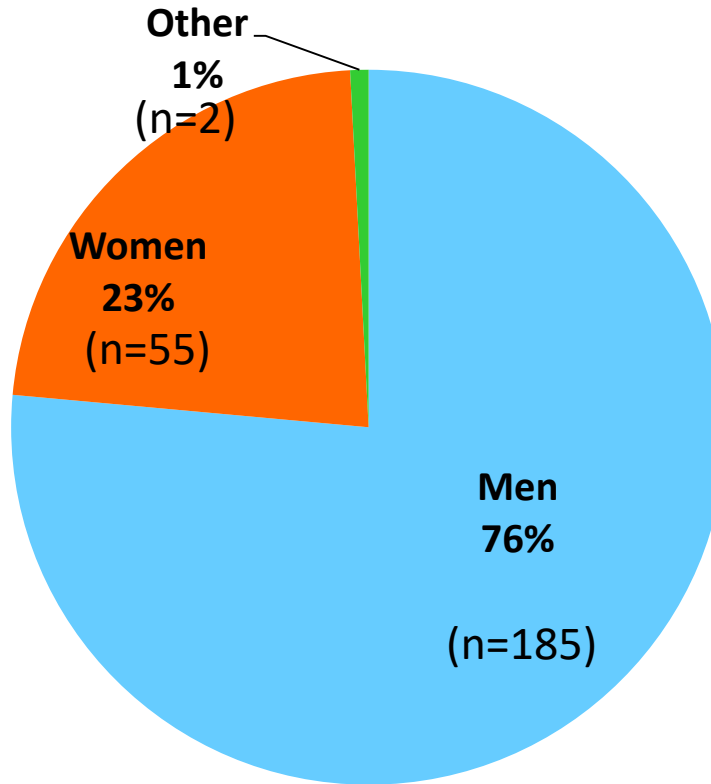
* The overall response rate increased by approximately three times (6% → 17%) compared with the previous survey
The response rate from men increased 3 times (5%→15%), while that from women increased 1.6 times (22% → 35%)

SQ1. Current age as of April 1, 2016



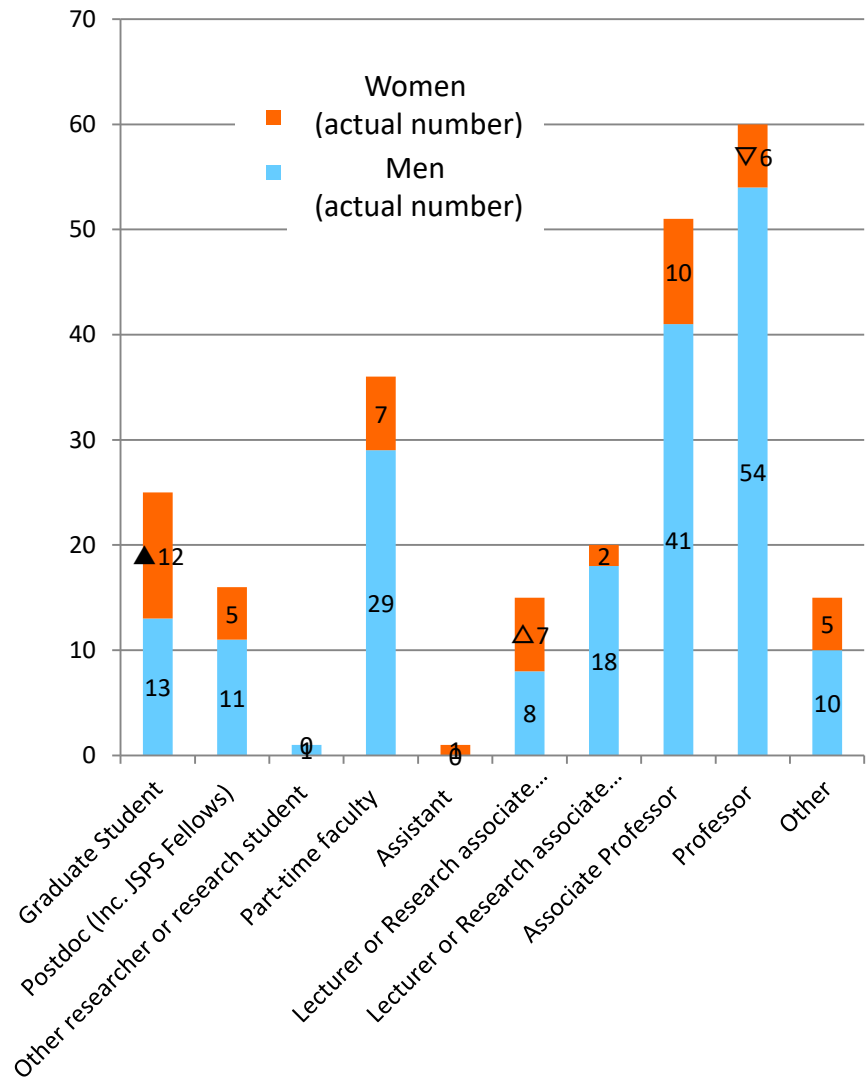
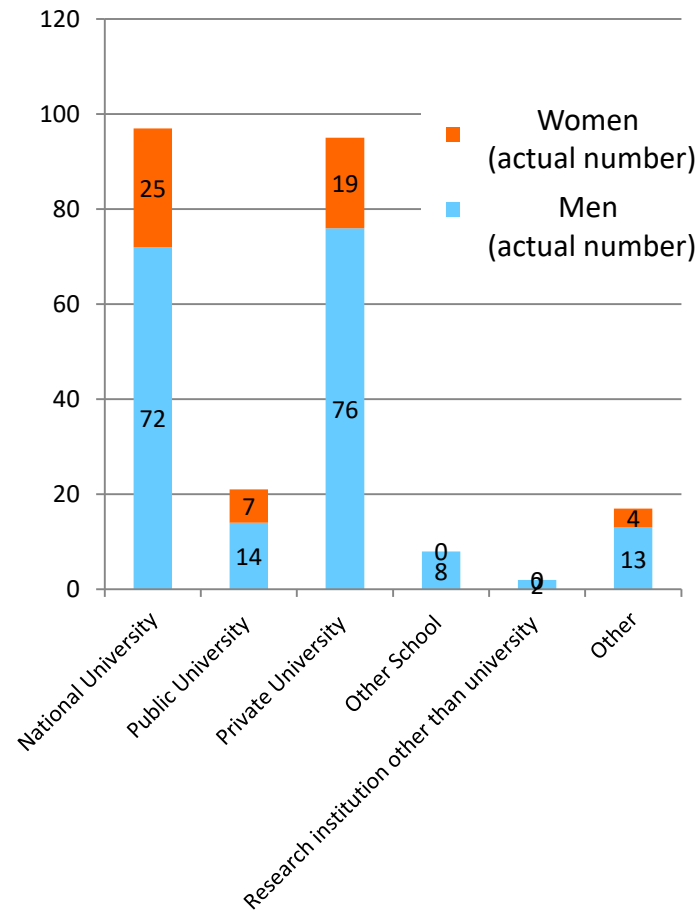
* The number of respondents (39 to 96) and the response rate (29% → 39%) both increased, especially among members in their 30s. There was also an increase among members in their 40s (52%→61%), with the response rate among women in their 40s and below in particular at 70%.

SQ2. Gender of respondents

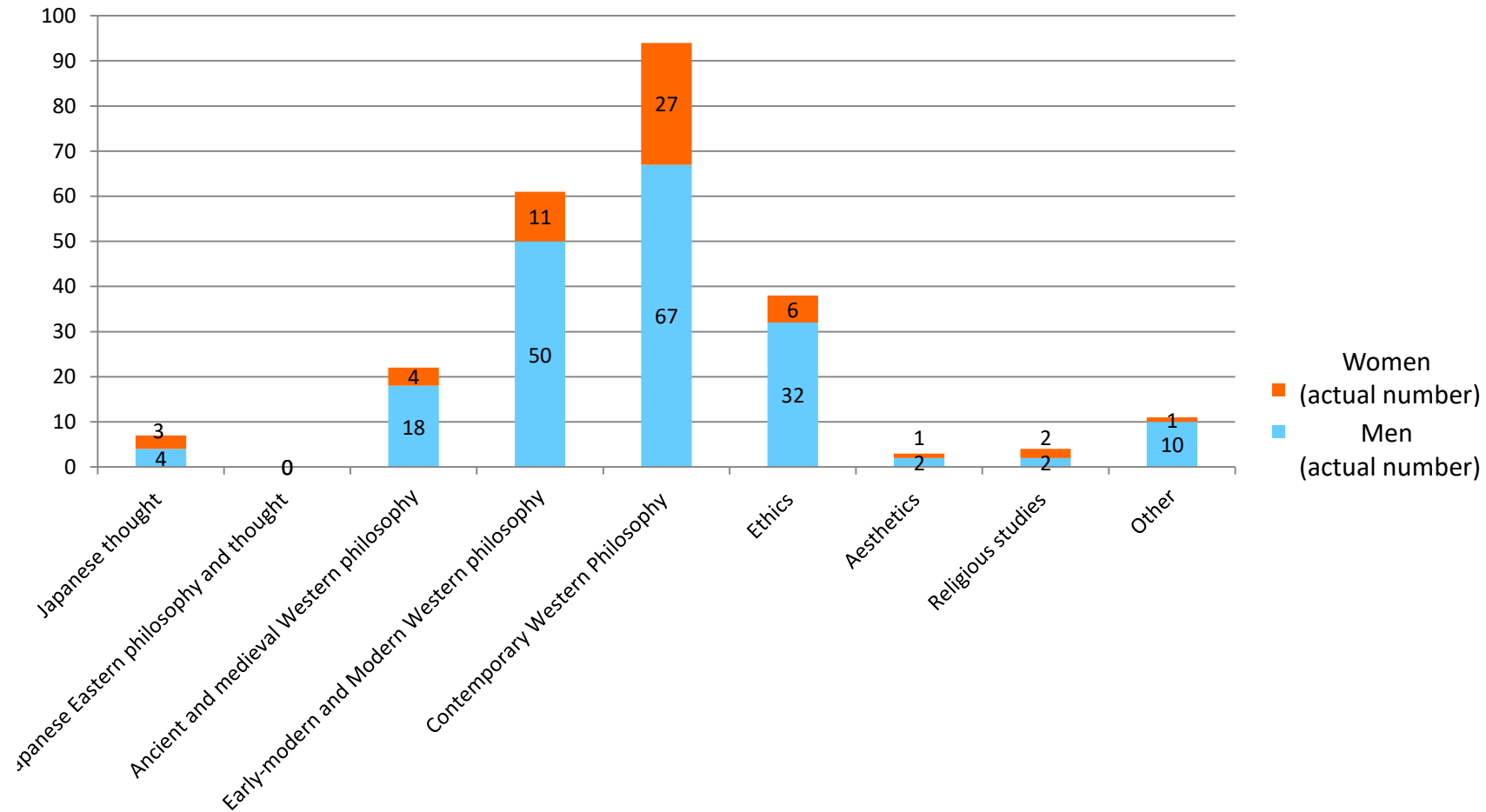


* The ratio of men to women (75% men, 25% women), was roughly the same as the previous survey. It was also nearly the same as that in the Liaison Association Committee Survey (men 73%, women 27%)

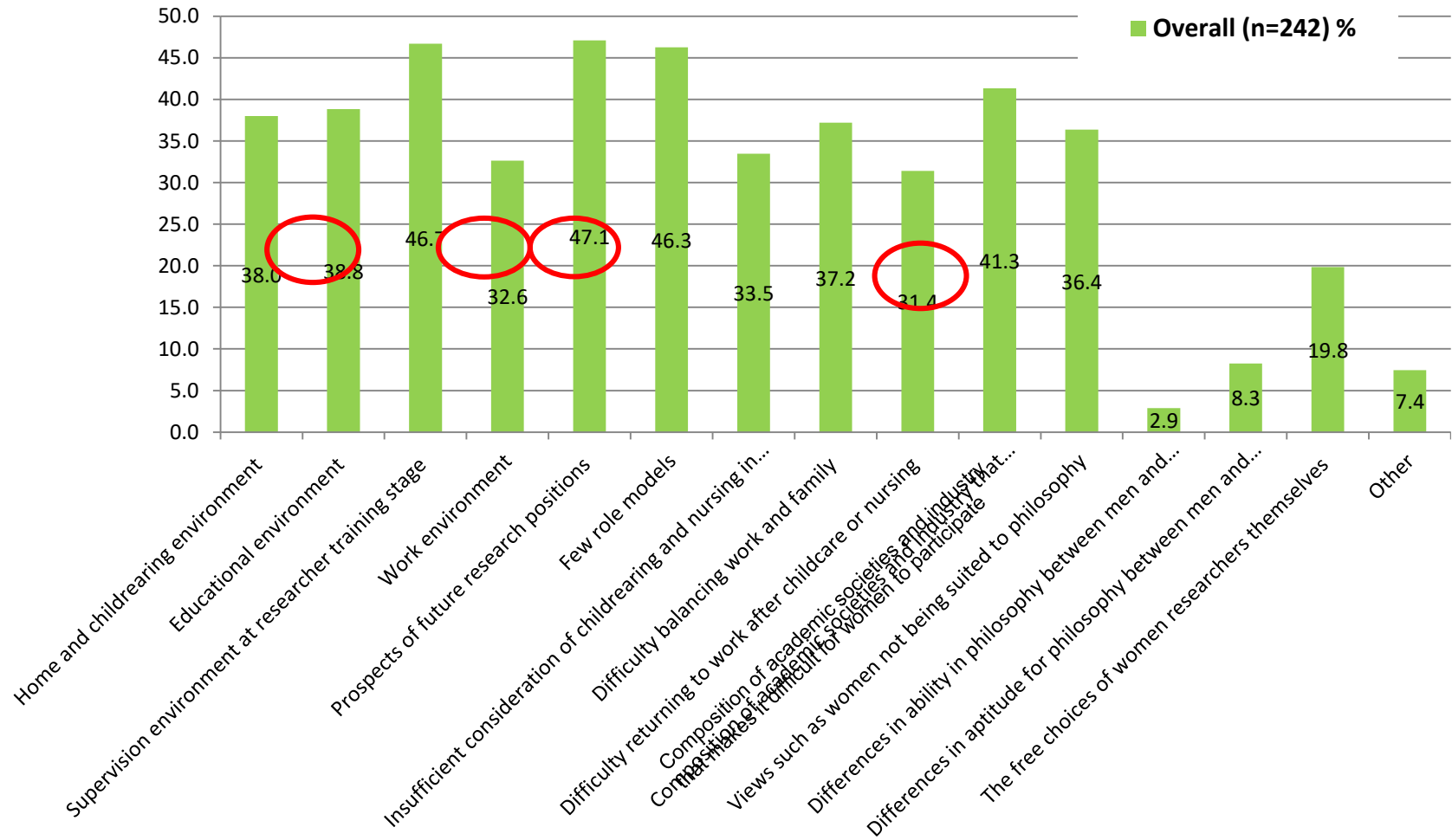
SQ3. Current affiliation, SQ4. Current position



