

Request for cooperation: Survey of women researchers in Asia and Oceania

On the occasion of the Fifth Congress of the Asia and Oceania Society for Comparative Endocrinology and Special Satellite Symposium " Global Environment & Comparative Endocrinology: Contribution of Women Scientists in Asia and Oceania"

In conjunction with the Fifth Congress of the Asia and Oceania Society for Comparative Endocrinology, to be held March 26-30, 2004 at Nara Women's University, Nara, Japan, a special satellite symposium "Global Environment & Comparative Endocrinology: Contribution of Women Scientists in Asia and Oceania" will be held March 26, 2004. This satellite symposium will highlight the contributions of women researchers in this region to the field of Comparative Endocrinology, and at the same time, hone in on the the various challenges they face relating to work, society and family.

In order to address these concerns, a survey of women researchers in Asia and Oceania is being implemented on the occasion of the Fifth Congress of the Asia and Oceania Society for Comparative Endocrinology. We have prepared an on-line questionnaire covering an array of issues relating to women in research, and would like to request the cooperation of both women and men who are active in the field of Comparative Endocrinology and related areas of research. The results of the survey will be presented and discussed at the Satellite Symposium, and we hope that this will be an occasion for active discussion and exchange of views regarding women scientists' activities and roles.

There are still many factors that limit women's full participation in research and society; we hope that the international comparison aimed at in this survey will stimulate further discussion and reflection enabling all individuals to fulfill their goals and achieve their aims to the fullest.

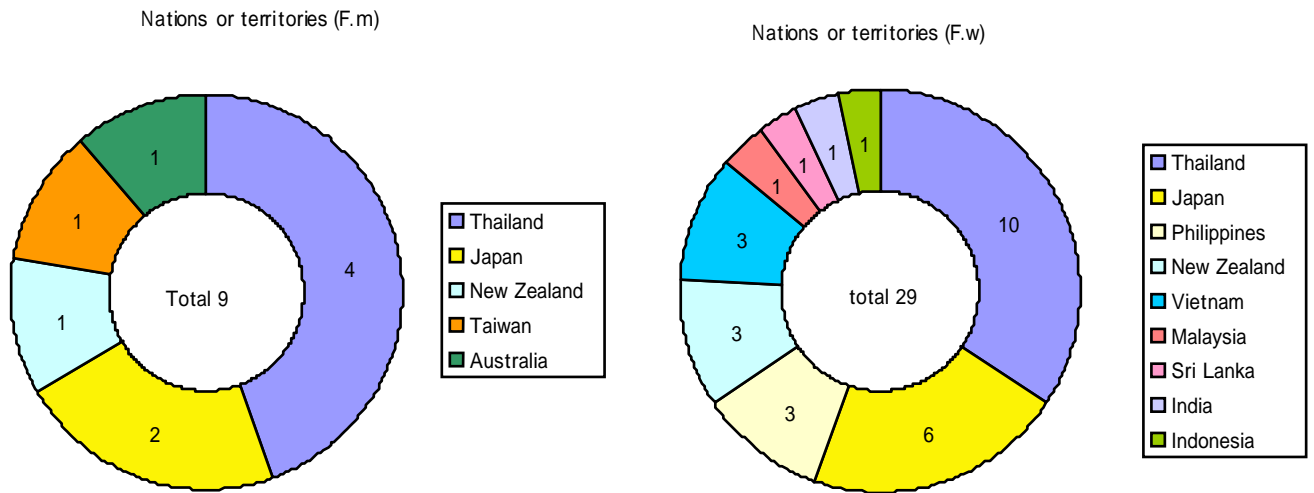
Questionnaire for Nara Satellite Symposium _ Proposal

(Adapted from Survey of Gender Equal Participation among Science and Technology Professionals) Note: Tick ()the box () corresponding to your selected response. Where the responses are underlined, you may select more than one.

Jpn.M(m): Japanese men, Jpn.W(w):Japanese women, F.M(m): mens in the other countries, F.W(w): womens in the other countries

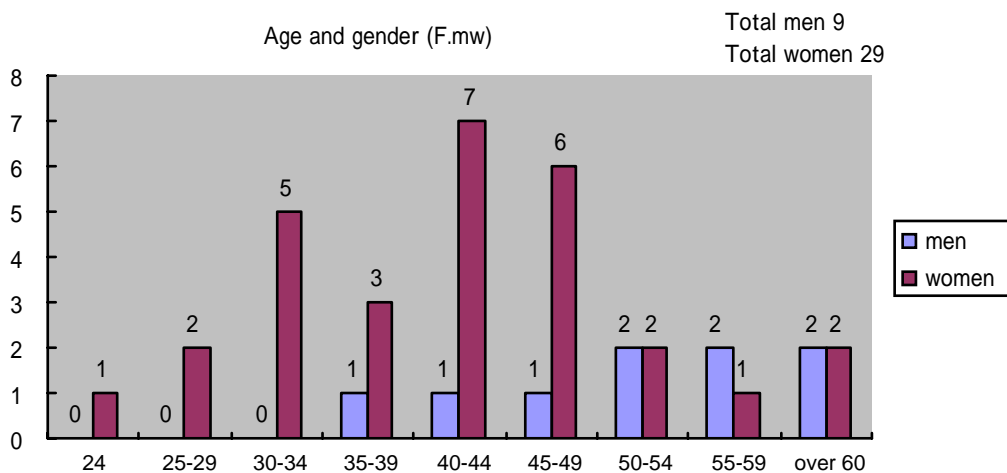
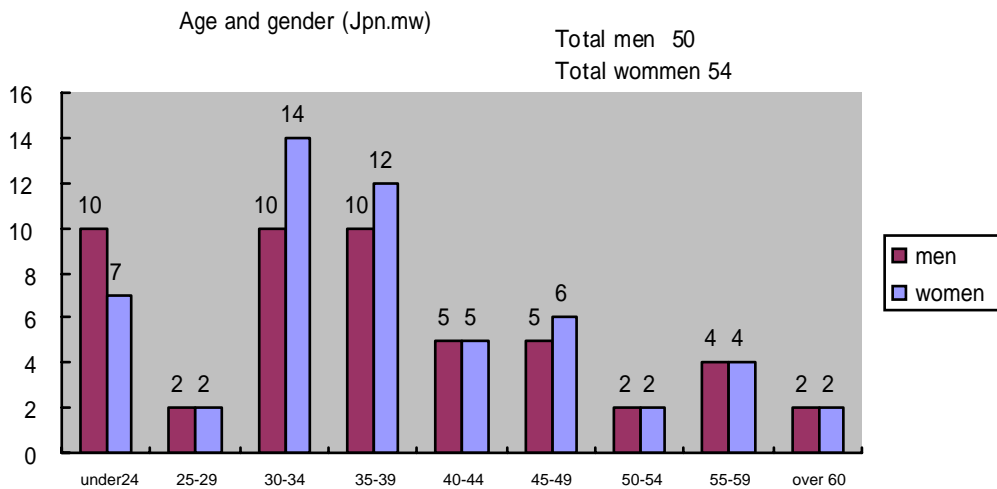
Q0 Please choose your nations or territories.

Q0.1 If you answered 'Other' in item Q0, please specify.



Q1 Age 24 or under, 25-29, 30-34,35-39, 40-44, 45-49, 50-54, 55-59, 60 or above

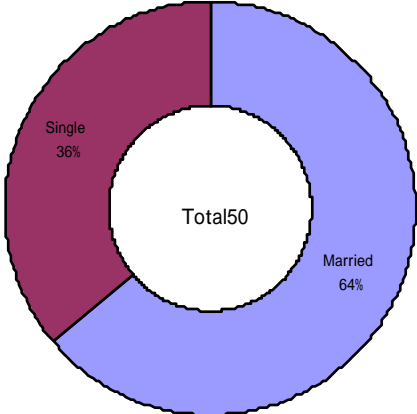
Q2 Gender Male, Female



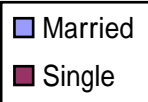
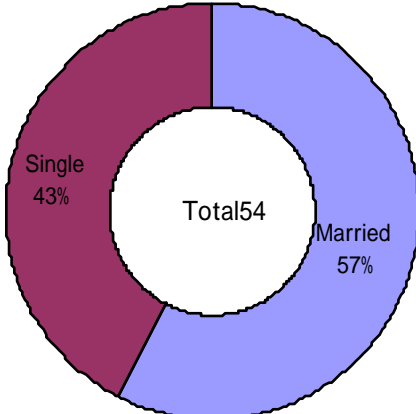
Q3 Marital status Married, Single

Q4.1 Regarding family: How many children do you have? None, 1, 2, 3, 4 or more

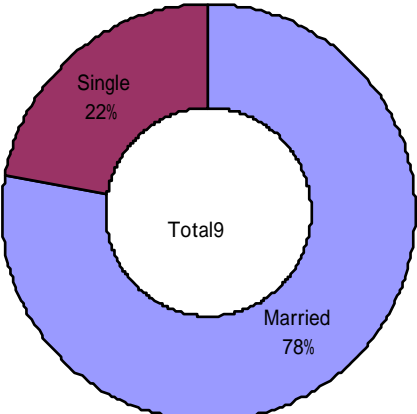
Marital status (Jpn.M)



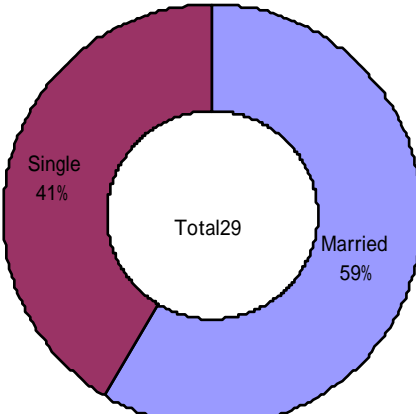
Marital status (Jpn.W)



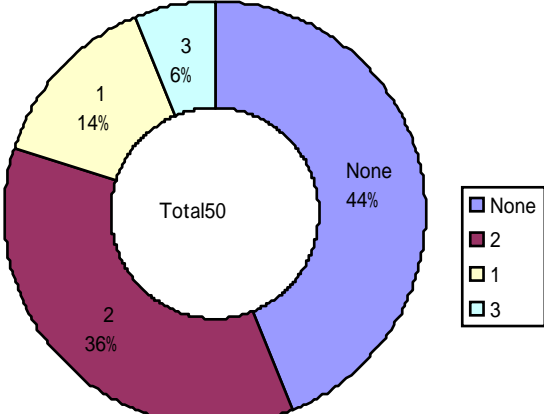
Marital status (F.m)



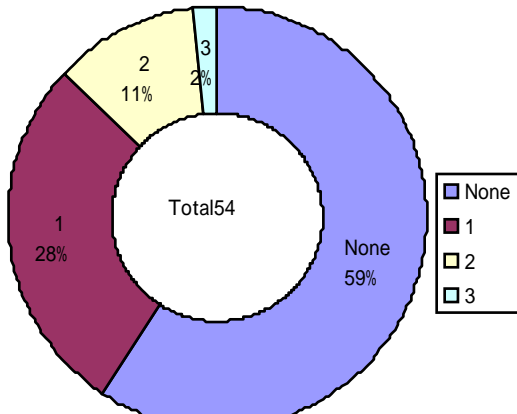
Marital status (F.w)



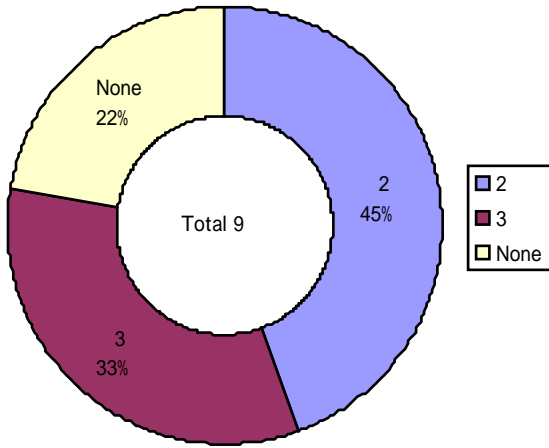
Number of children (Jpn.M)



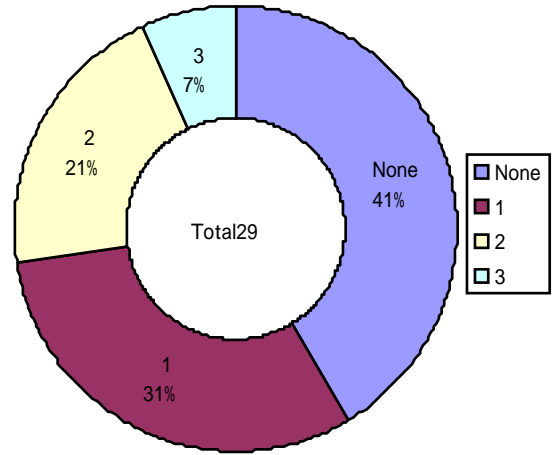
Number of children (Jpn.W)



Number of children (F.m)



Number of children (F.w)

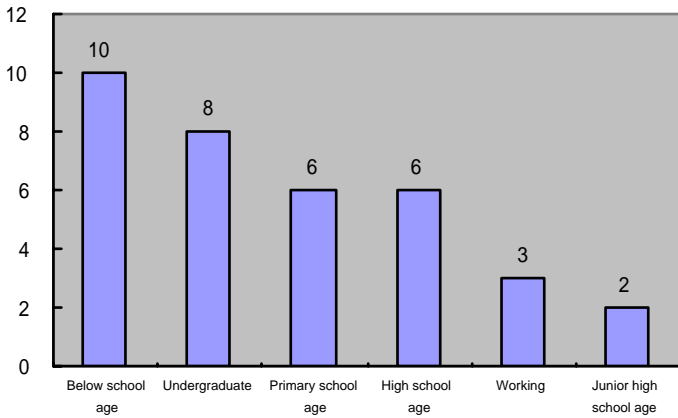


Q4.2 Regarding children: Their age(s):

Below school age, Primary school age, Junior high school age, High school age, Undergraduate, Working, Other

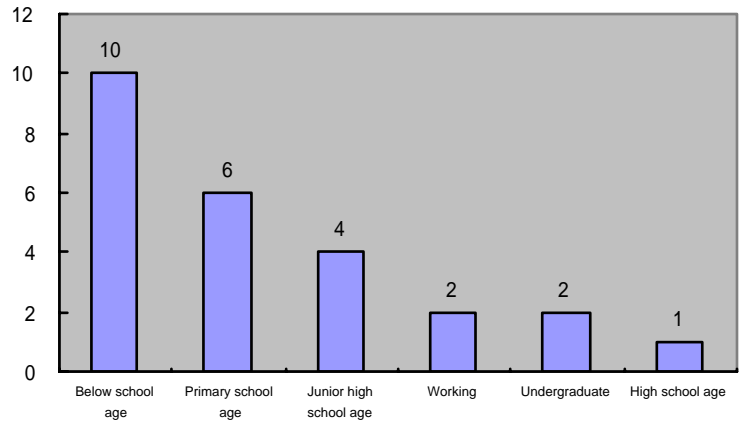
Age(s) of children (Jpn.M)

Total35



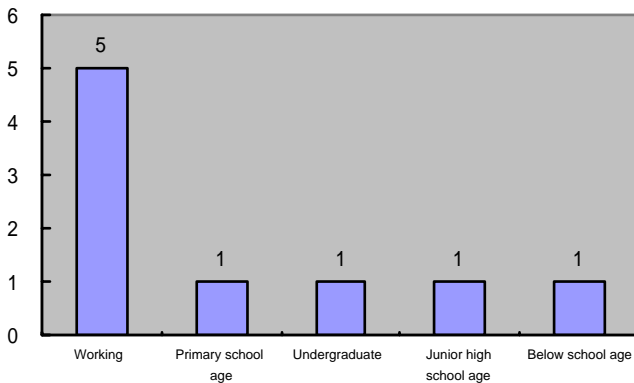
Ages of children(Jpn.W)

Total25



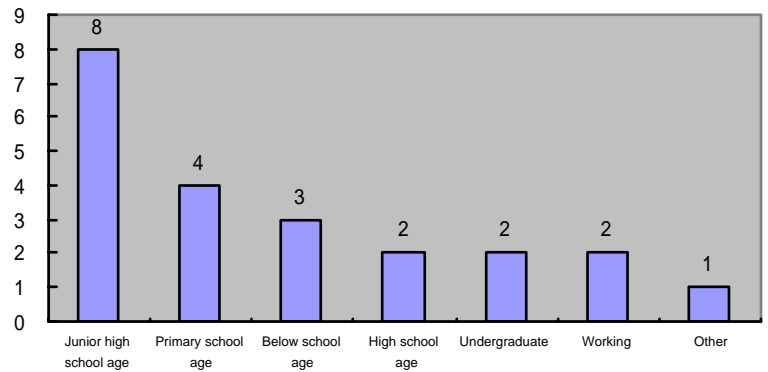
Ages of children(F.m)

Total 9



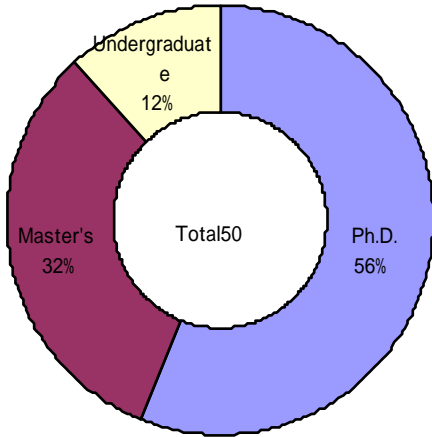
Ages of children(F.w)

Total22

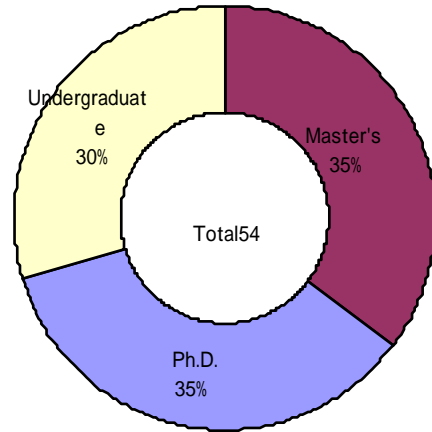


Q5 What is your highest academic degree? Undergraduate, Master's, Ph.D., Other

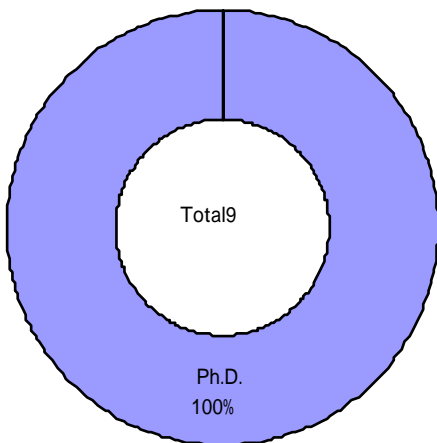
Highest academic degree (Jpn.M)



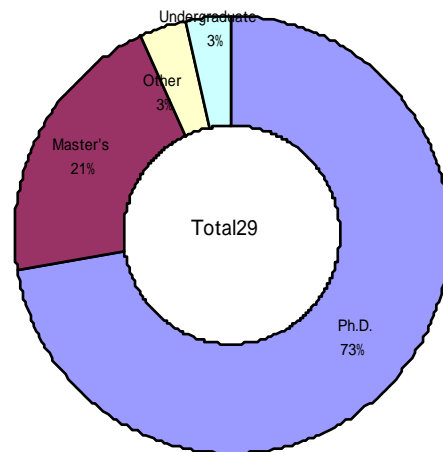
Highest academic degree (Jpn.)



Highest academic degree (F.M)



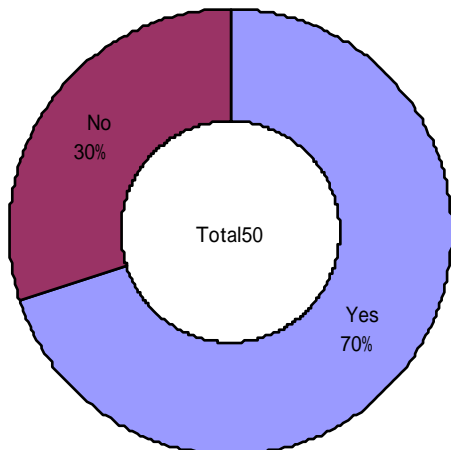
Highest academic degree (F.W)



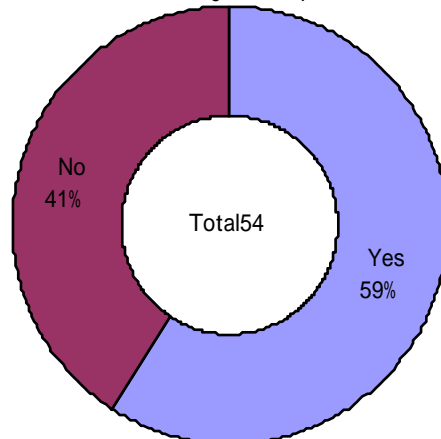
Q6 Do you hold a Ph.D. degree?

Yes, No

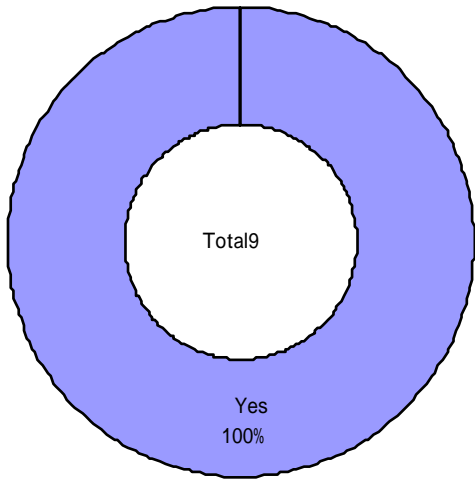
Holding Ph.D (Jpn.M)



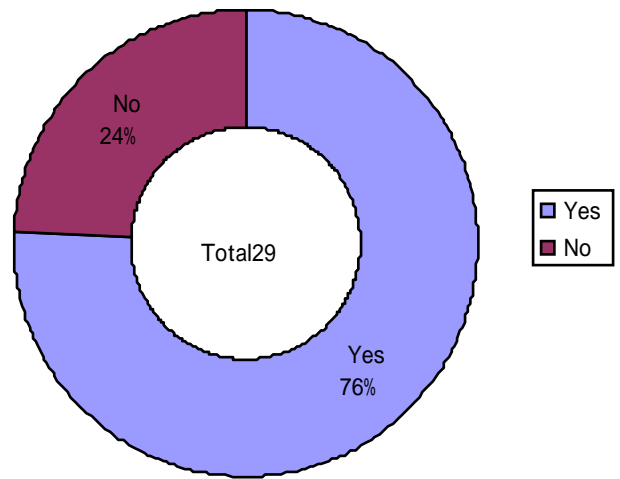
Holding Ph.D (Jpn.W)



Holding Ph.D (F.M)



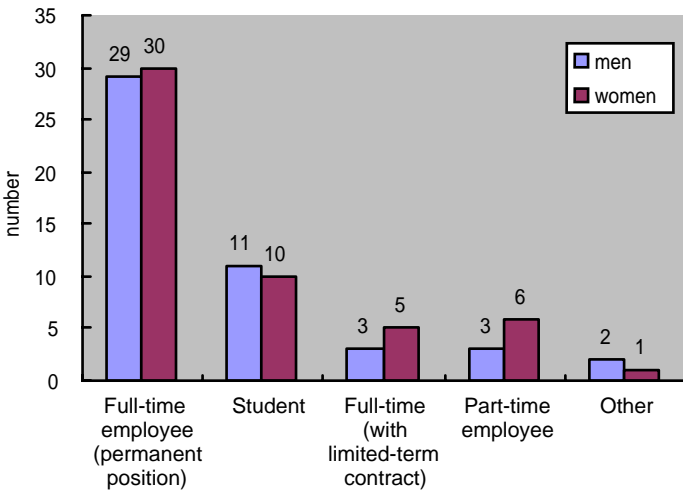
Holding Ph.D (F.W)



Q7.1 What is your current employment status? Student, Full-time employee (permanent position), Full-time (with limited-term contract), Part-time employee, Unemployed, Other

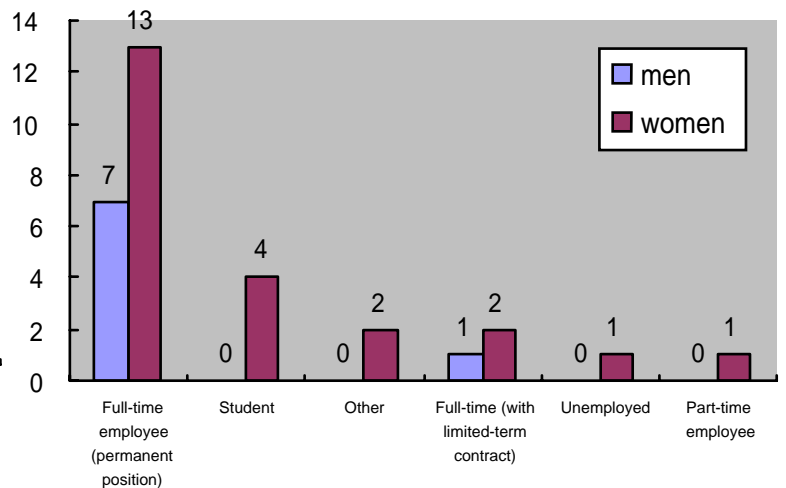
current employment status

Total men 48
Total Women 52



Current employment status (F.w)

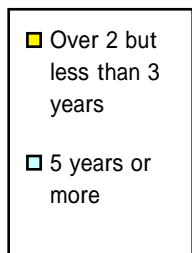
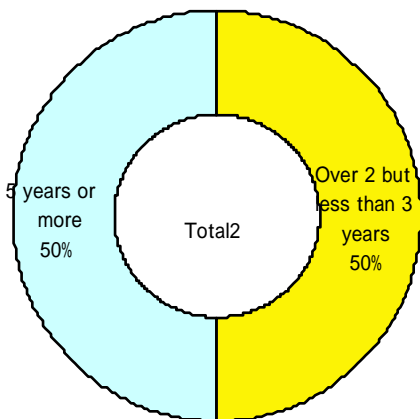
Total men 8
Total women 23



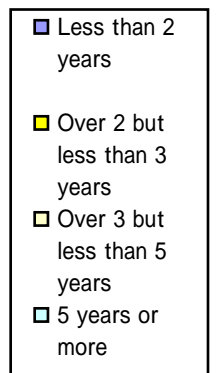
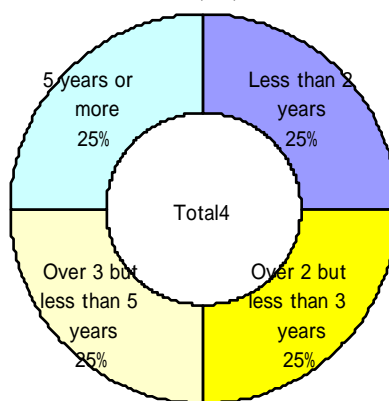
Q7.2 If you are employed on a limited-term contract, how many years is your term?