SQ5. Field of specialization (closest)



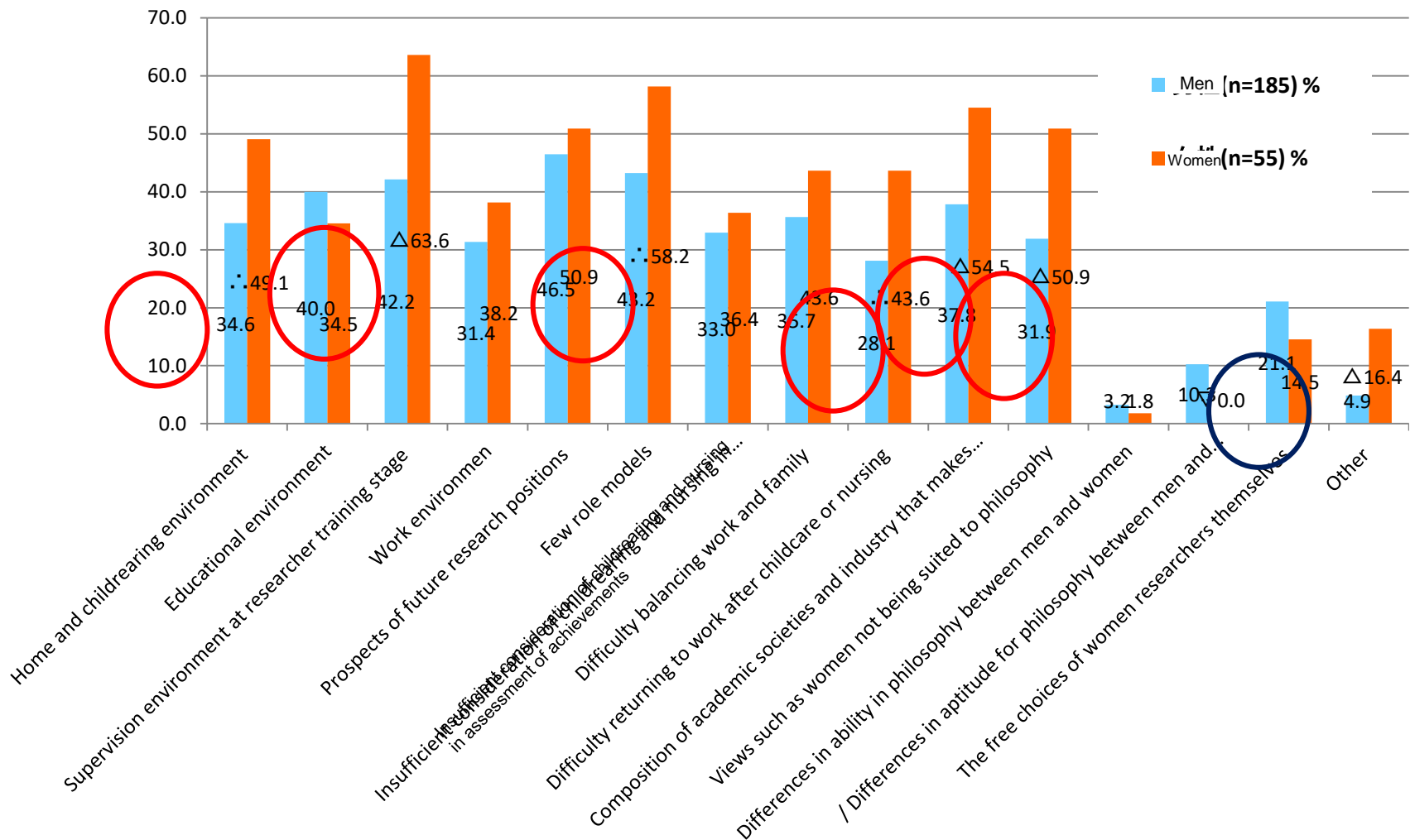
Q1-1. What do you think the low proportion of female researchers in the field of philosophy reflects? (overall)



Answers to Q1-1 (overall)

- Commonly chosen answers (over 40%): “Prospects of future research positions”, “the researcher development stage”, “role model”, “the composition of academic societies and industry”.
 - Compared with the previous survey, **the rate at which “the free choices of female researchers” was chosen was greatly reduced** (46%→20% overall, men 50%→21%, women 33%→15%)
 - Compared to the Liaison Association Committee Survey:
 - “difficulty balancing work and family” is lower at 37%, compared to 60% in the Liaison Association Committee Survey.
 - Answers chosen at a higher rate: “Image of the future” (47%, 26% in LAC survey), “role models” (46%, 30% in LAC survey), “Home (childcare) environment” (38%, 20% in LAC survey), “educational environment” (39%, 26% in LAC survey).
- In addition to the factors common to other fields, there seems to be a need to identify factors unique to the field of philosophy.

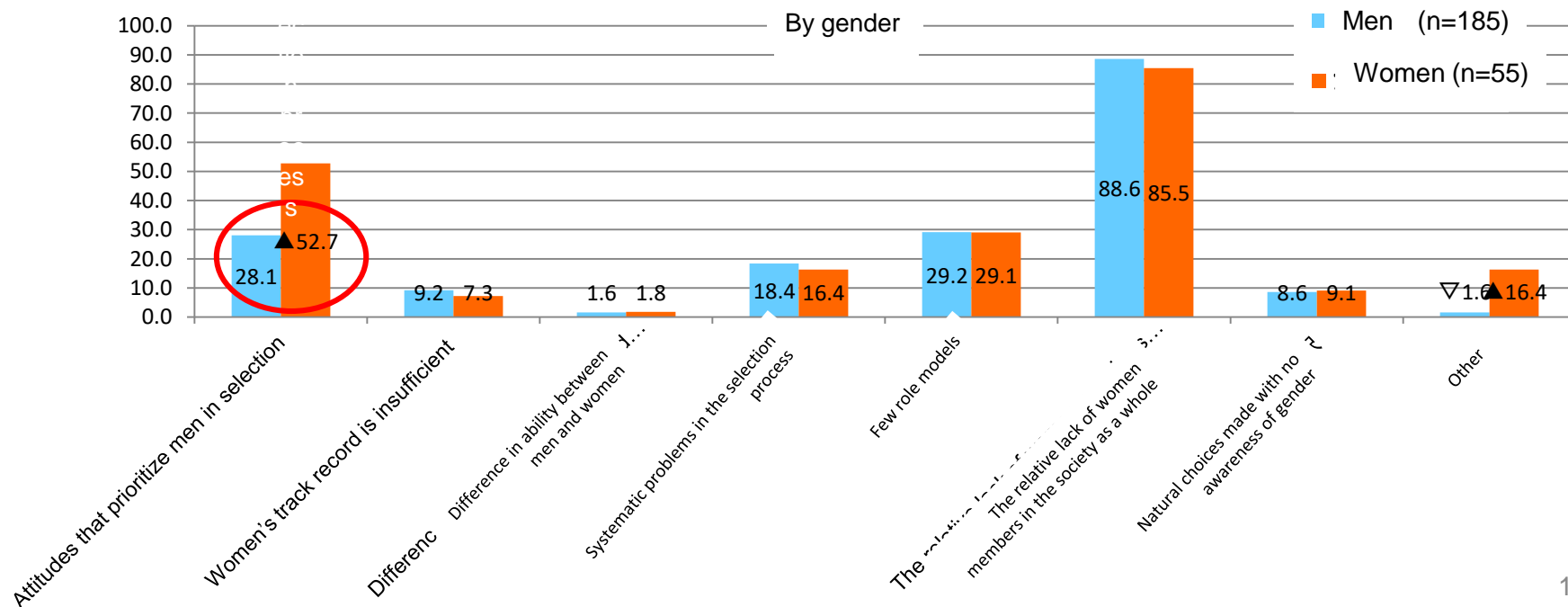
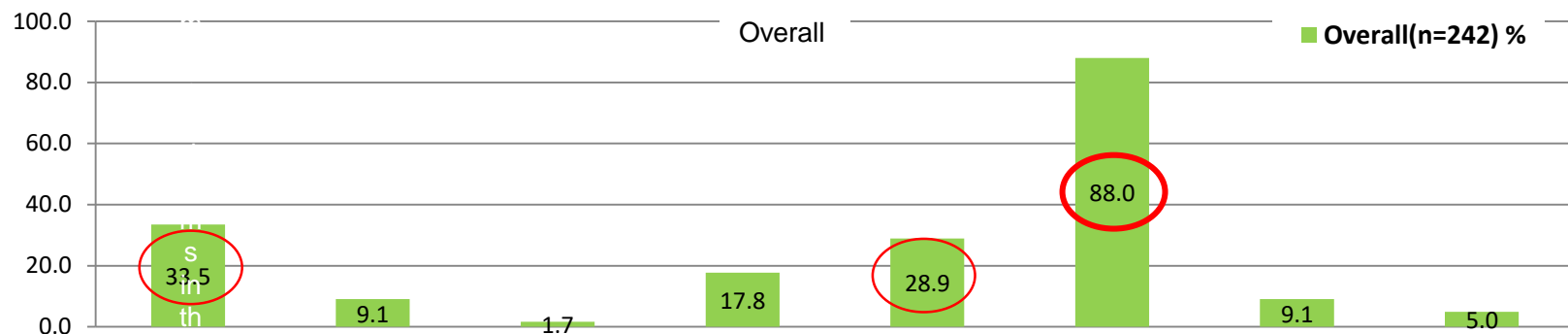
Q1-1. What do you think the low proportion of female researchers in the field of philosophy reflects? (answers by gender)



Answers to Q1-1 (gender comparison)

- In most items, there was a significant difference between men and women in the rate at which they were chosen. These included:
 - “Supervision environment at the researcher training stage” Women 64% > Men 42%
 - “Few role models” Women 58% > Men 43%
 - “Composition of academic societies and industry that makes it difficult for women to participate” Women 55% > Men 38%
 - “Views such as women not being suited to philosophy” Women 51% > Men 32%
 - However, there were some items in which the gap narrowed relative to the previous survey:
 - “Views such as women not being suited to philosophy” Gap of 35% → 19%
 - “Composition of academic societies and industry that makes it difficult for women to participate” Gap of 30% → 17%
 - “The free choices of female researchers” Gap of 17% → 6%
 - “Educational environment” Gap of 13% → 5%
- There is still a difference in the perception of men and women, but these have become closer on some items.

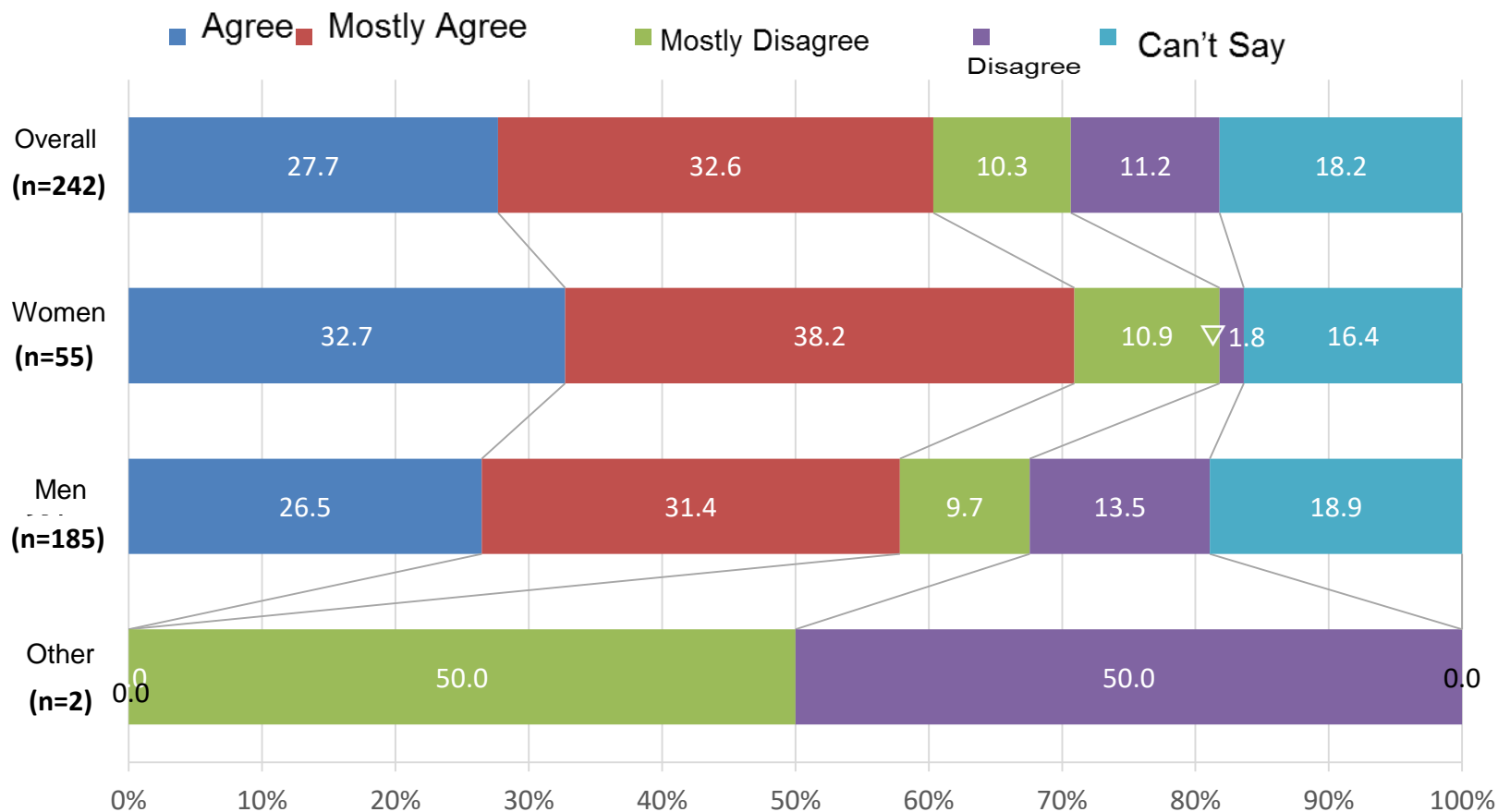
Q1-2. What do you think the low proportion of female committee members involved in the administration of the society reflects?