Less than 2 years, Over 2 but less than 3 years, Over 3 but less than 5 years, 5 years or more

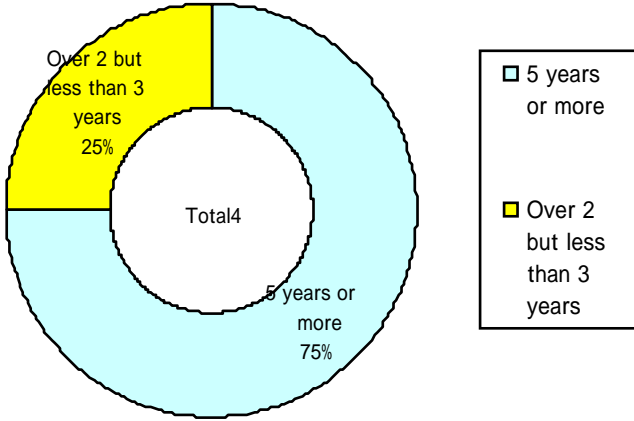
a limited term (F.m)



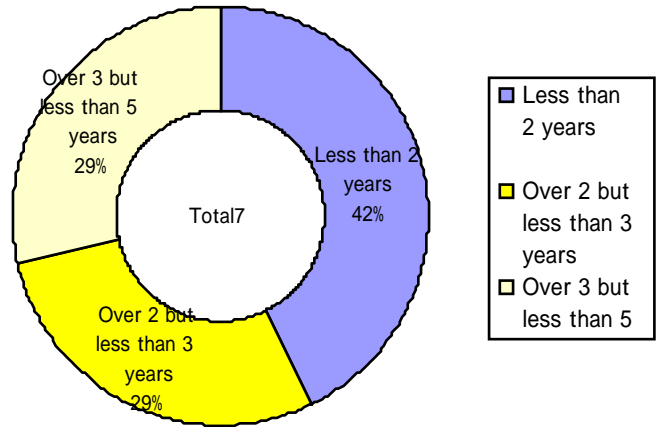
a limited term (F.w)



a limited term (Jpn.m)



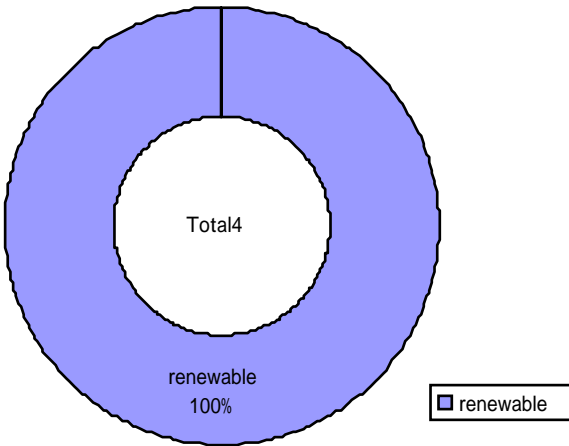
a limited term (Jpn.w)



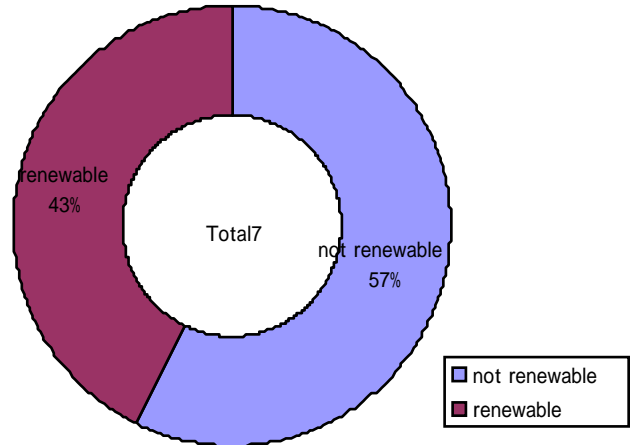
Q7.3 Is your contract renewable?

Yes, No

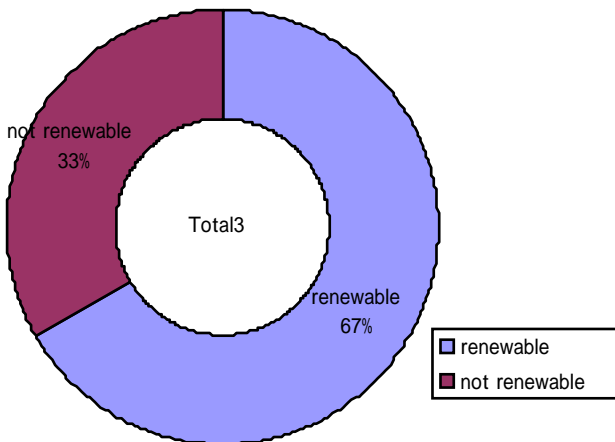
Your ccontract(Jpn. M)



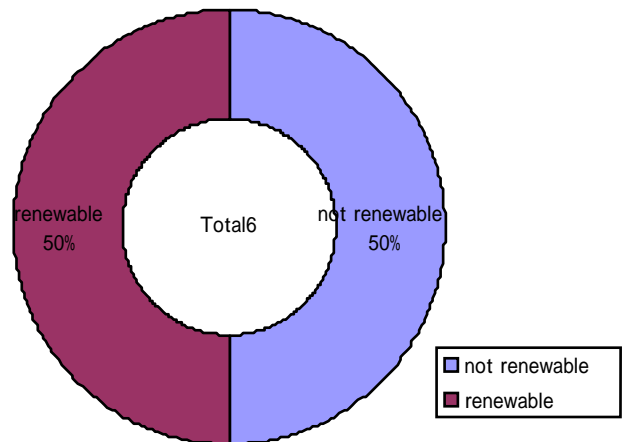
Your ccontract(Jpn. W)



Your contract(F. M)



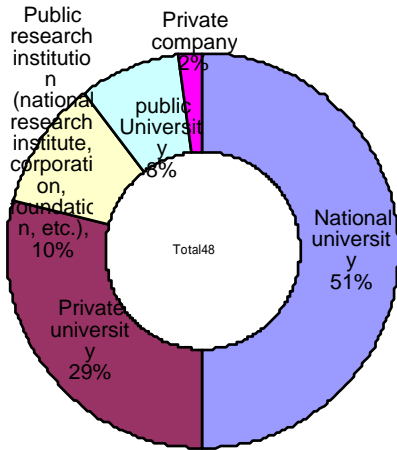
Your ccontract(F. W)



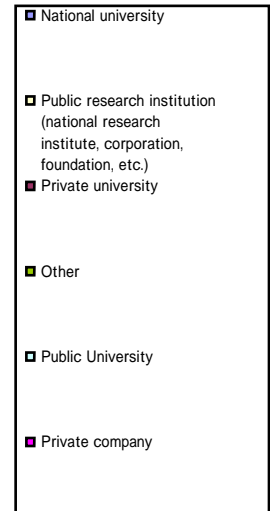
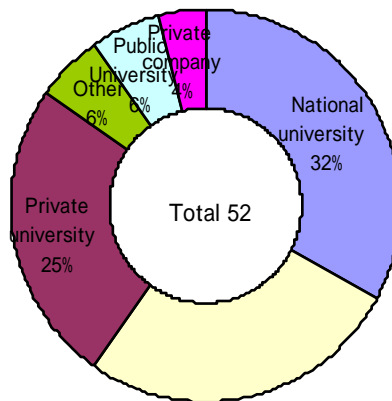
Q8 Your current main affiliation. (If you have left work, please respond to items 8-16 regarding your most recent position.)

Private company, National university, Private university, Other educational institution, Public research institution (national research institute, corporation, foundation, etc.), Other

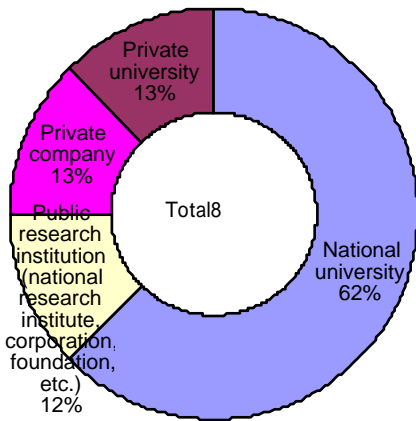
current main affiliation (Jpn.M)



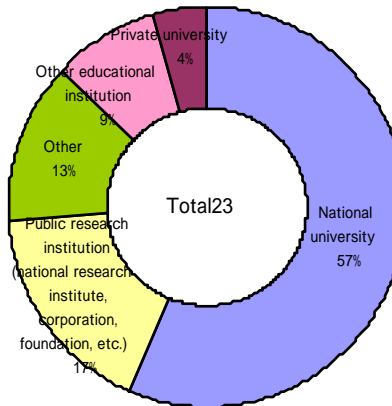
current main affiliation (Jpn.w)



Current main affiliation (F.m)



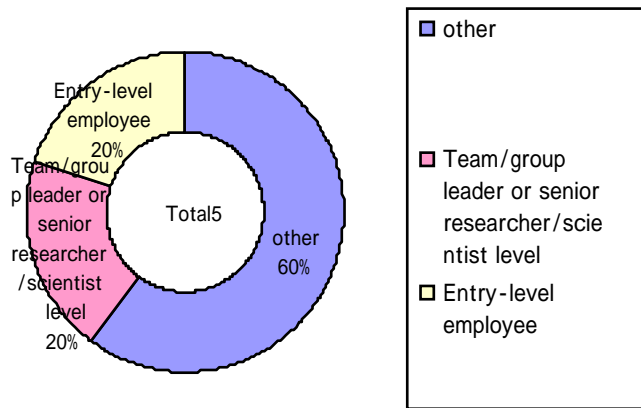
Current main affiliation (F.w)



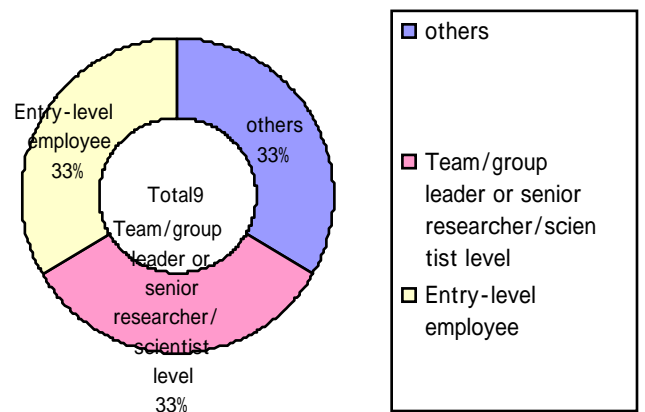
Q9.1 Your current position. Private company:

Entry-level employee, Team/group leader or senior researcher/scientist level, Section head or laboratory chief level, Department/division head or director level, Operations manager/director level, Executive director/officer level or above, Other

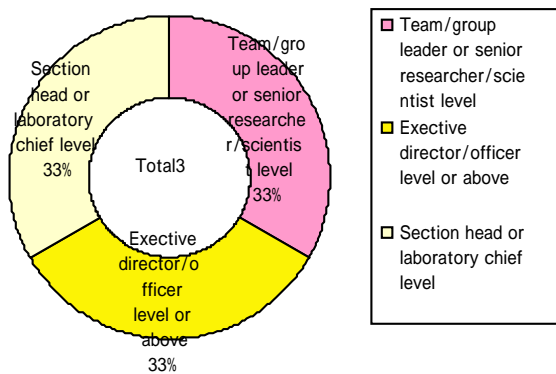
Private company-current position (Jpn.m)