Answers to Q1-2

- Items chosen at a lower rate than in the previous survey:
 - “A natural choice without awareness of gender”... 26%→9% Overall (Women 18%→9%, Men 28%→9%)
 - “Women’s track record is insufficient”...17%→9% Overall (Women 24%→7%, Men 15%→9%)
 - “Attitudes and customs that prioritize men in selection”...50%→34% Overall (Women 64%→53%, Men 46%→28%)
- However, the difference in the rate at which men and women chose - “Attitudes and customs that prioritize men in selection” was 25%, larger than the previous gap of 18%.

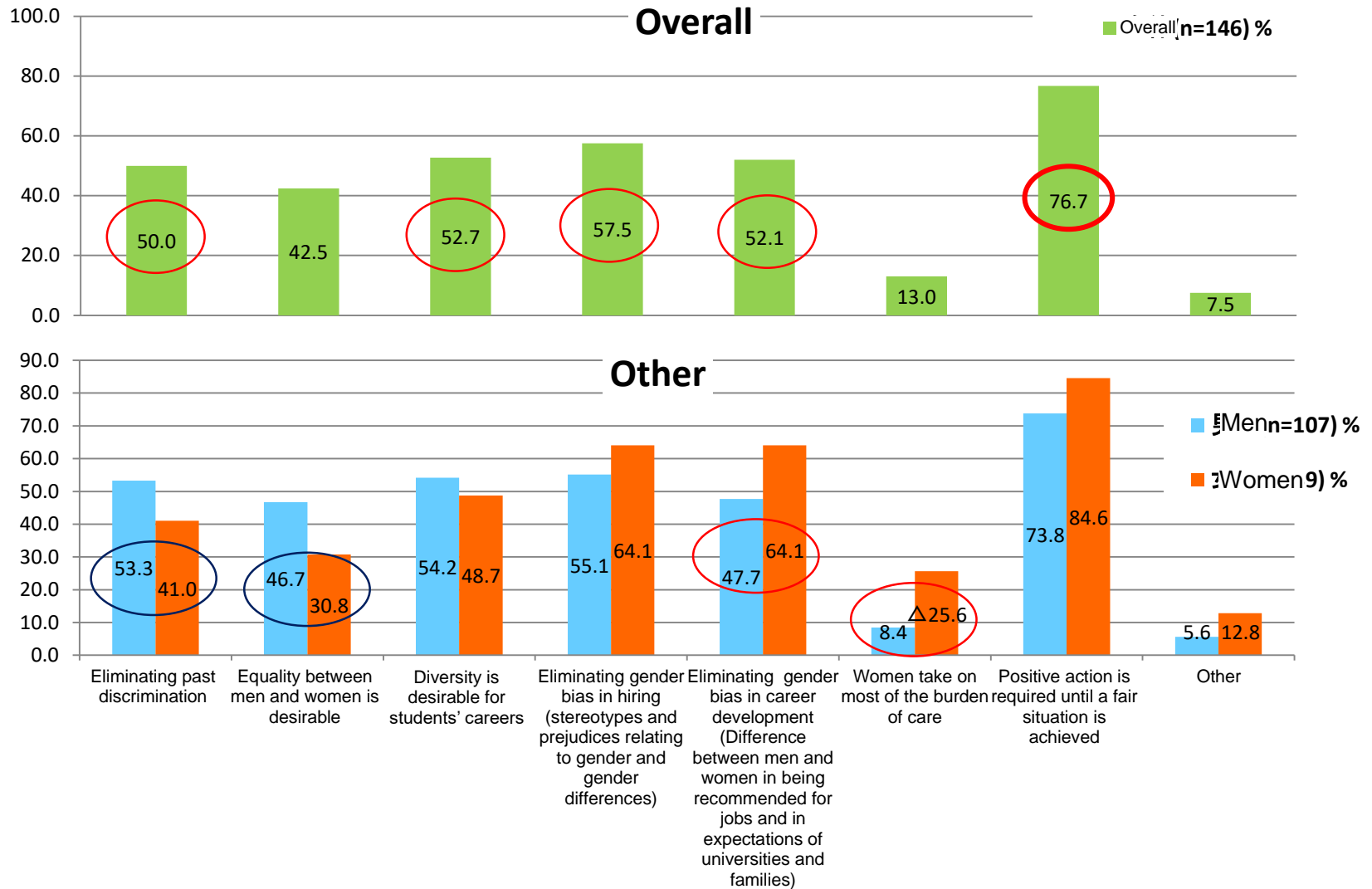
Q2-1. On establishing a hiring framework for women during hiring at universities and other research institutions



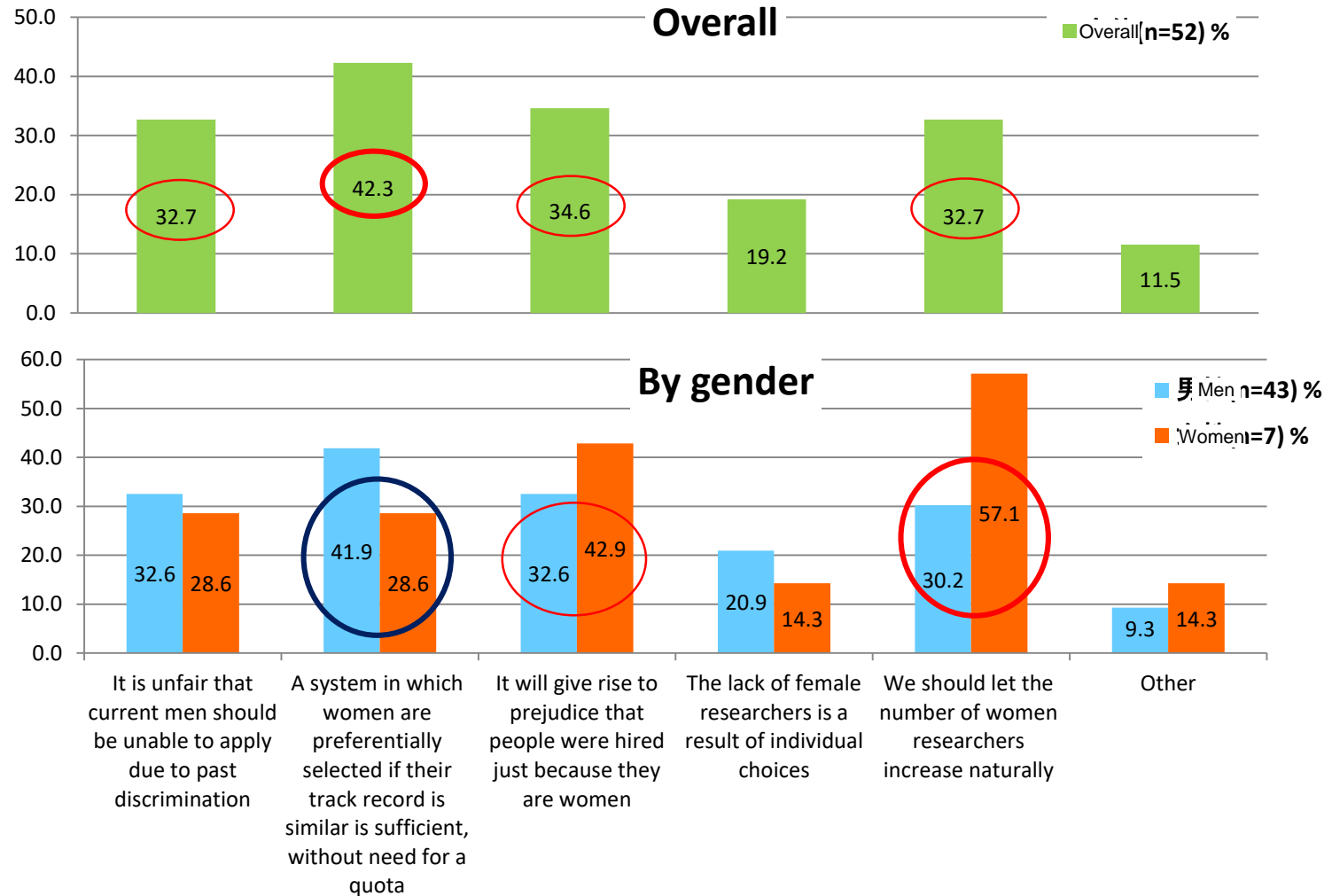
Answers to Q2-1

- “Agree” or “mostly agree” comprised 60.3% of responses (Women 71%, Men 58%)
“Disagree” or “mostly disagree” comprised 21.5% of responses
(Women 13%, Men 23%)
- Questions that showed a significant relationship with this question:
 - Respondents who answered “agree” or “disagree” to this question tended to select the corresponding answer for questions Q2-4 and Q2-5.
 - Respondents who chose “disagree” for this question had a low rate of responding “yes” for presence (Q3-1) / experience of (Q3-5) GB.
 - Generally, the rate at which items in the first half of questions Q1-1, Q1-2, Q3-3, Q3-4, and Q4 were chosen tended high to low corresponding to the rate of “agree” →...→ “disagree” answers to this question.
(the rate at which “difference in ability” and “difference in aptitude” for Q1-1 and “no difference in the treatment of men and women” for Q3-3 and Q3-4 were chosen showed the opposite tendency.)

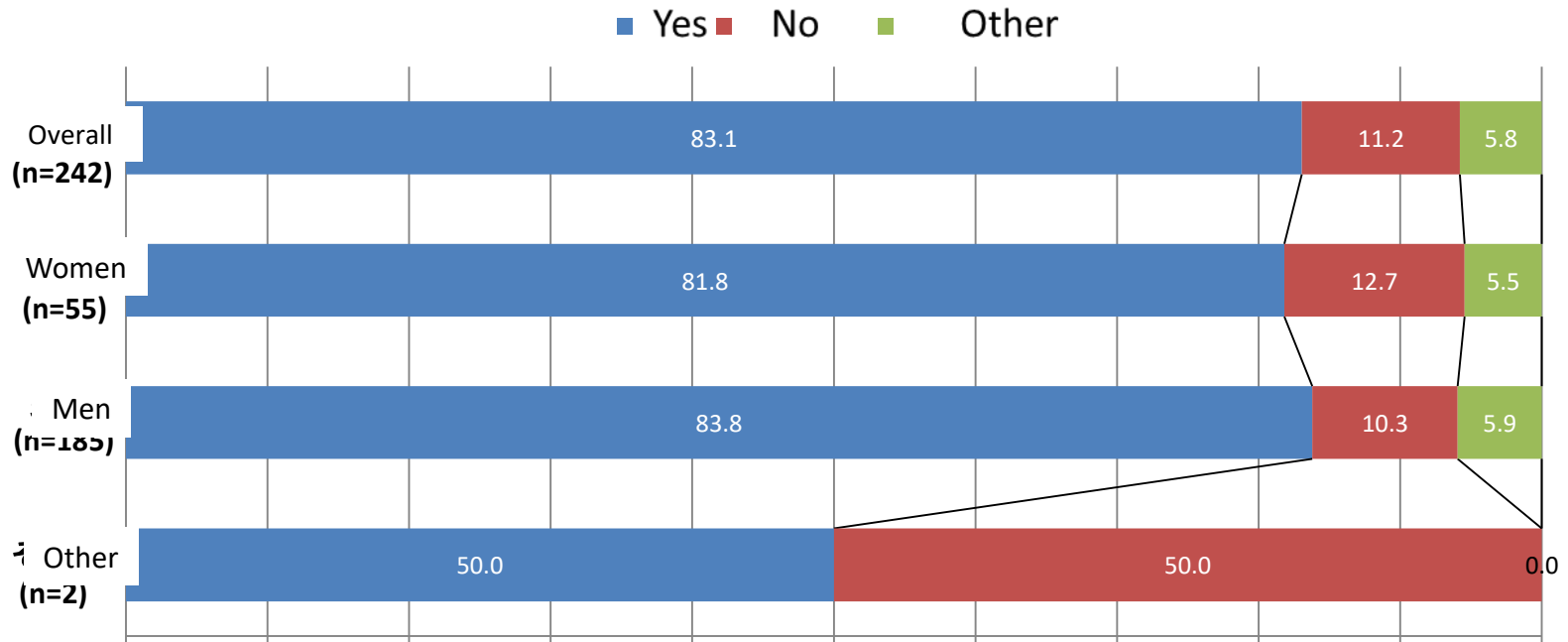
Q2-2. Reasons for “agree” or “mostly agree” (n=146)



Q2-3. Reasons for “disagree” or “mostly disagree” (n=52)