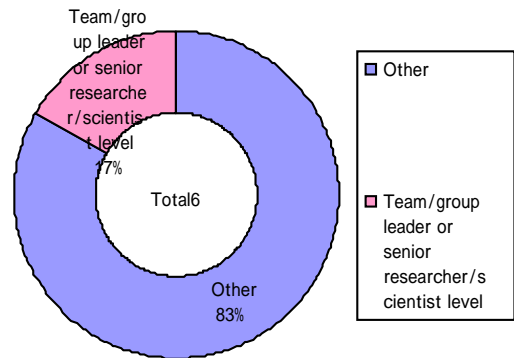
Private company-current position (Jpn.w)



Private company-current position (F.m)



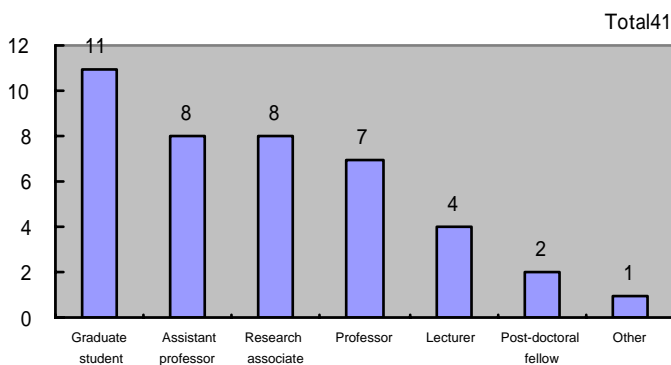
Private company-current position (F.w)



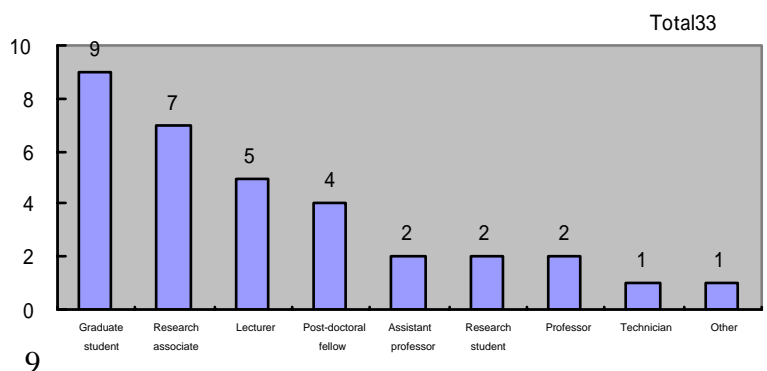
Q9.2 Your current position. University:

Undergraduate student, Graduate student, Research student, Post-doctoral fellow, Technician, Research associate, Lecturer, Assistant professor, Associate professor, Professor, Other

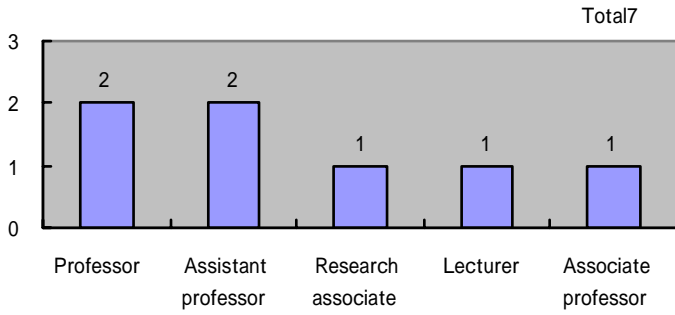
University-current position (Jpn.M.)



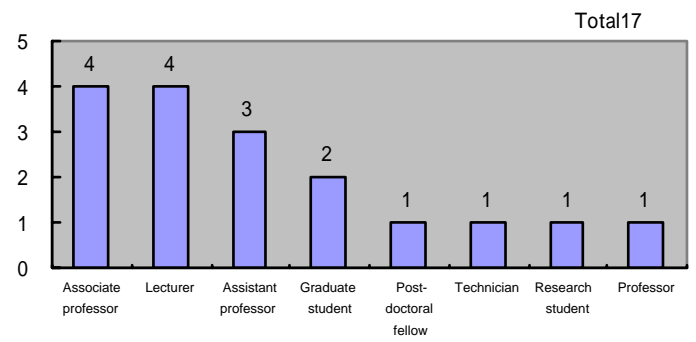
University-current position (Jpn.W.)



University-current position (F.M)



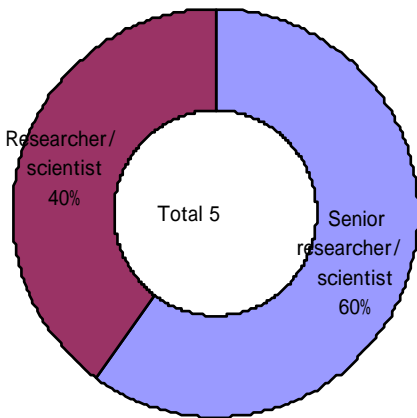
University-current position (F.W)



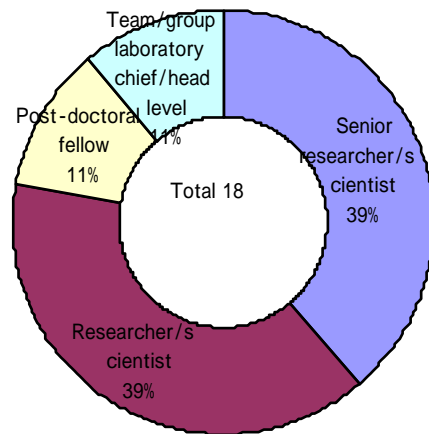
Q9.3 Your current position. Public research institution:

Post-doctoral fellow, Researcher/scientist, Senior researcher/scientist, Team/group laboratory chief/head level, Division/department head or director level, Operations manager/director level, Director General or the equivalent, Other

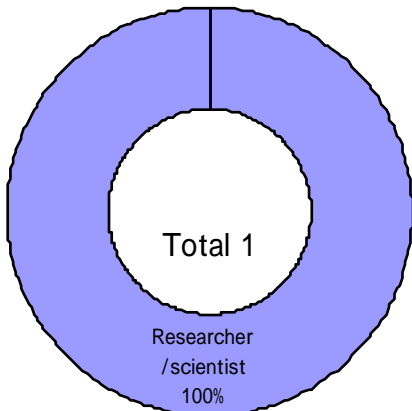
Public research institution-current position(Jpn.m)



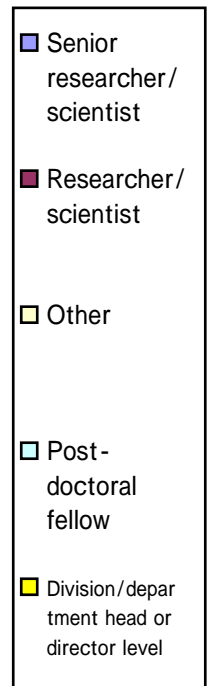
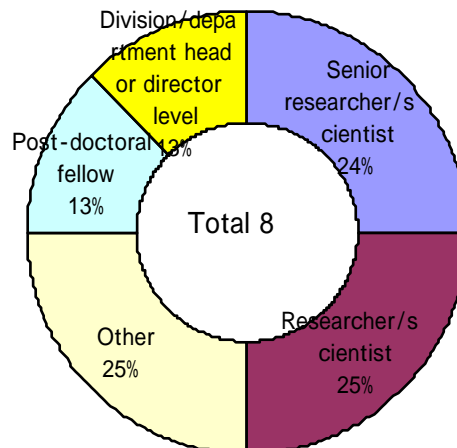
Public research institution-current position(Jpn.w)



Public research institution-current position(F.m)

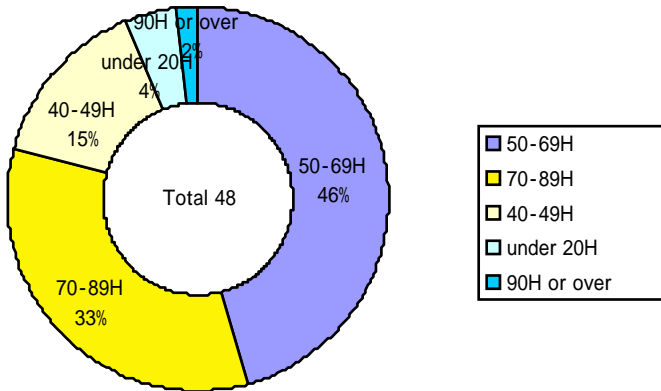


Public research institution-current position(F.W)

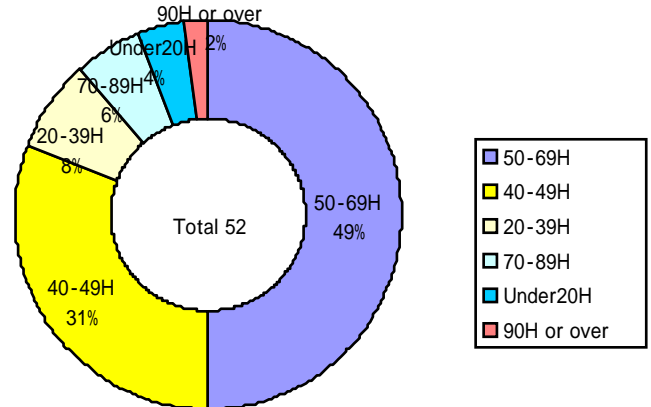


Q10.1 Working hours spent at the workplace: Number of hours spent per week at the workplace. Under 20 H, 20-39H, 40-49H, 50-69H, 70-89H, 90H or over

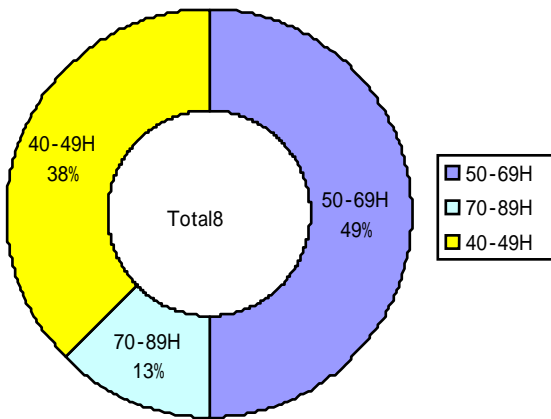
Working hours (per 1 week, Jpn. M)



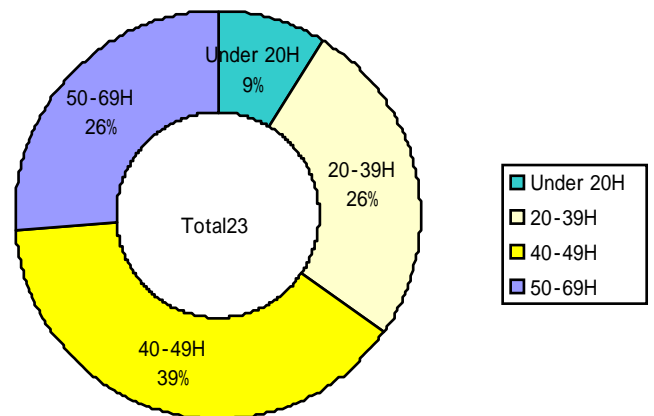
Working hours (per 1 week, Jpn. W)



Working hours (per 1 week, F. M)

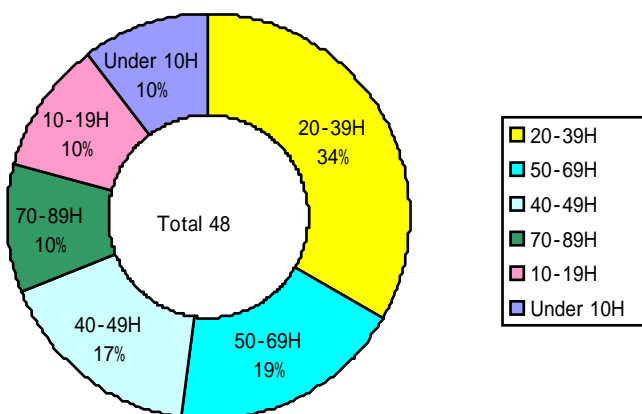


Working hours (per 1 week, F. W)

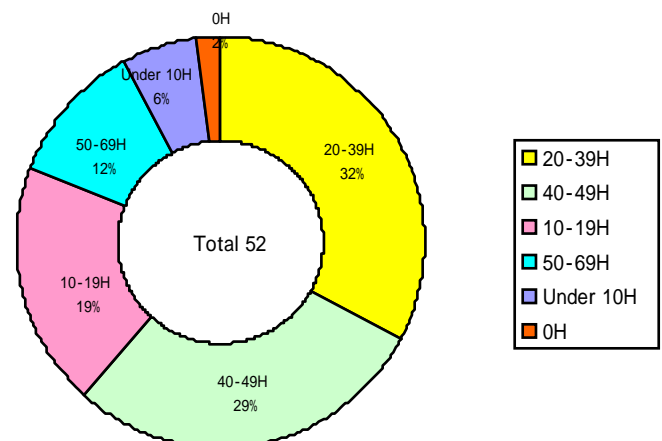


Q10.2 How much of the above time do you spend on research and development? 0, 1-9, 10-19, 20-39, 40-49, 50-69, 70-89, 90 or over