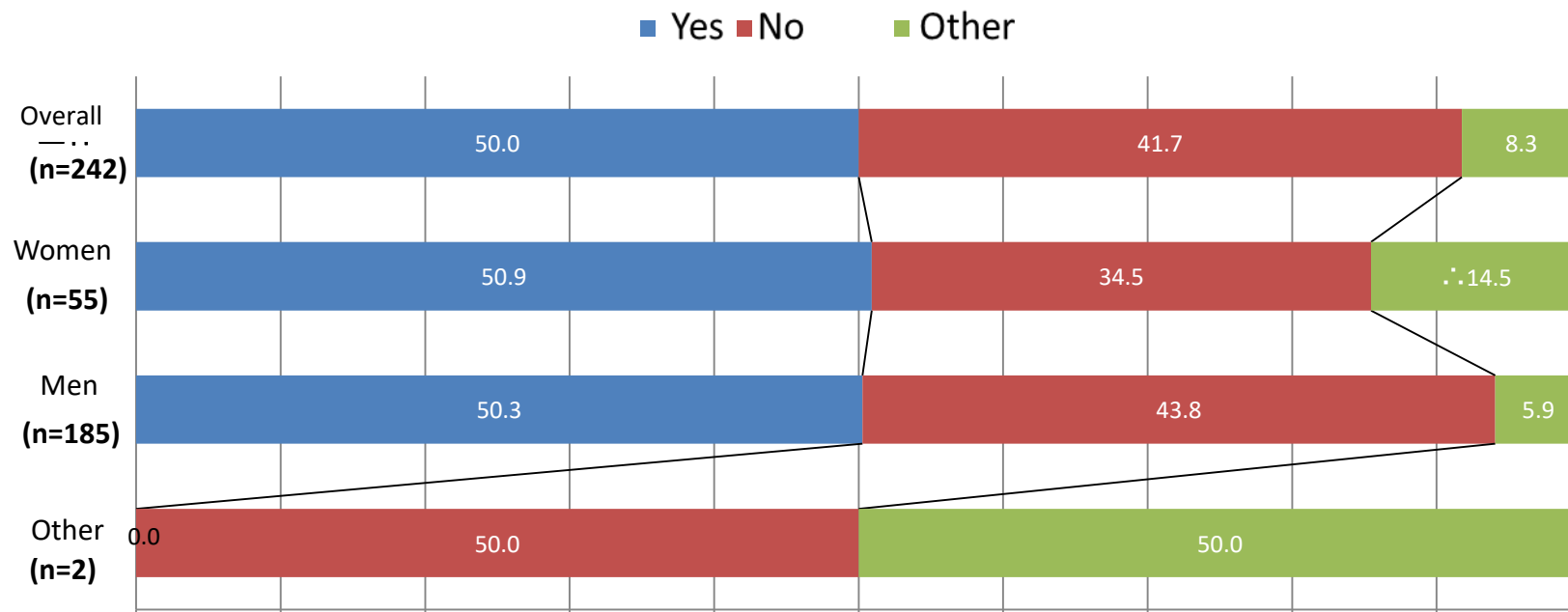


Q2-4. Do you think the proportion of female committee members (including editorial board members) in the society should increase?



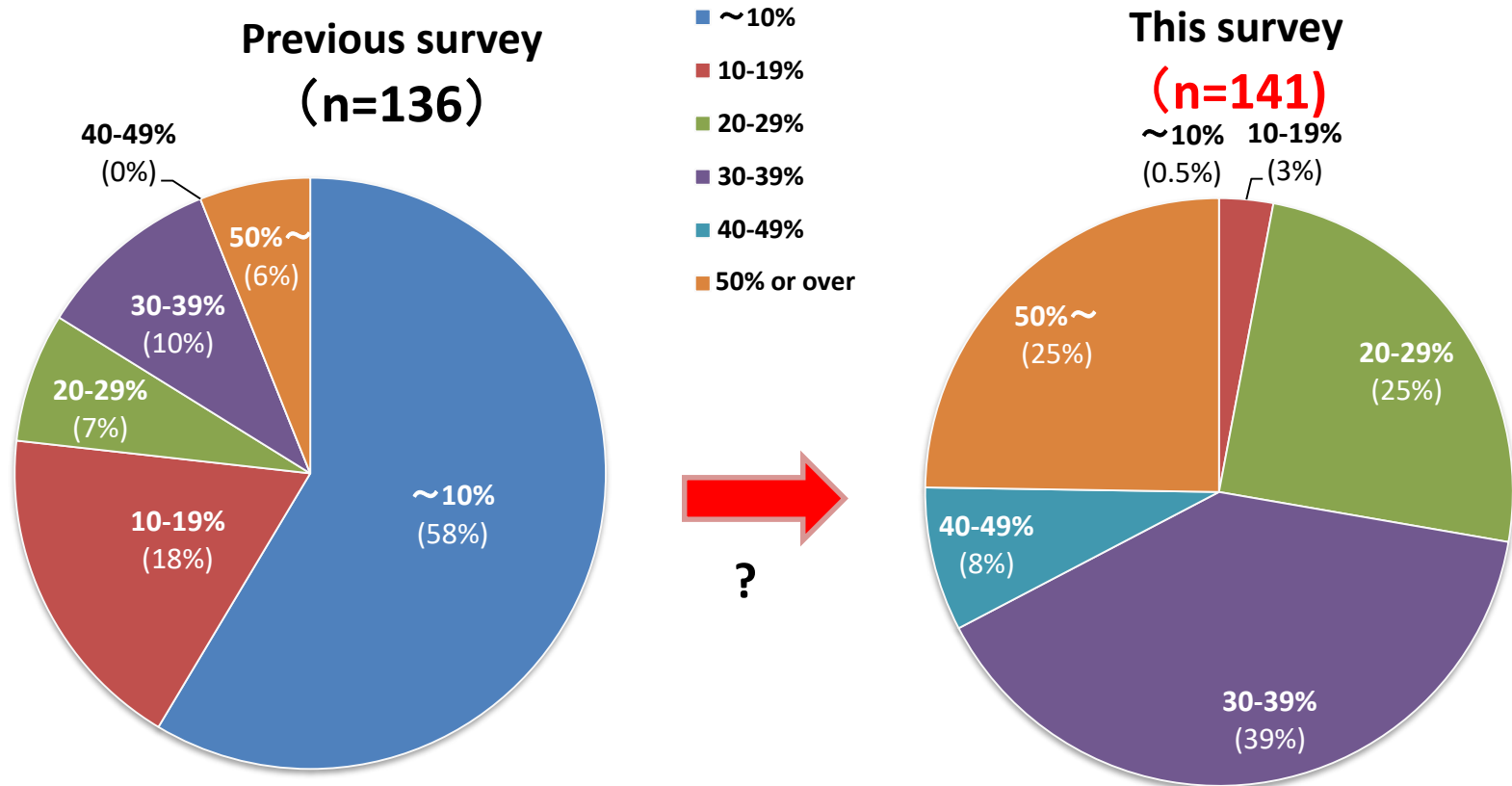
- In the previous survey, “Yes” was 76% (women 79%, men 76%), “No” was 10% (Women 6%, Men 12%), and “Other” was 15% (Women 15%, Men 15%).

Q2-5. Do you think it is necessary to establish a “women’s quota” in selecting the society’s committee members?



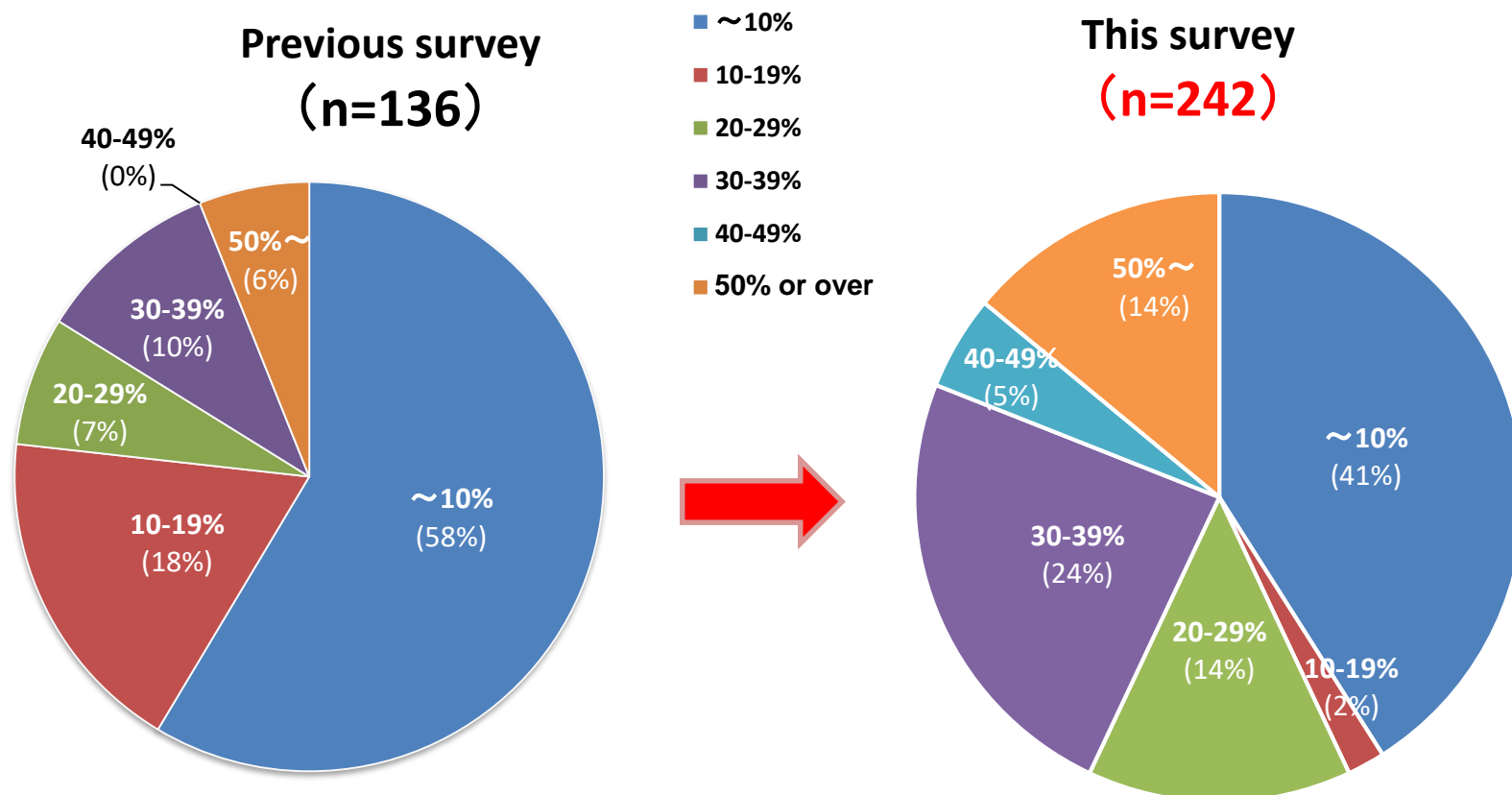
- In the previous survey, “Yes” was 39% (women 39%, men 39%), “No” was 51% (Women 45%, Men 52%), and “Other” was 18% (Women 27%, Men 15%).

Q2-6. If a “women’s quota” were to be set up, what extent (percentage) would be appropriate?



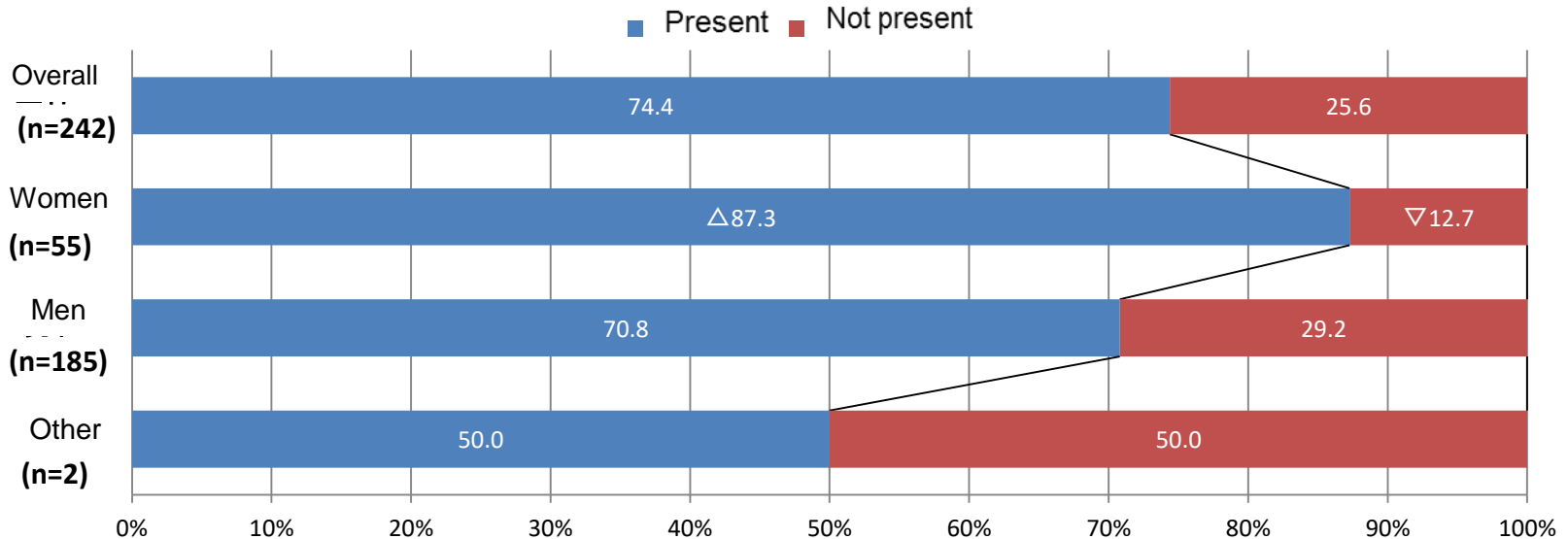
- Excluding respondents who did not answer the question: Average answer was 33% (median 30%), compared to 15% in the last survey (median under 10%)

Q2-6. If a “women’s quota” were to be set up, what extent (percentage) would be appropriate? (after adjustment)



- Including respondents who did not answer the question: Average answer was 19% (median 20%), compared to 15% in the last survey (median under 10%)