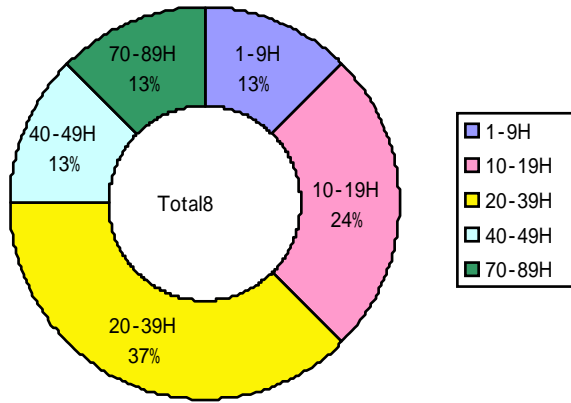
Hours for research and development (per 1 week Jpn.m)



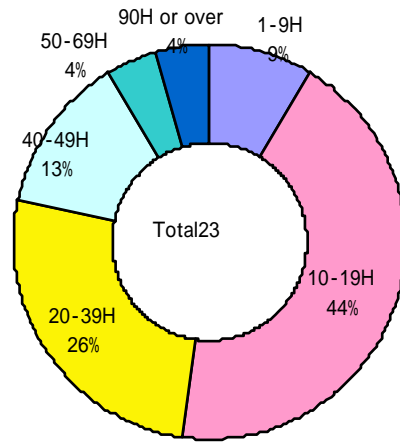
Hours for research and development (per 1 week Jpn.w)



Hours for research and development (per 1 week F.m)

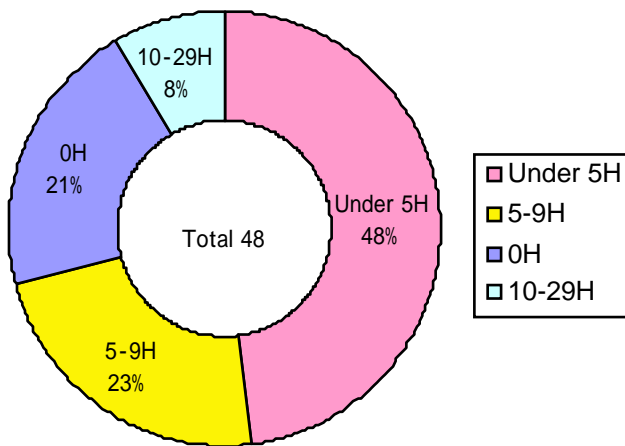


Hours for research and development (per 1 week F.w.)

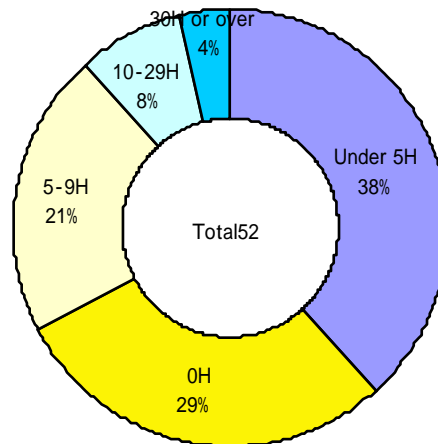


Q11.1 Hours spent working from home: How many hours per week do you work at home? 0, 1-4, 5-9, 10-29, 30 or above

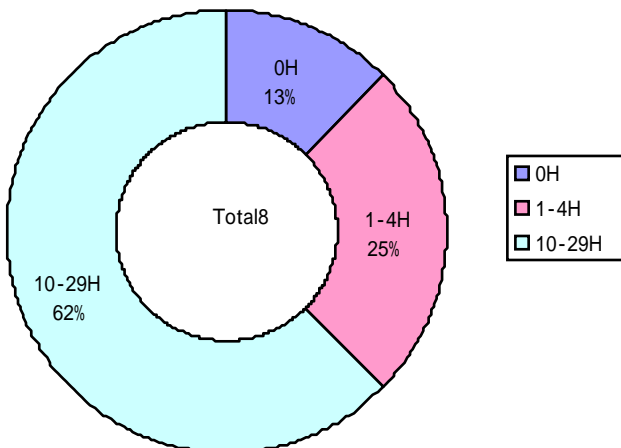
Working hours at home (per a week, Jpn.M)



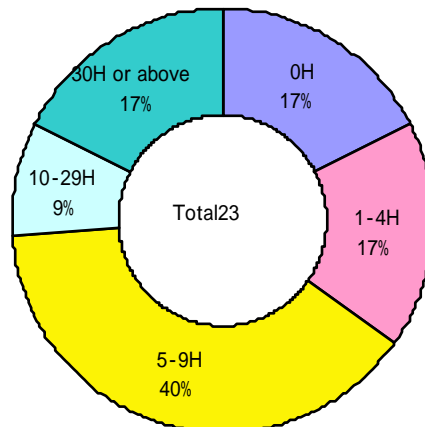
Working hours at home (per a week, Jpn.W)



Working hours at home (per a week, F.M)



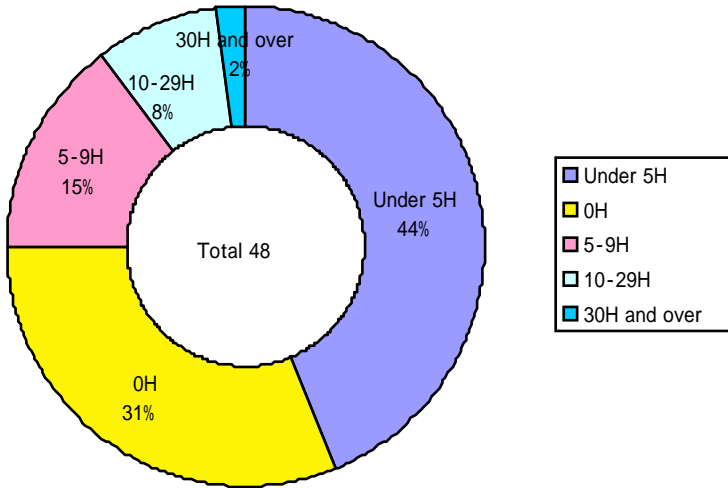
Working hours at home (per a week, FW)



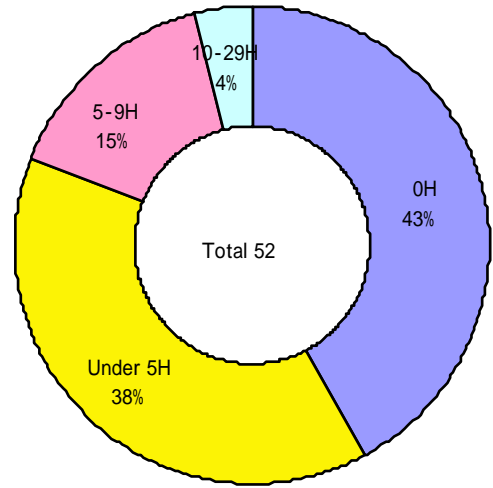
Q11.2 How much of the above time do you spend on research and development?

0, 1-4, 5-9, 10-29, 30 or above

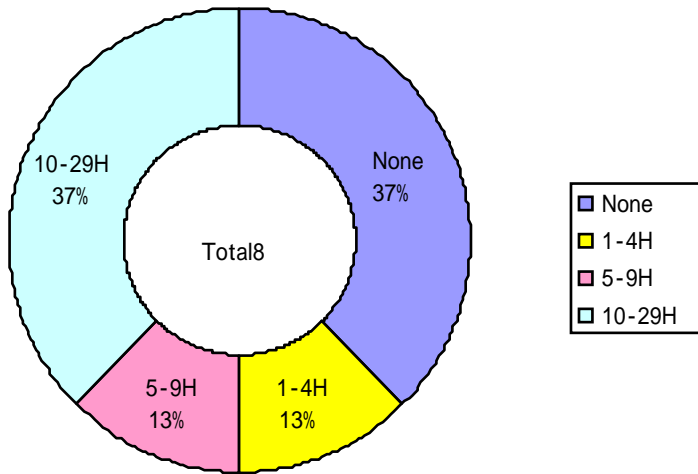
Hours for research and development at home, Jpn.M)



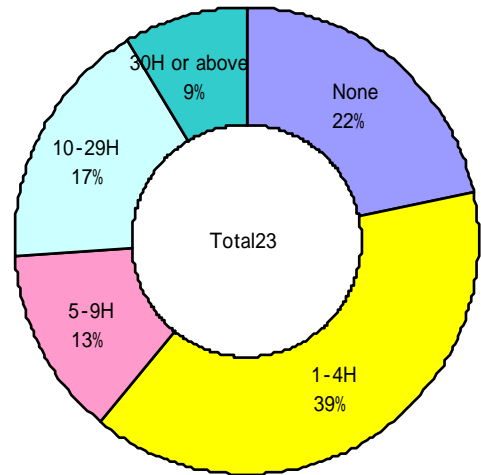
Hours for research and development at home, Jpn.W)



Hours for research and development at home, F.M)



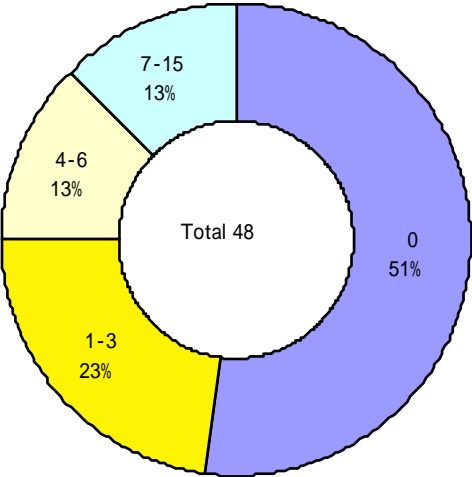
Hours for research and development at home, F.W)



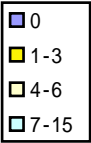
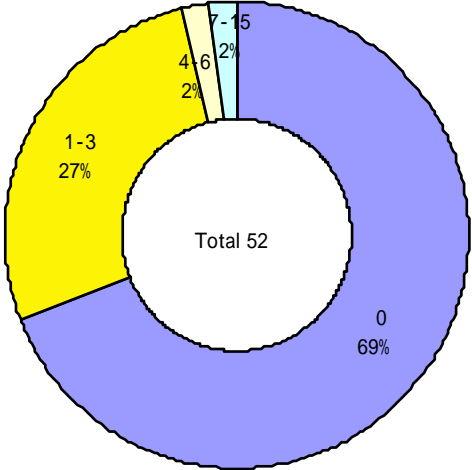
Q12 How many persons do you supervise? (In case of university, how many persons do you advise, excluding undergraduates?)

0, 1-3, 4-6, 7-15, 16-30, 31 or more

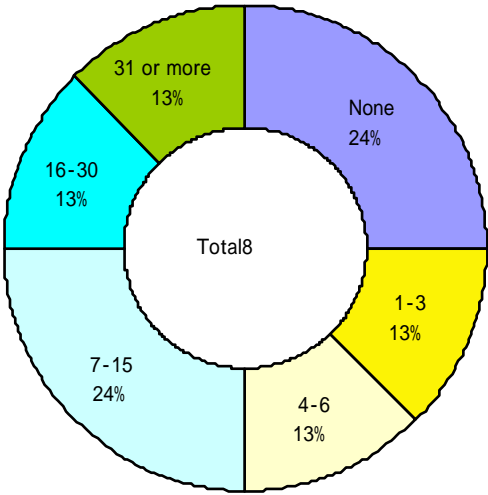
Subordinates (Jpn.M)



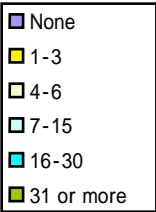
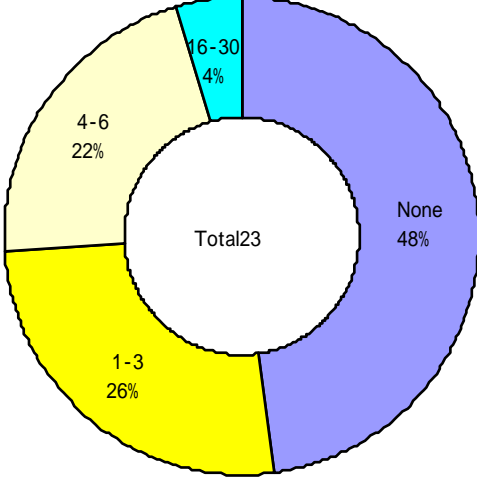
Subordinates (Jpn.W)



Subordinates (F.M)



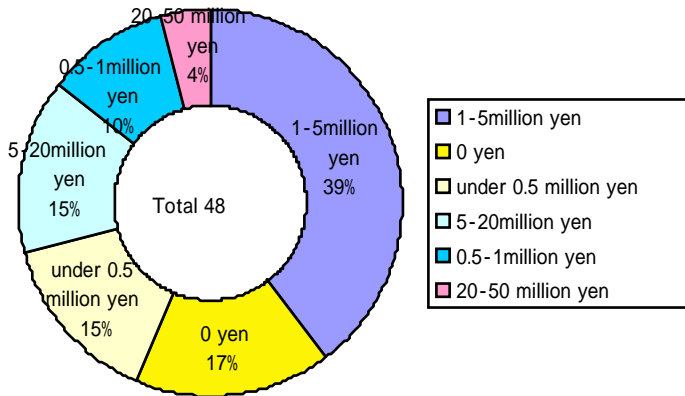
Subordinates (F.W)



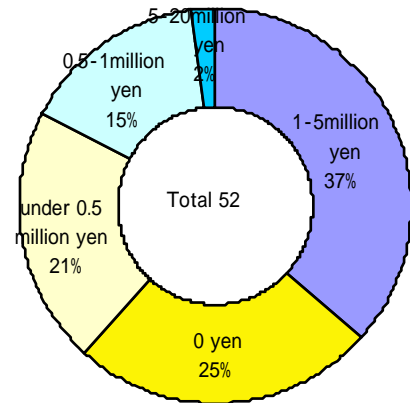
Q13 What is your annual research and development budget, excluding personnel costs? (Leaders should state total for research budget supervised.)