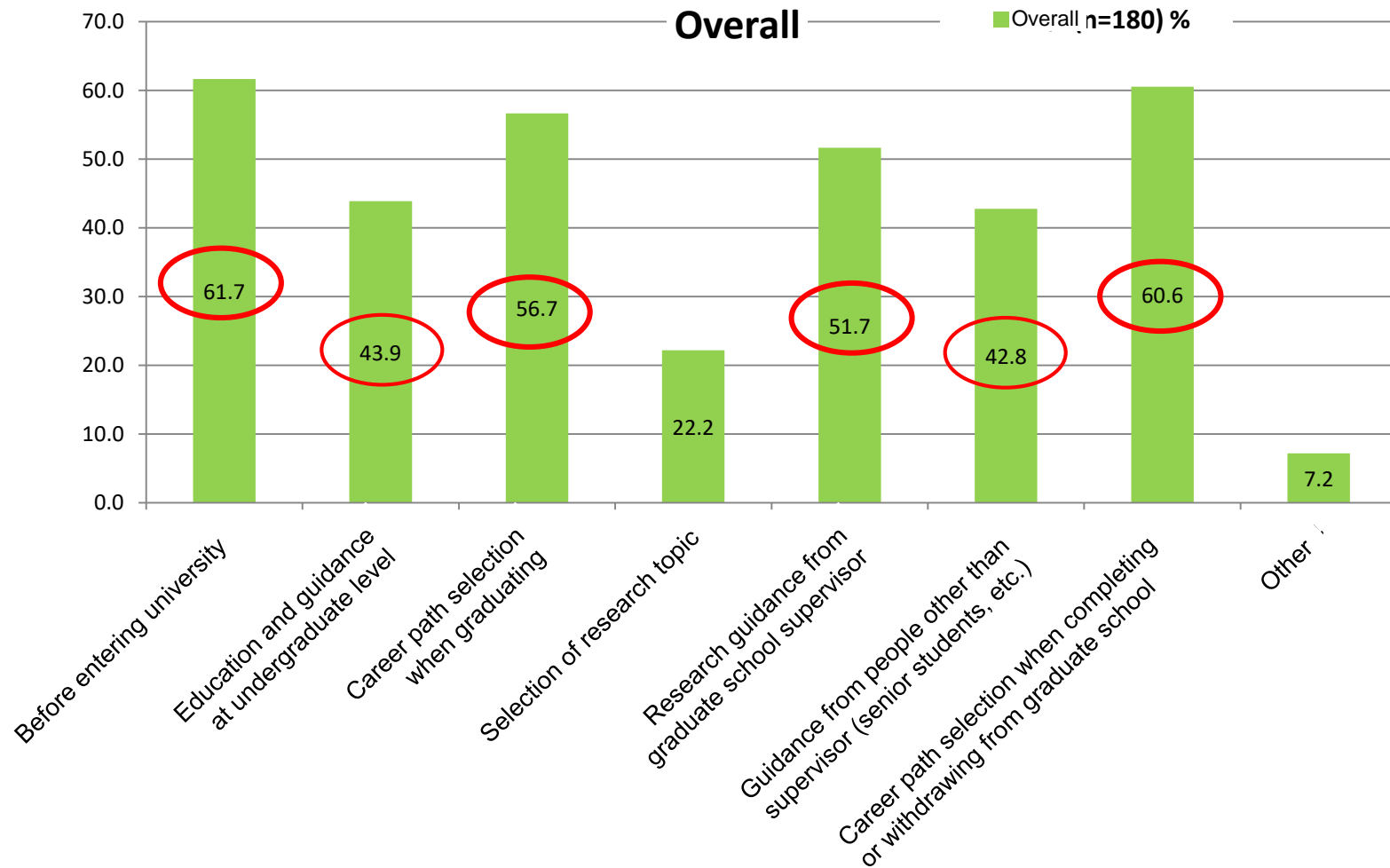
Q3-1. Do you think there is a gender bias (GB) present in terms of education and guidance in philosophy?



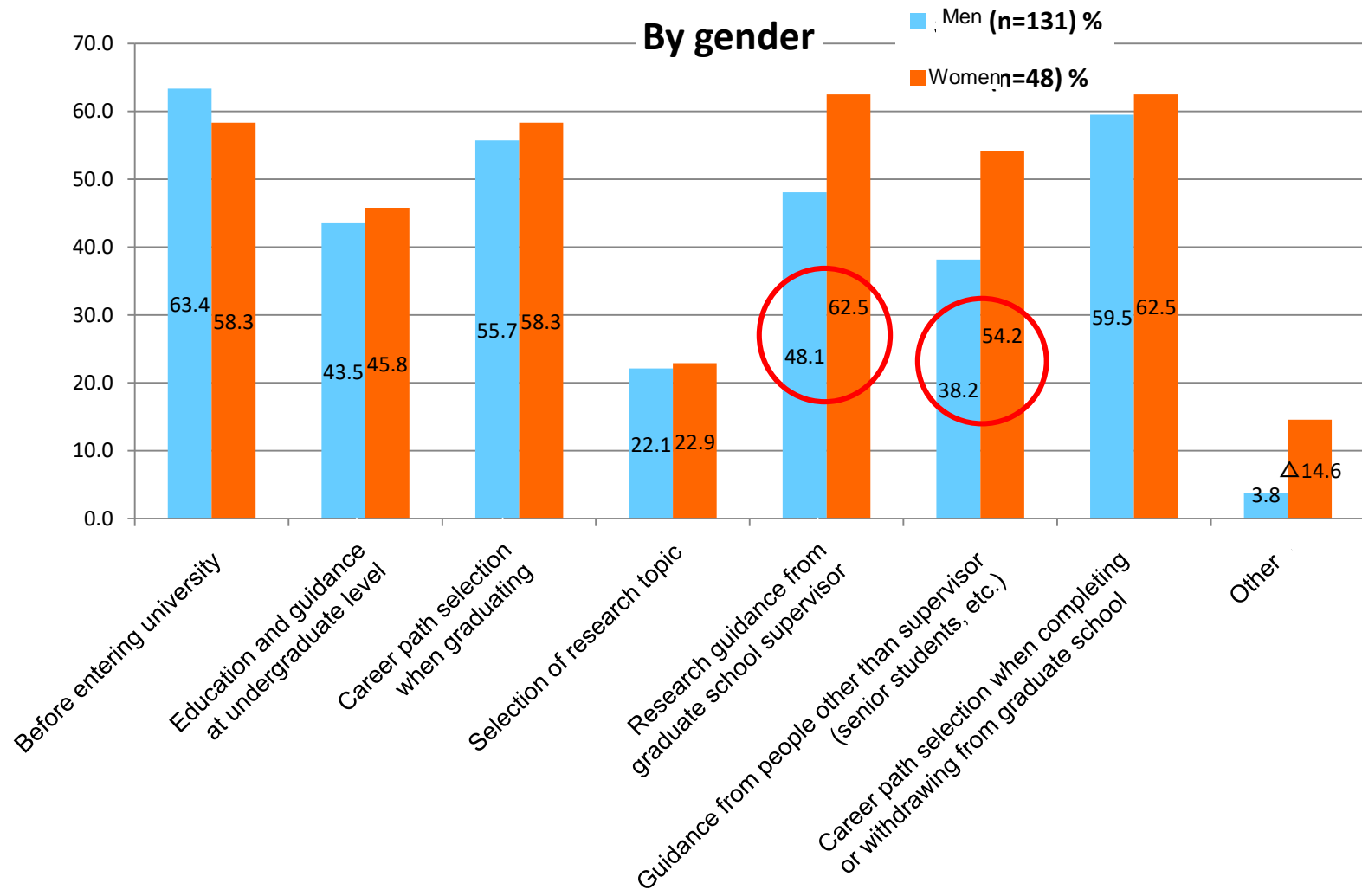
- In the previous survey:
 - 54% replied that GB is “present” in research topic selection and the field of research supervision (women 70%, men 49%)
 - 65% replied that GB is “present” in philosophy education (women 85%, men 59%)

⇒ Assuming that the situation itself has not gotten worse since 10 years ago, then it is possible that recognition of GB has spread to some extent.

Q3-2. Situations in which gender bias is actually present and operating (out of the 180 who answered "present" to Q3-1)



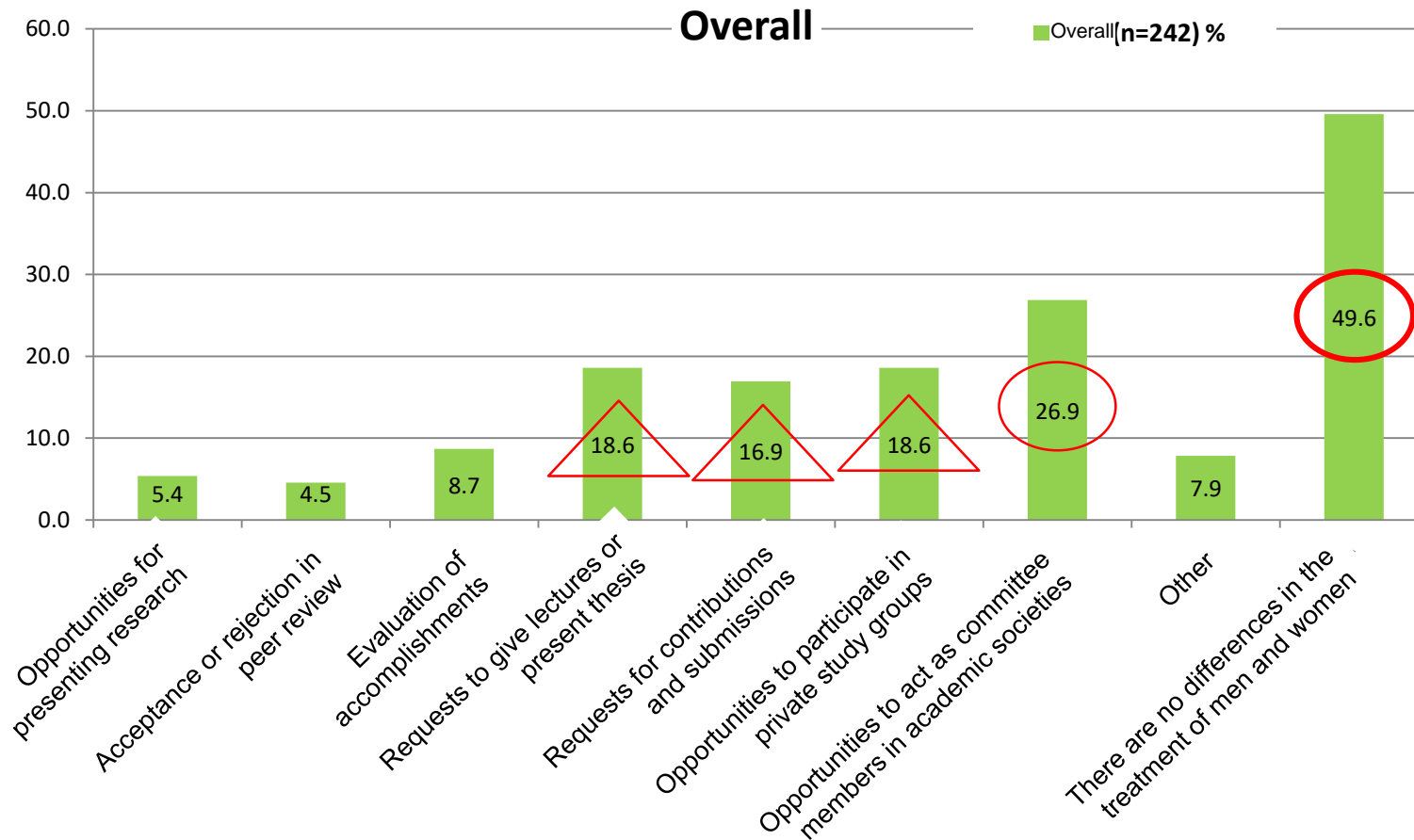
Q3-2. Situations in which gender bias is actually present and operating (out of the 180 who answered “present” to Q3-1)



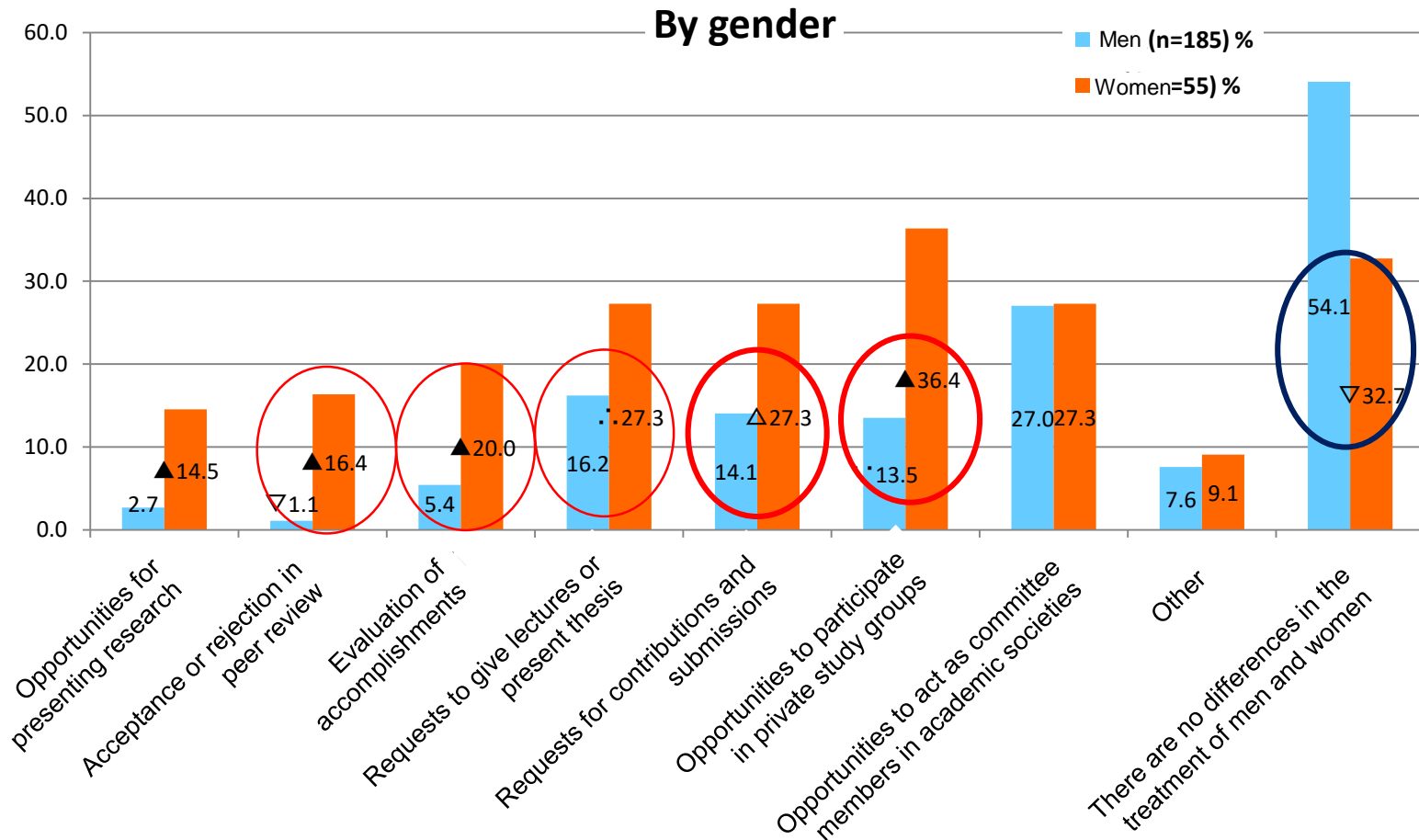
Answers to Q3-2

- The most frequently chosen item was “before entering university”
However, many responded that GB also operates after entering university, at the stage of future career selection (undergraduate graduation, graduate school graduation)
- Items that showed a significant difference in responses by gender:
 - “Research guidance by faculty at graduate school” Women 63% > Men 48%
 - “Guidance by people other than faculty at graduate school” Women 54% > Men 38%
- Items that were prominent from respondents in professorial positions (n = 37):
 - “Education and guidance at undergraduate level” Average 44% > Professorial positions 24%
 - “Guidance by people other than faculty at graduate school” Average 43% > Professorial positions 27%
 - “Future career path selection after graduation or withdrawal from graduate school” Average 61% < Professorial positions 81%

Q3-3. Areas where respondents believe there are differences in the treatment of men and women with regard to research activities in academic societies, etc.