\$0/Under\$5,000/ \$5,000-\$9,999/ \$10,000-\$49,999/ \$50,000-\$199,999/ \$200,000-\$499,999/ \$500,000 or above

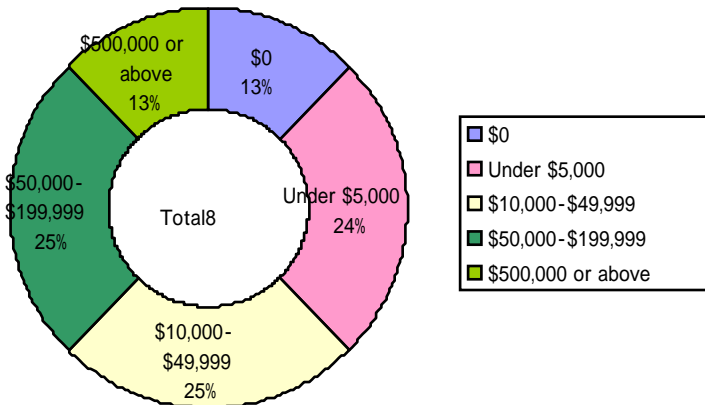
Annual research budget (Jpn.M)



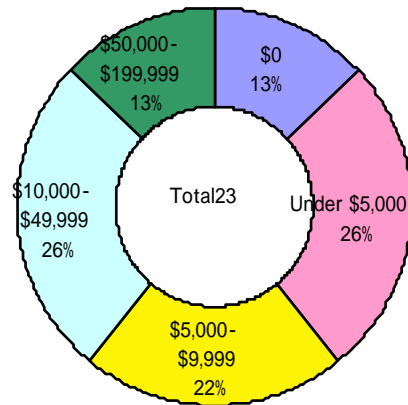
Annual research budget (JpnW)



Annual research budget (F.M)



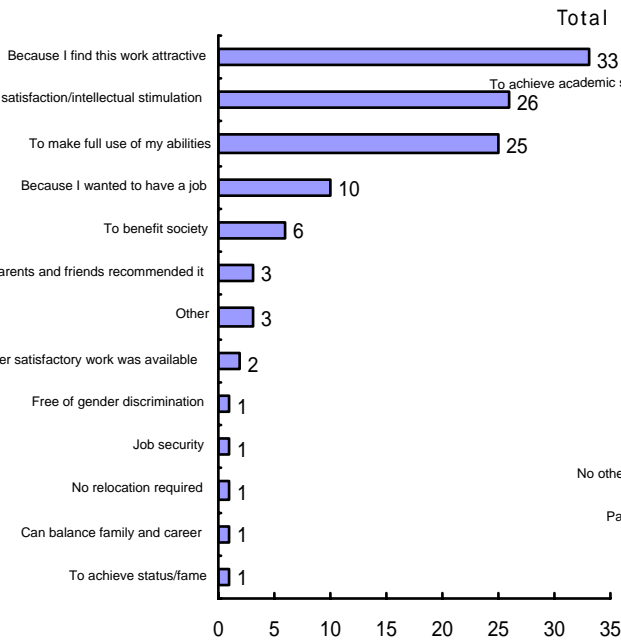
Annual research budget (F.W)



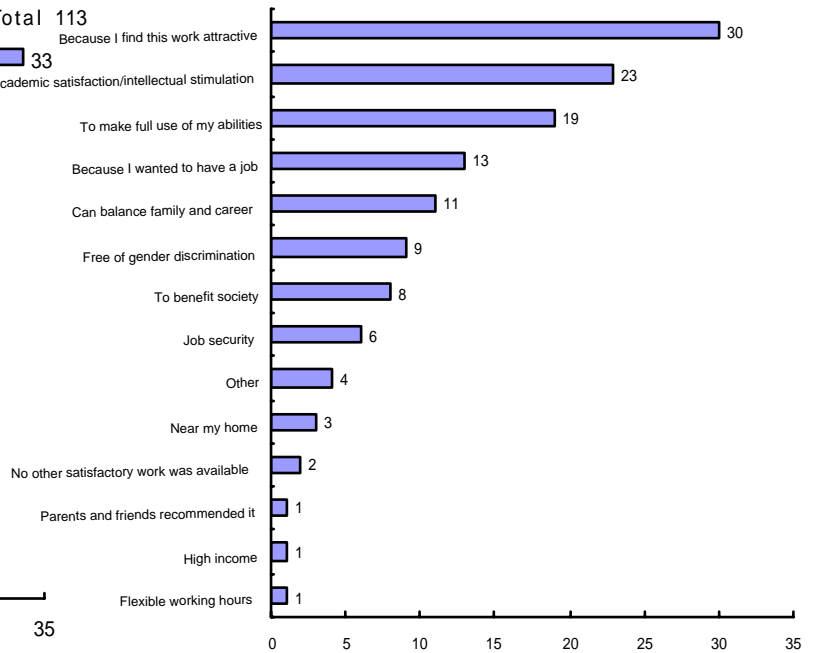
Q14 Why did you choose your current occupation?

To achieve academic satisfaction/intellectual stimulation, To make full use of my abilities, Because I find this work attractive, High income, Job security, Can balance family and career, Free of gender discrimination, To benefit society, To achieve status/fame, No other satisfactory work was available, Because I wanted to have a job, Parents and friends recommended it, Near my home, No relocation required, Flexible working hours, Other

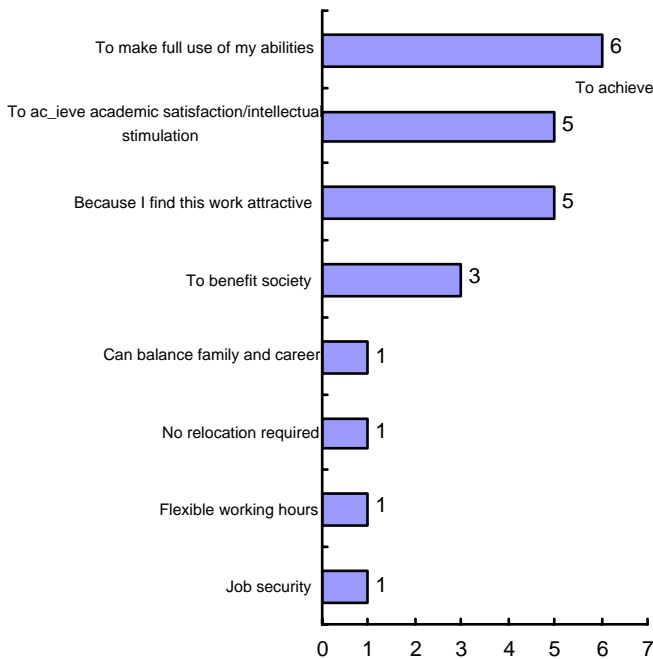
Why did you choose your current occupation ? (Jpn.M) Total 113



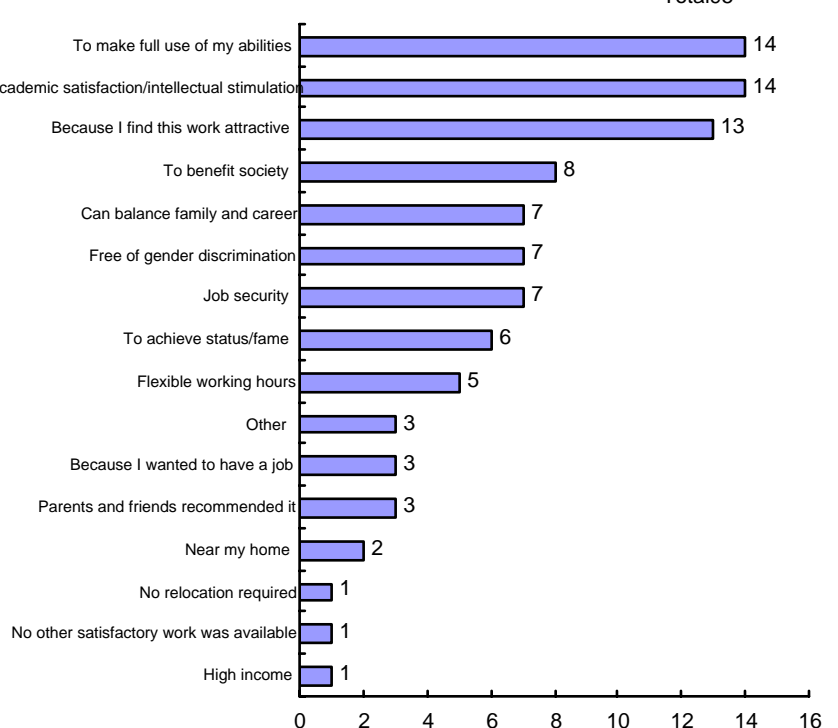
Why did you choose your current occupation ? (Jpn.W) Total 131



Why did you choose your current occupation ? (F.M) Total 23

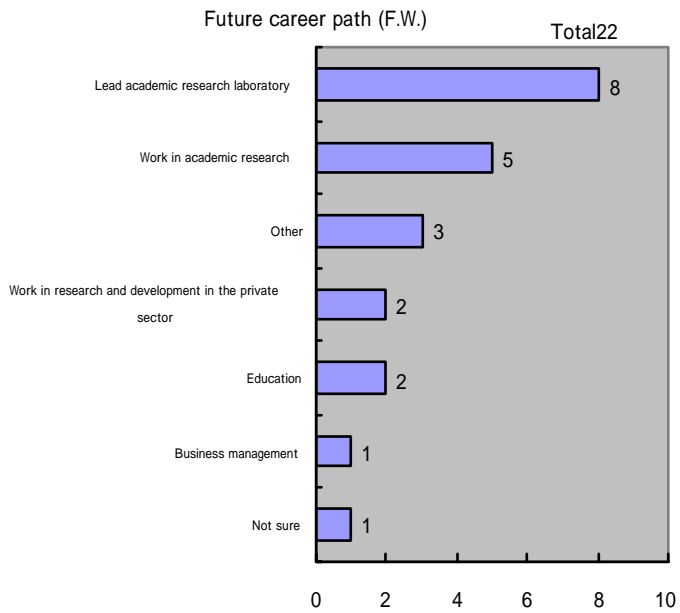
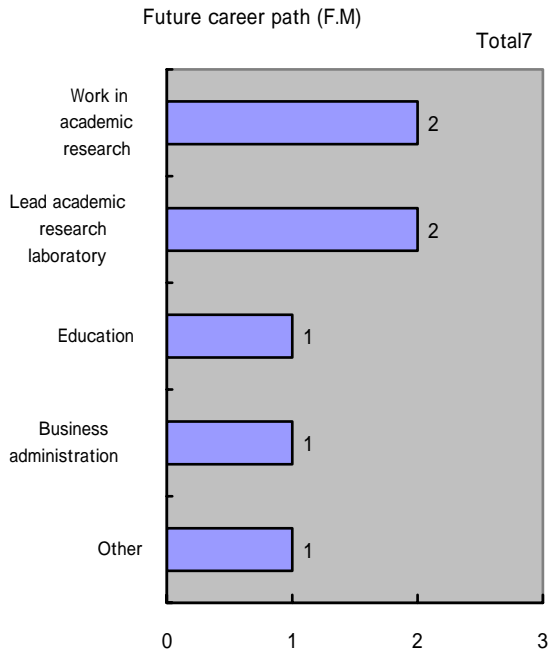
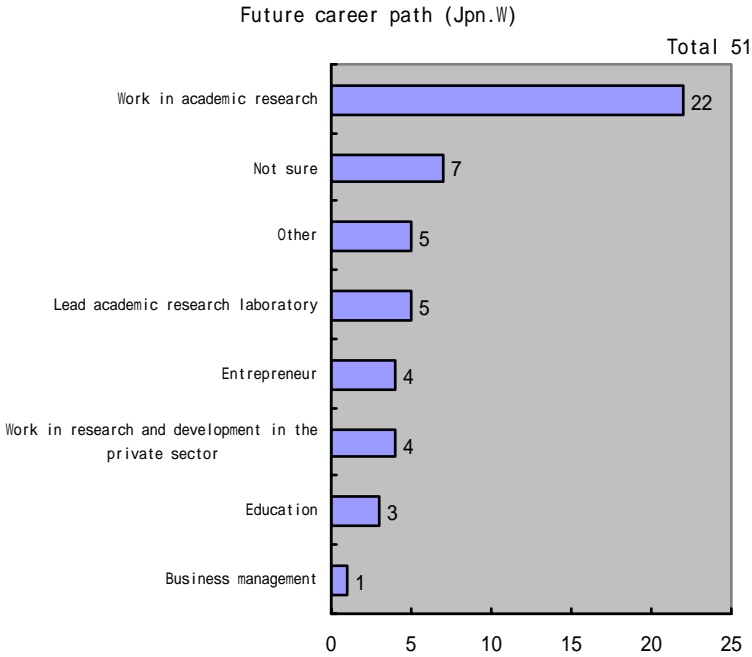
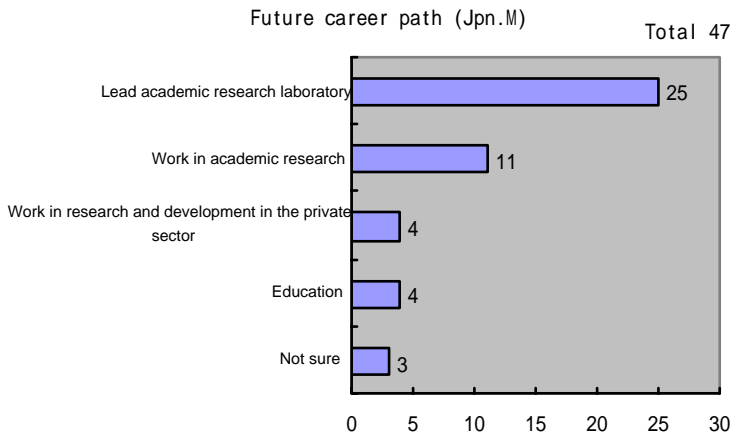


Why did you choose your current occupation ? (F.W) Total 95



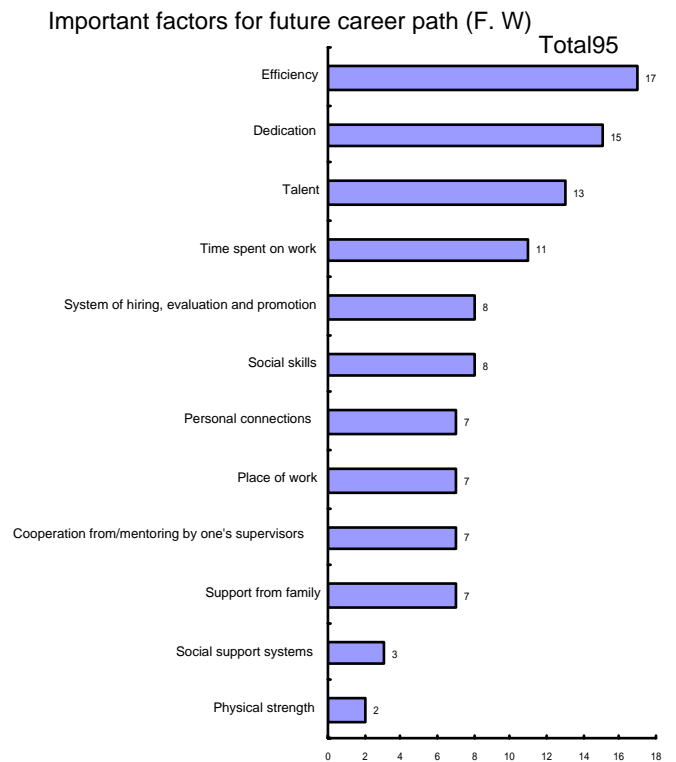
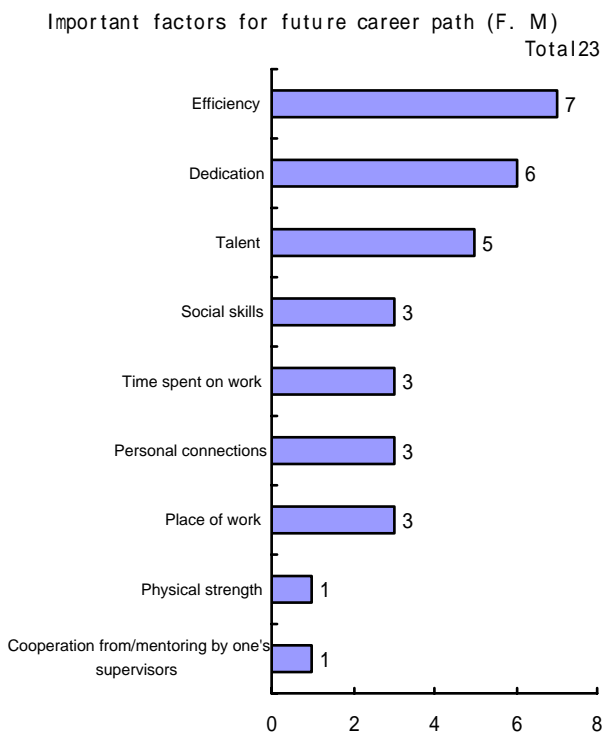
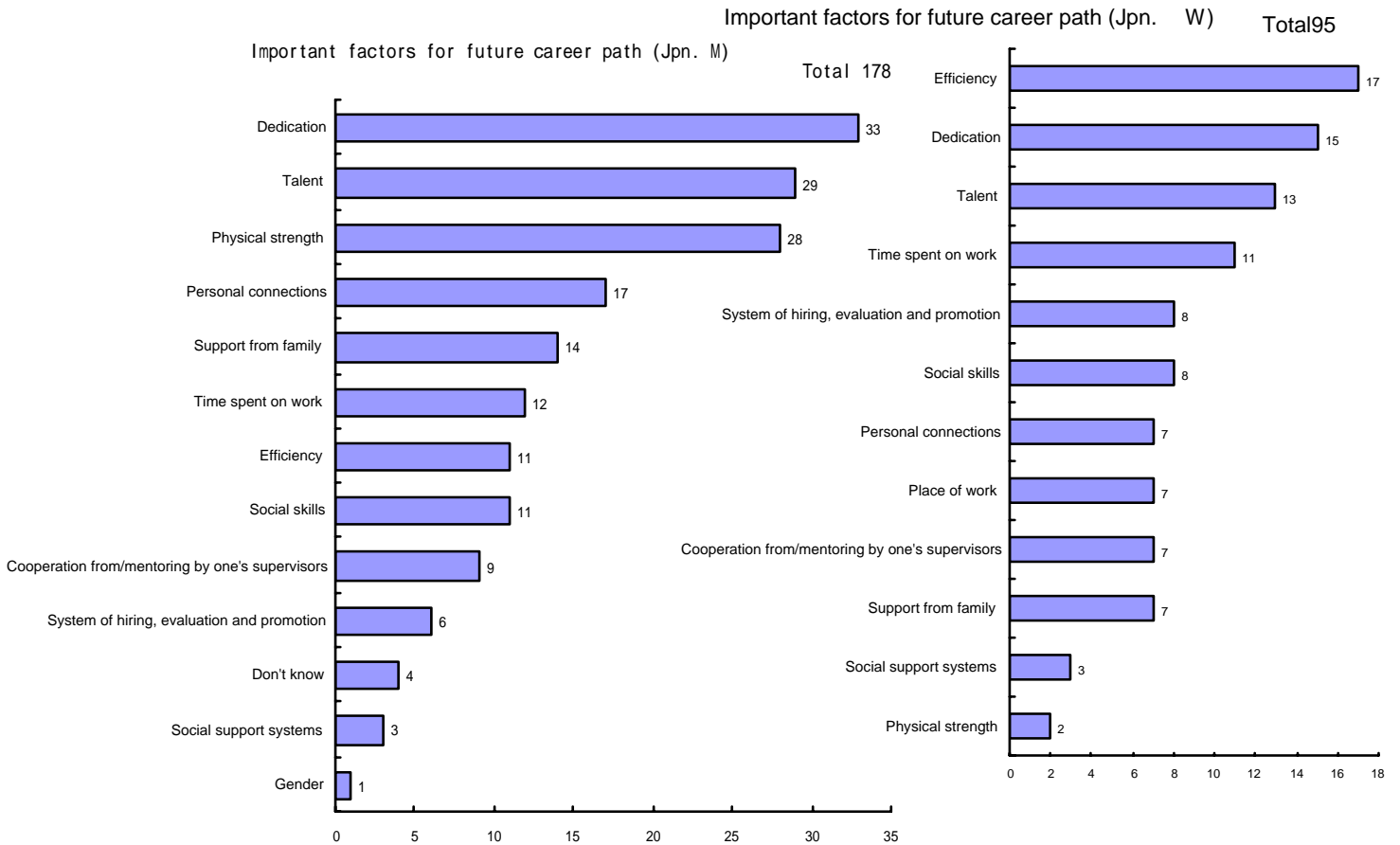
Q15.1 Your future career path. (For those who have left work, please respond as you would have in your most recent position.) In the future, what type of position do you wish to hold? (If you wish to continue in your present position, please respond as such.)

Lead academic research laboratory, Work in academic research, Business management, Business administration, Work in research and development in the private sector, Education, Local government, Entrepreneur, Not sure, Other



Q15.2 Please choose up to 5 factors you consider important to achieve that position.

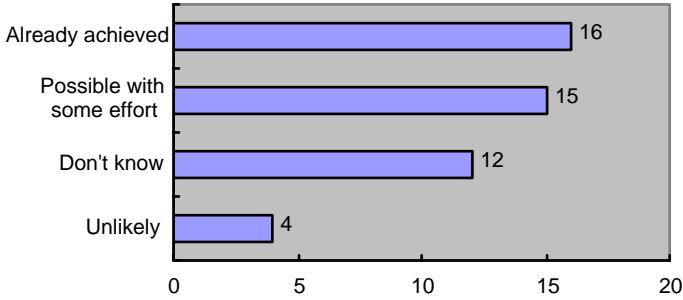
Talent, Dedication, Physical strength, Efficiency, Time spent on work, Social skills, Gender, Personal connections, Cooperation from/mentoring by one's supervisors, Support from family, System of hiring, evaluation and promotion, Social support systems, Place of work, Don't know



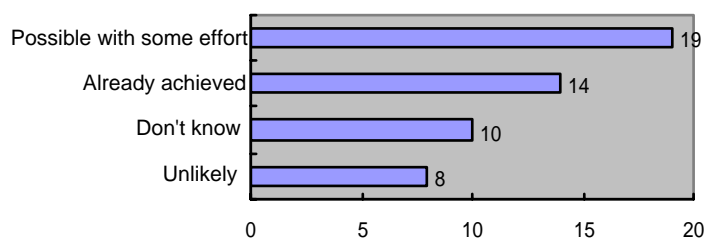
Q15.3 Please rate the likelihood of your achieving the position of your choice.