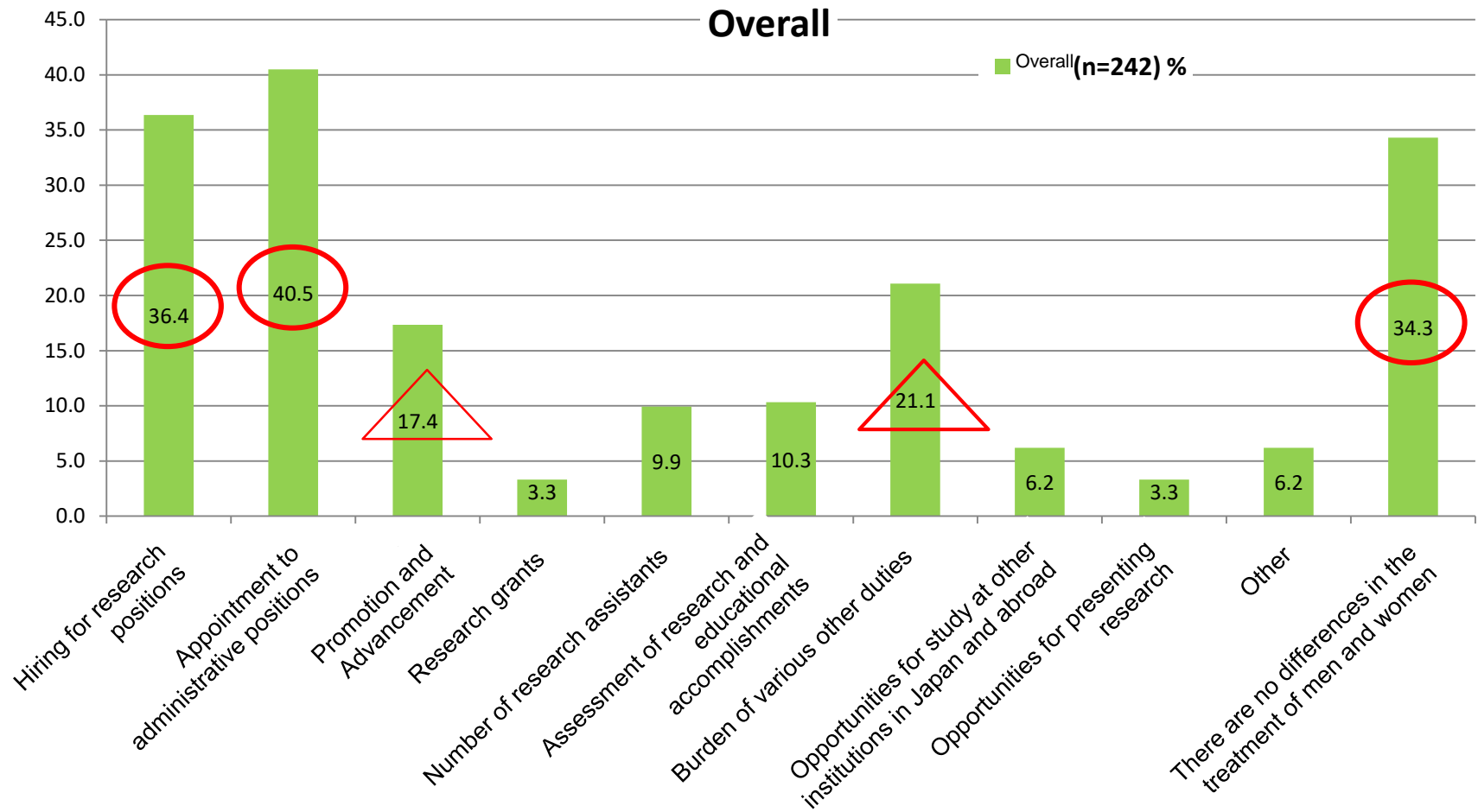
Q3-3. Areas where respondents believe there are differences in the treatment of men and women with regard to research activities in academic societies, etc.



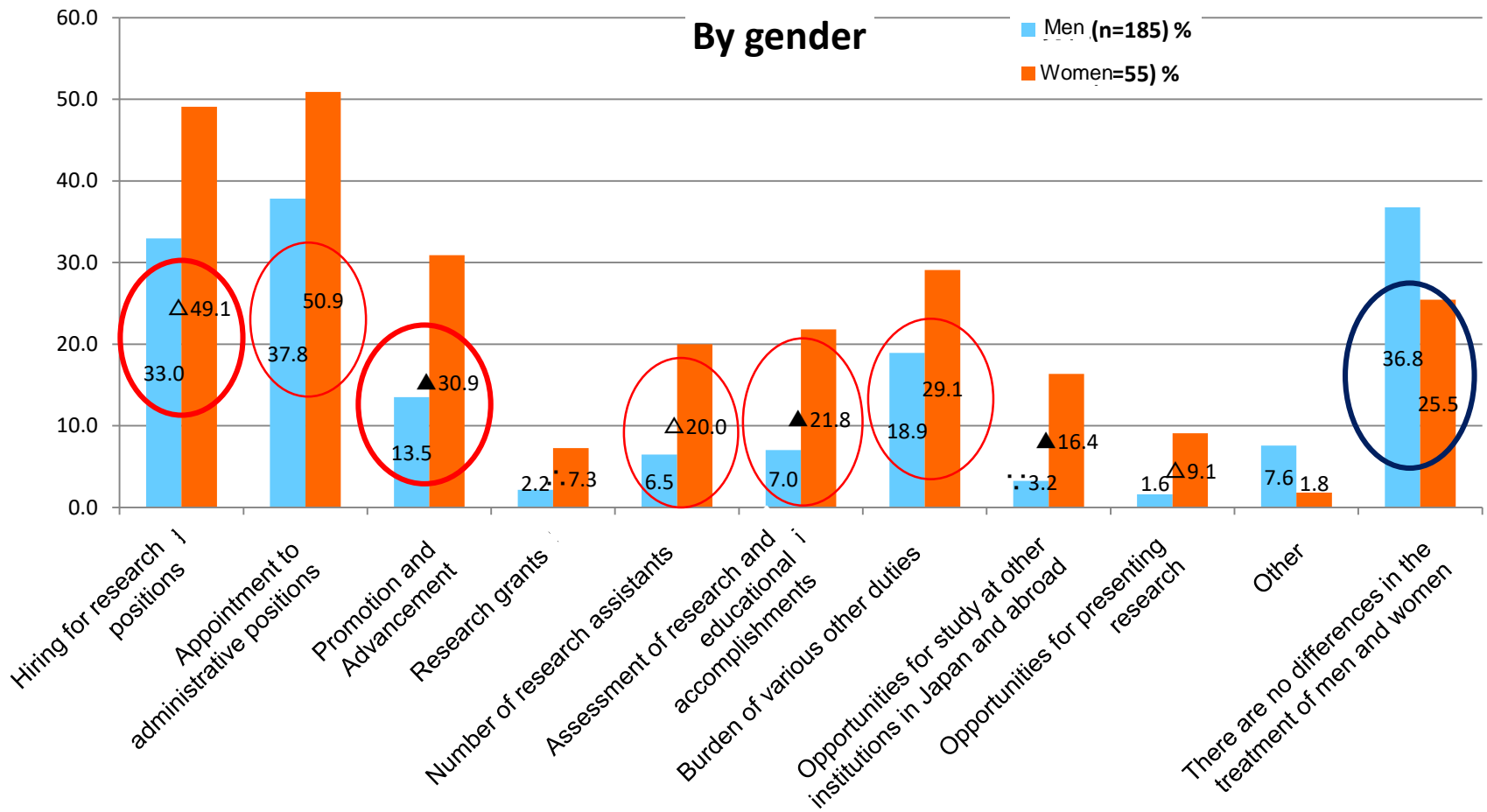
Answers to Q3-3

- The most chosen item was “there are no differences in the treatment of men and women” (50%). Compared to the following question, Q3-4 (differences in treatment at research institutions), the rate at which other items were chosen was low overall.
 - However, there was a significant gap between men’s and women’s responses in many items. In particular;
 - “There are no differences in the treatment of men and women” Women 33% < Men 54%
 - “Opportunities to participate in private study groups” Women 36% > Men 14%
 - “Contributions and requests for submissions” Women 27% > Men 14%
- ⇒ It appears that women perceive barriers and injustice in situations that are unexpected for men.

Q3-4. Areas where respondents believe there are differences in the treatment of men and women with at research institutions (universities, etc.).



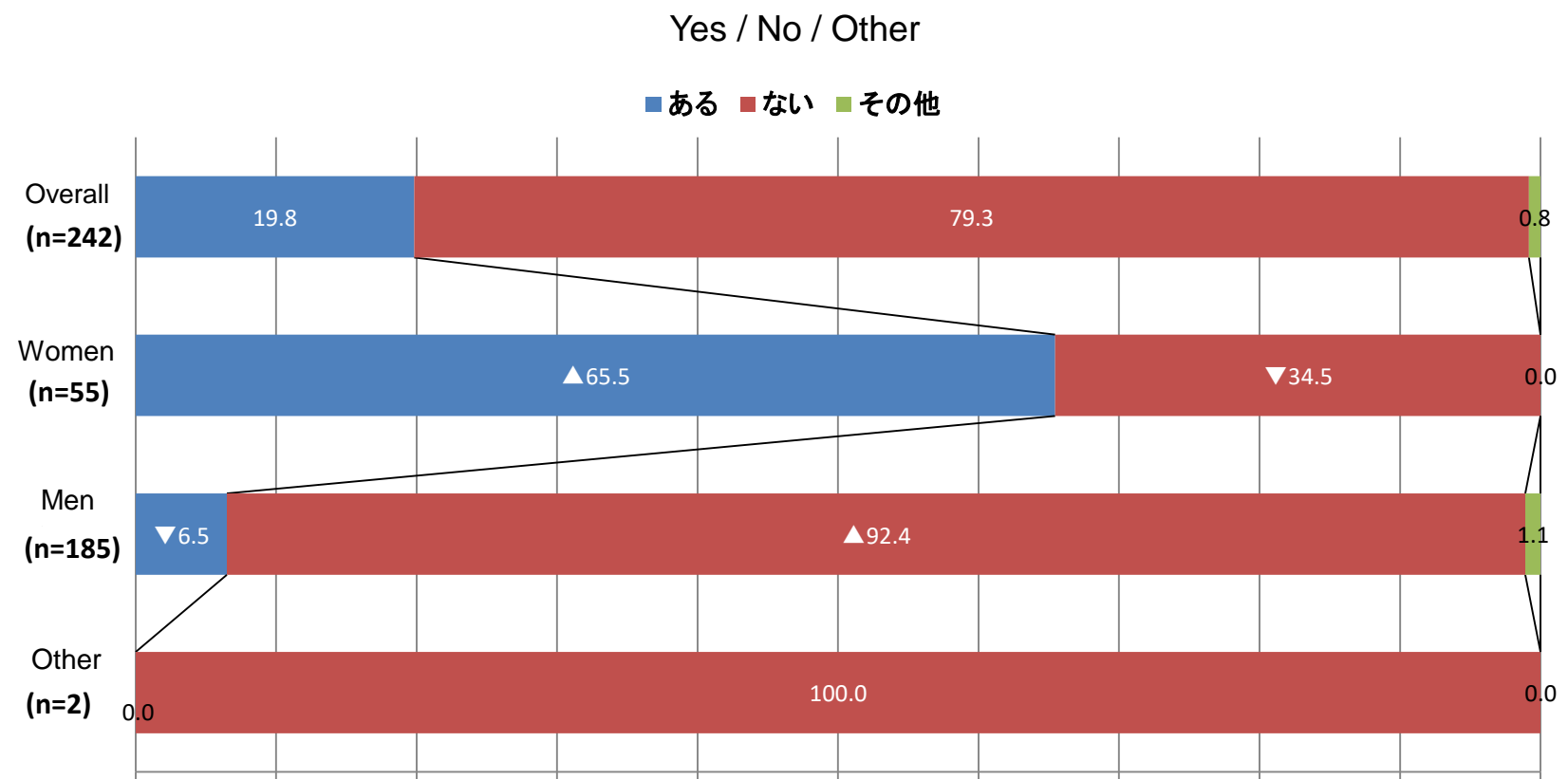
Q3-4. Areas where respondents believe there are differences in the treatment of men and women with at research institutions (universities, etc.).



Answers to Q3-4

- The most frequently chosen items were “appointment to administrative positions” (41%), “hiring for research positions” (36%), and “there are no differences in the treatment of men and women” (34%).
 - Compared to the previous question, Q3-3 (differences in treatment at academic societies, etc.), the rate at which items other than “there are no differences in the treatment of men and women” were chosen was high overall.
 - There was a significant gap between men’s and women’s responses for many items. In particular;
 - “hiring for research positions” Women 49% > Men 33%
 - “promotion/advancement” Women 31% > Men 14%
 - “there are no differences in the treatment of men and women” Women 26% < Men 37%
- ⇒ As with the previous question ,Q3-3, it appears that women perceive barriers and injustice in situations that are unexpected for men.

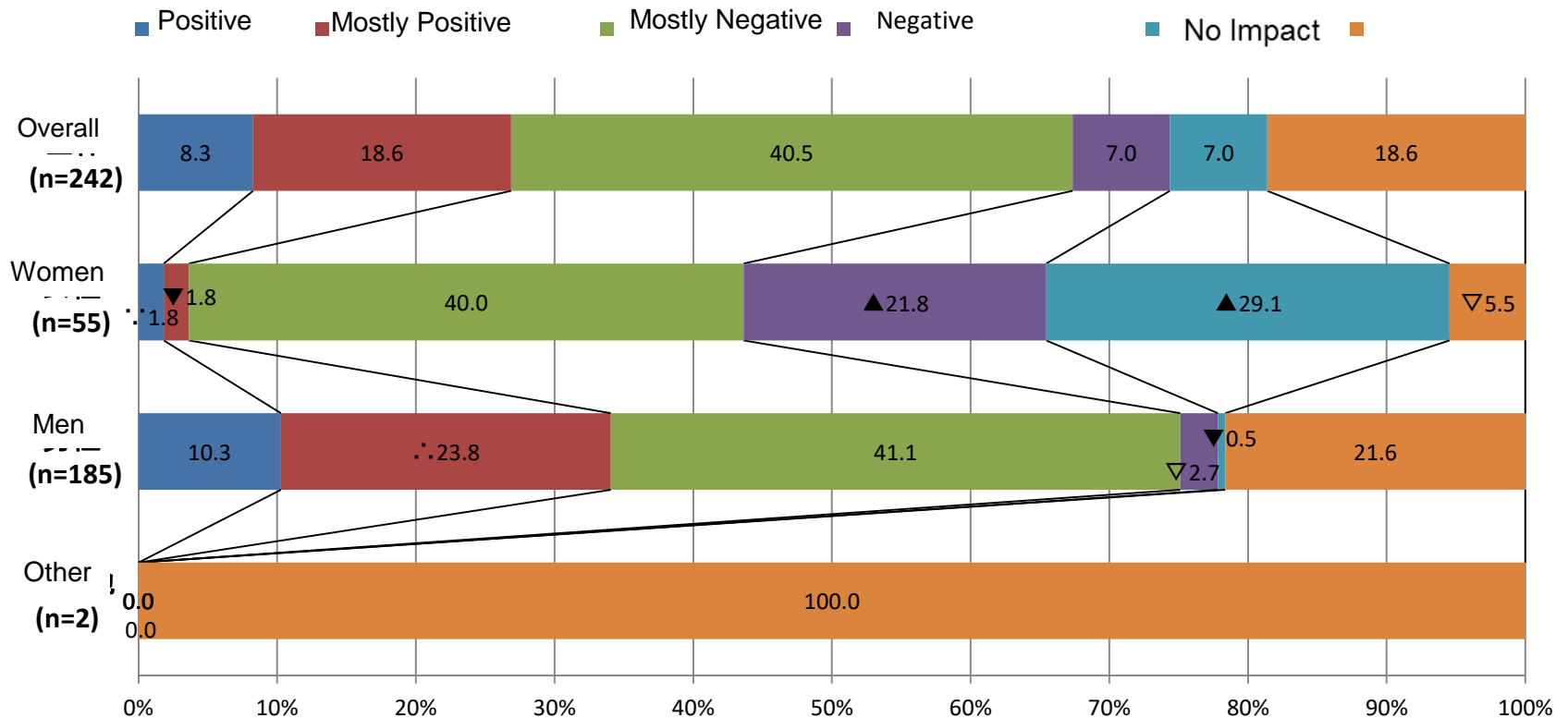
Q3-5. Have you ever received any unfair pressure, demands or assessment based on gender bias in receiving educational guidance in philosophy and performing research activities?



Answers to Q3-5

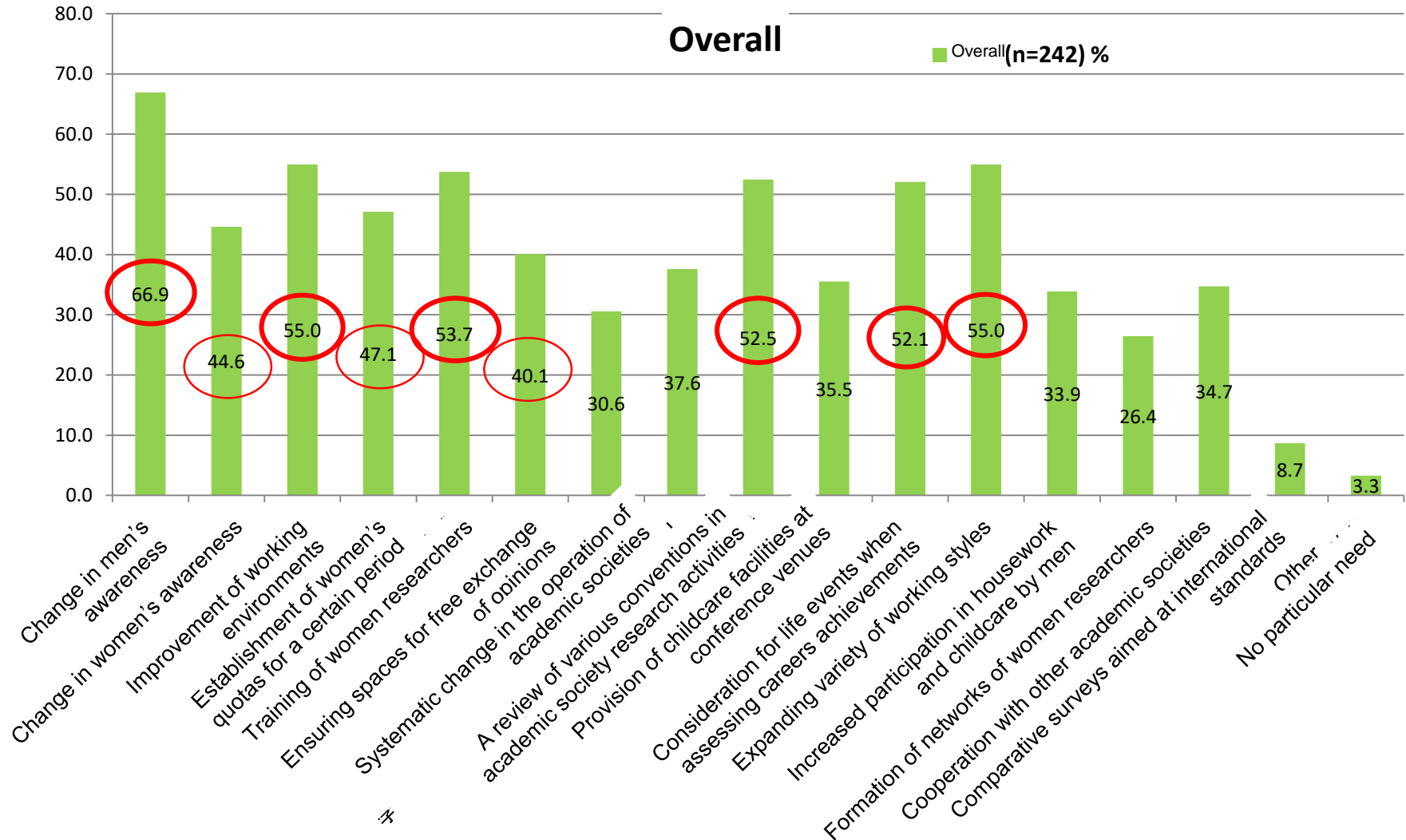
- The rate of “Yes” responses was quite high among women (65.5%), with a big gap between men and women. (10 times the rate of “Yes” responses from men, which was 6.5%)
 - Comparing “Yes” answers to experience of GB with the previous survey:
 - A slight increase overall (17%→20%), almost the same among men (7%→6.5%)
 - A 1.5-fold increase amongst women (45%→66%).
- ⇒ Assuming that the situation itself has not gotten worse since 10 years ago, then it is possible that recognition of GB has spread, or that the response rate from female members who have experienced GB has risen.

Q3-6. The impact of gender on your career development



- There was a large difference in the responses between genders, with 51% of women choosing “negative” or “mostly negative” compared to 3% of men.

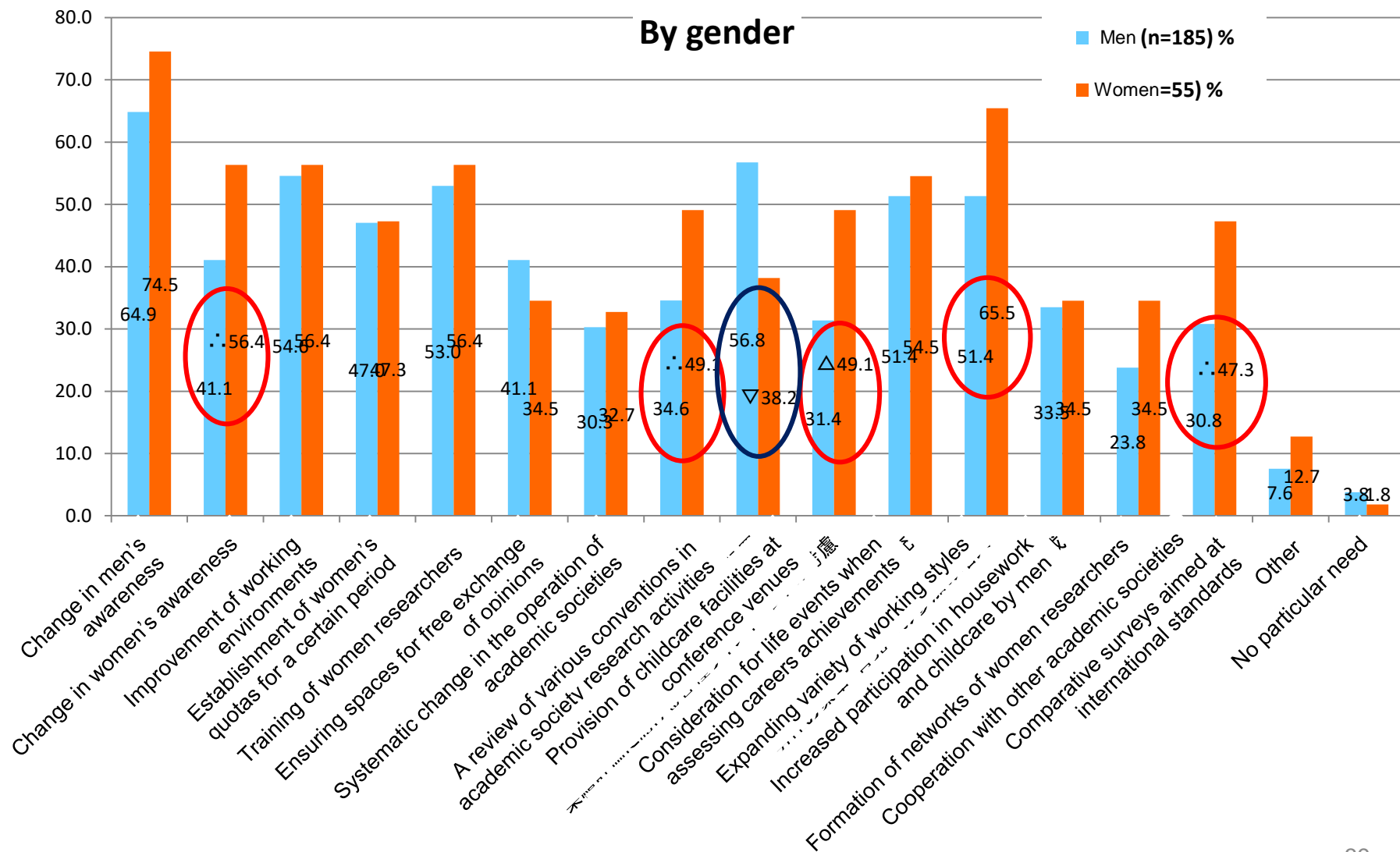
Q4. What may be necessary in the future to promote gender equality in the field of philosophy in Japan



Answers to Q4 (overall)

- Items chosen at a rate of 50% or higher: “A change of awareness amongst men” (66%), “Improvement of workplace environments” (55%), “Increased participation in housework and childcare by men” (55%), etc.
 - Compared to the previous survey:
 - “Provision of childcare facilities at conference venues” Up 37% → 53%
 - “Set up a women’s quota for a certain period” Up 37% → 47%
 - Items chosen at a higher rate compared to the Liaison Association Committee Survey:
 - “Set up women’s quotas for a certain period” 47% > 12% (LAC)
 - “Comparative surveys aimed at international standards” 35% > 13% (LAC)
 - “Formation of networks of women researchers” 34% > 18% (LAC)
- Necessary to consider requirements particular to the field of philosophy.

Q4. What may be necessary in the future to promote gender equality in the field of philosophy in Japan

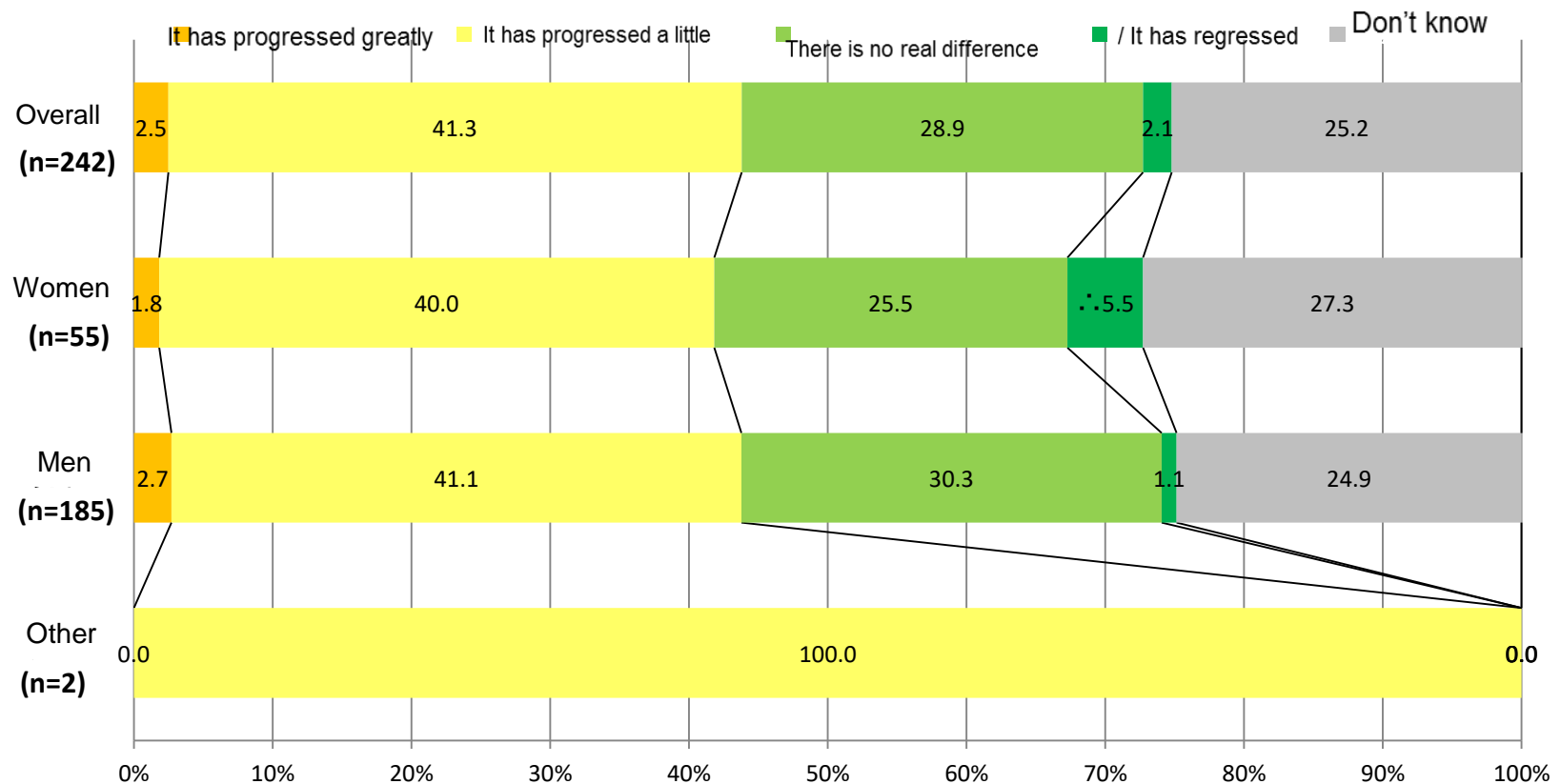


Answers to Q4 (gender comparison)

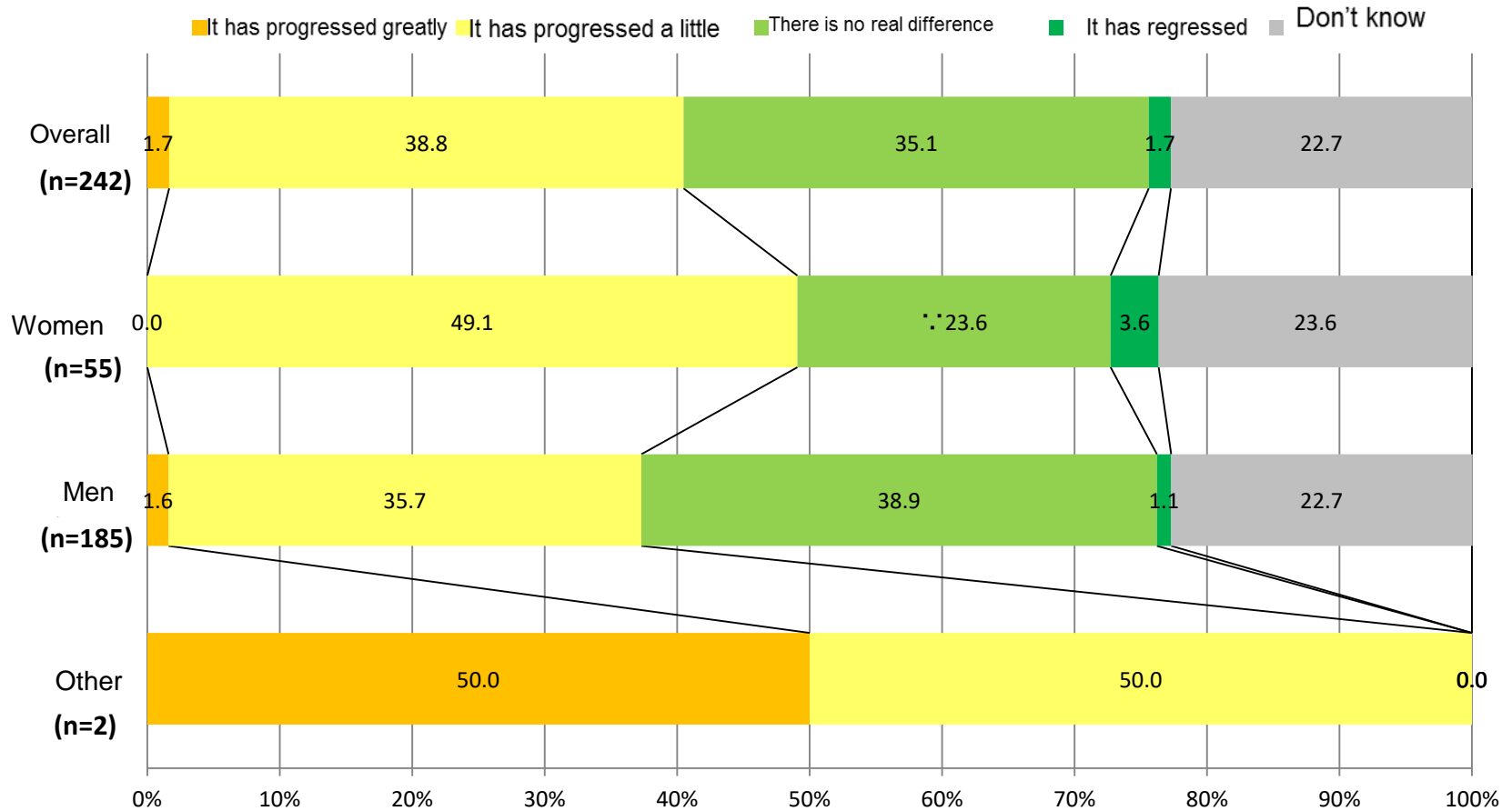
- There was a significant gap between men's and women's responses for many items. In particular;
 - "Consideration for life events when assessing career achievements" Women 49% > Men 31%
 - "Comparative surveys aimed at international standards" Women 47% > Men 31%
 - "Provision of childcare facilities at conference venues" Women 38% < Men 57%
(* In the previous survey too, this item was chosen by men at a higher rate, Women 27% < Men 40%)
 - "A change of awareness amongst women" Women 56% > Men 41%
 - On most items, however, the gap between men's and women's responses was smaller than in the last survey. For example;
 - "A change of awareness amongst men" Gap 30% → 10%
 - "A review of various conventions in academic society research activities" Gap 22% → 14%
- There is still a difference in the perceptions of men and women, but these have become closer on some items.

Do you think that gender equality has progressed since 2005, the time of the last survey?

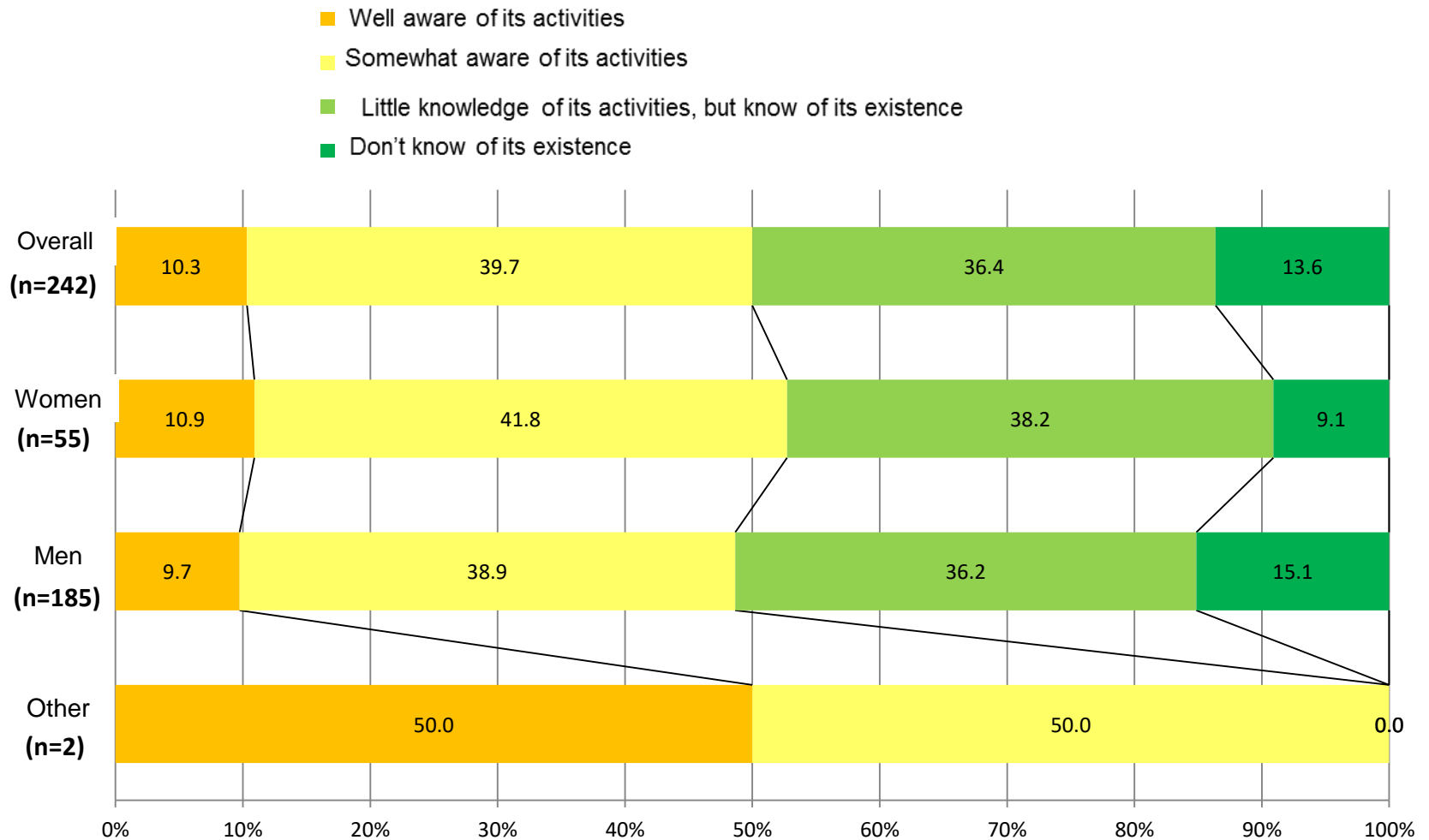
Q5-1. At universities



Q5-2. At affiliated academic societies



Q6. Awareness of the Philosophical Society of Japan's working group on gender equality and young researcher support



Answers to Q6

- There was not a big difference between men and women in level of awareness about the WG.
- The responses to this question showed a significant relationship to the responses to many of the other questions. In other words, among respondents who answered “I know it well” or “I know about it somewhat” about the WG
 - The rate at which items in the first half of questions Q1-1 were chosen rose (Conversely, the rate at which “difference in ability” or “difference in aptitude” were chosen decreased).
 - In Q2-1 and 2-4, the proportion opposed to setting up or increasing the women’s quota fell.
 - In Q3-1, the proportion replying “not present” fell. (However, there was no significant difference in Q3-5, asking about experience of GB)
 - The rate at which items in the first half of questions Q3-3 and 3-4 were chosen rose (Conversely, the rate at which “there are no differences in the treatment of men and women” was chosen decreased).
 - In Q4, the rate at which items other than “not necessary” were chosen rose.

Provisional conclusions (1)

- The proportion with an interest in the gender equality issue is still not large, but is rising among young generations in particular (response rate).
- There is a perceived need for a “change of awareness” amongst men and women, and that is gradually occurring in part:

Recognition that the reason gender equality has not progressed is not due to “women’s free choices” or “natural choices without awareness of gender” has spread (Q1-1, 1-2).

- A change in responses to the need for positive action (women’s quotas) and their appropriate extent (Q2-1, 2-4, 2-5, 2-6).
- Awareness and understanding spreading of the presence and operation of gender bias (Q3-1, 3-5).

Provisional conclusions (2)

- However, it is clear that the details of men's and women's previous experiences differ greatly (Q3-5, 3-6). Perhaps this is part of the reason for the differences of opinion of the following points:
 - What factors have given rise to the current situation (Q1-1, 1-2)
 - What kind of situations does gender bias operate in (Q3-2)
 - In what kind of situations does the treatment of men and women differ (Q3-3, 3-4)
 - What is necessary in the future (Q4)
- The necessity of looking at the factors with a particularly significant impact in the field of philosophy relative to the Liaison Association Committee Survey (lack of role models, uncertainty about the future) and specific needs (women's quotas, comparative surveys, networks, etc.) became clear.

References

- The Japan Inter-Society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering “3rd Large-Scale Survey of Actual Conditions of Gender Equality in Scientific and Technological Professions,” 2013. (Referred to as Liaison Association Committee Survey in this report)
http://www.djrenrakukai.org/doc_pdf/2013/3rd_enq/3rd_enq_report130918.pdf
- Philosophical Society of Japan Gender Equality Working Group “Gender Equality Survey Results Report,” 2006 (Referred to as the “previous survey” in this report) <http://philosophy-japan.org/ja/danjo-kyoudou/>