Already achieved, Possible with some effort, Unlikely, Don't know

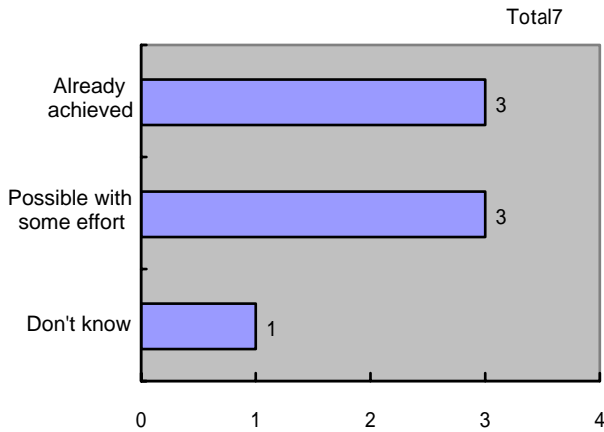
Possibility of your achieving the position of your choice (Jpn.)
Total 47



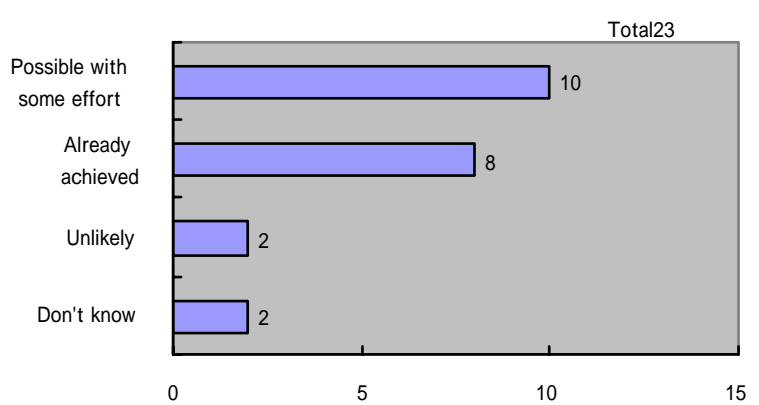
Possibility of your achieving (Jpn.W)
Total 51



Possibility of your achieving (F.M)
Total 7



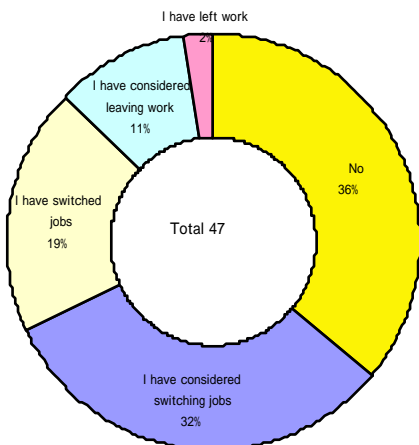
Possibility of your achieving the position of your choice (F.W)
Total 23



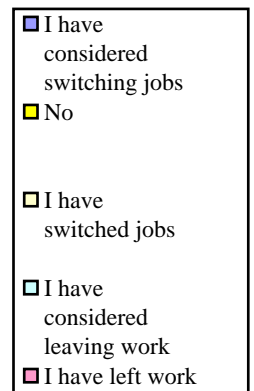
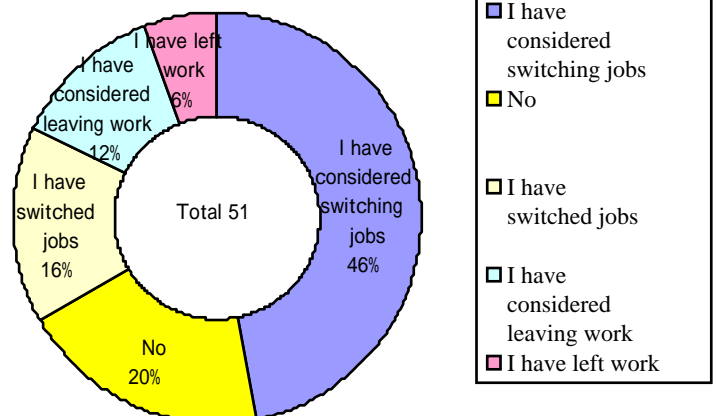
Q16 Have you ever considered leaving/switching or have ever actually left/switched work?

I have left work, I have switched jobs, I have considered leaving work, I have considered switching jobs, No

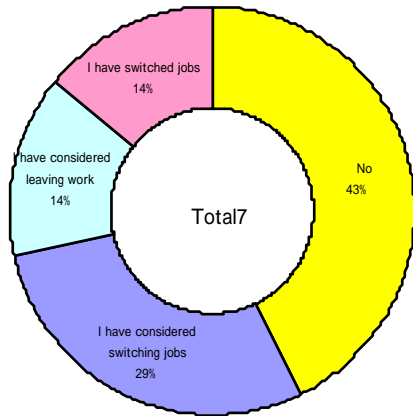
Leaving/switching (Jpn.M)



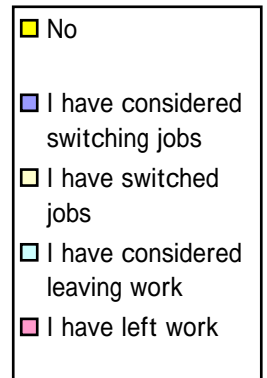
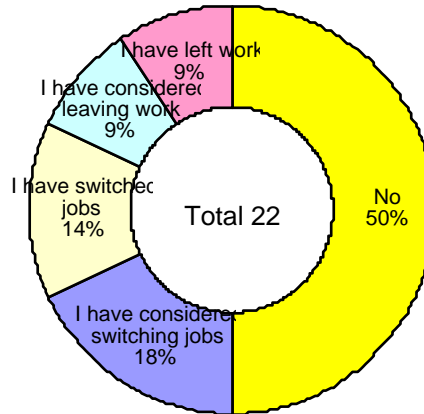
Leaving/switching (Jpn.W)



Leaving/switching (F.M)



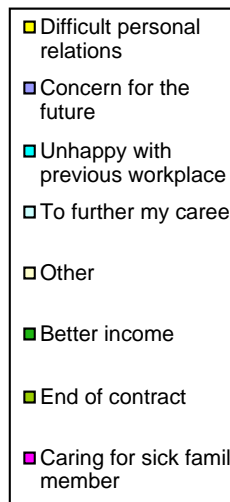
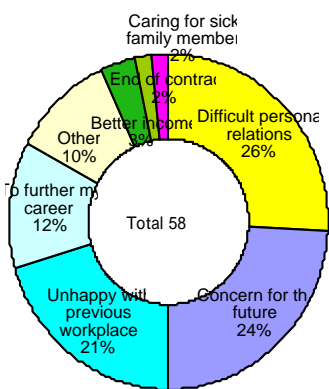
Leaving/switching (F.W)



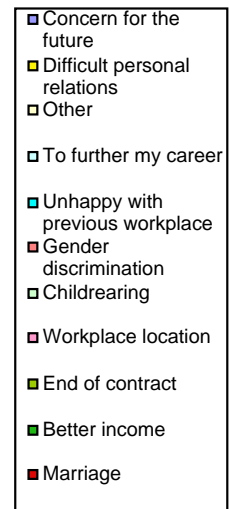
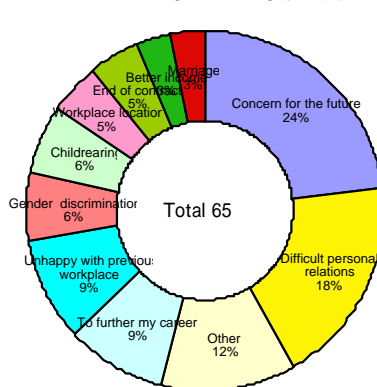
Q16.1 If you have ever left/switched job (or have considered leaving/switching job), please state the reason (s).

To further my career, Better income, To avoid relocation demanded by previous employer, Job relocation of family member, Workplace location, End of contract, Marriage, Childrearing, Caring for sick family member, Concern for the future, Gender discrimination, Difficult personal relations, Unhappy with previous workplace, Was dismissed, Other

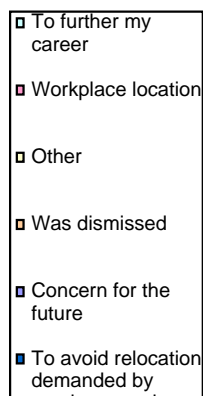
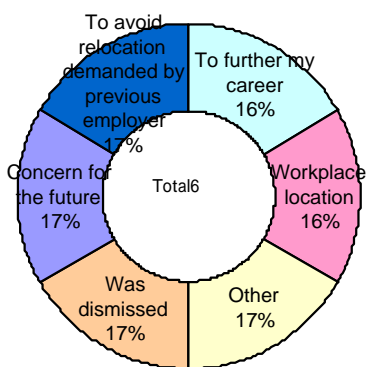
Reason for having left/switched (or having considered leaving /switching)job (Jpn.M)



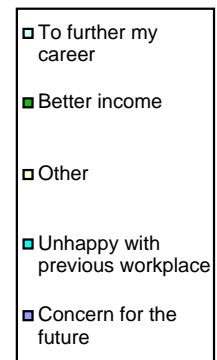
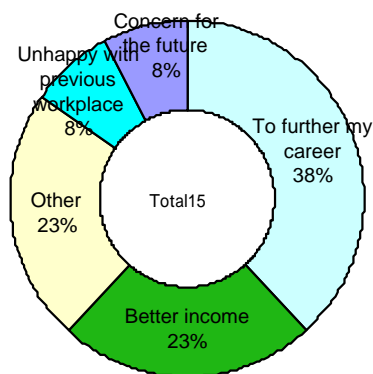
Reason for having left/switched (or having considered leaving /switching)job (Jpn.W)



Reason for having left/switched job (F .M)

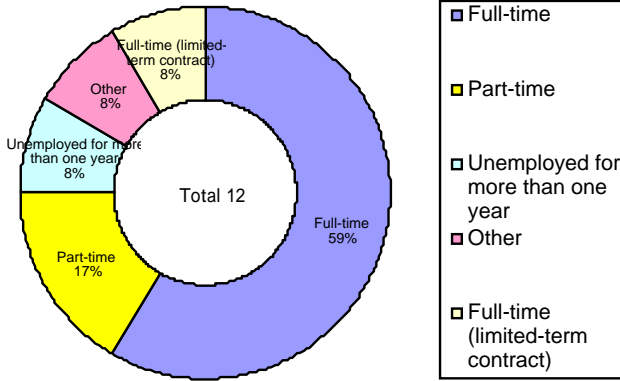


reason for having left/switched job (F .W)

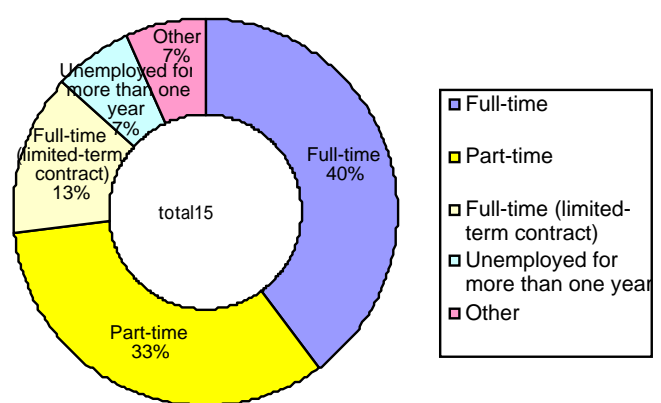


Q16.2 If you have ever left or switched jobs, what was your subsequent employment status? Full-time, Full-time (limited-term contract), Part-time, Unemployed for more than one year, Other

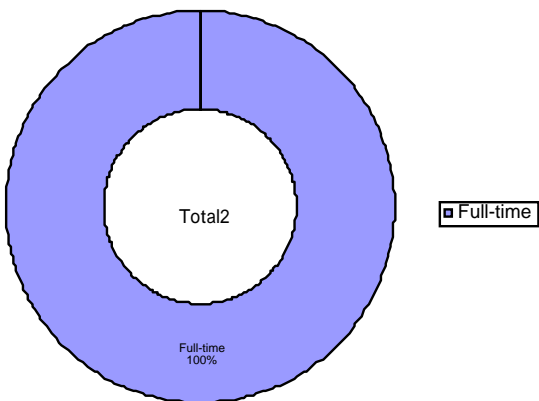
left/switched-subsequent employment status (Jpn.M)



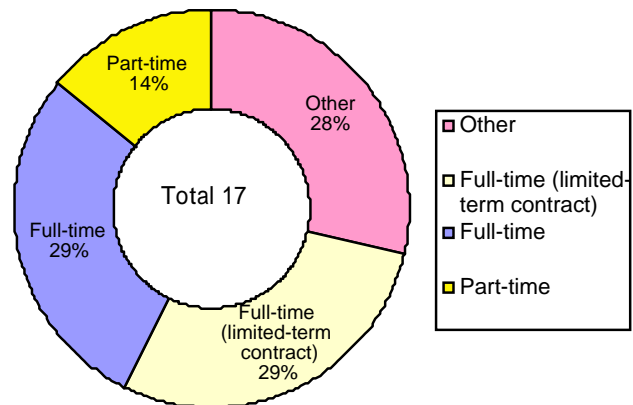
Left/switched-subsequent employment status (F.W)



Left/switched-subsequent employment status (F.M)



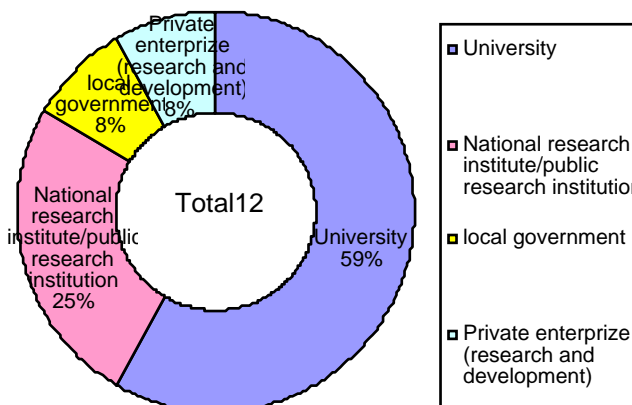
Left/switched-subsequent employment status (F.W)



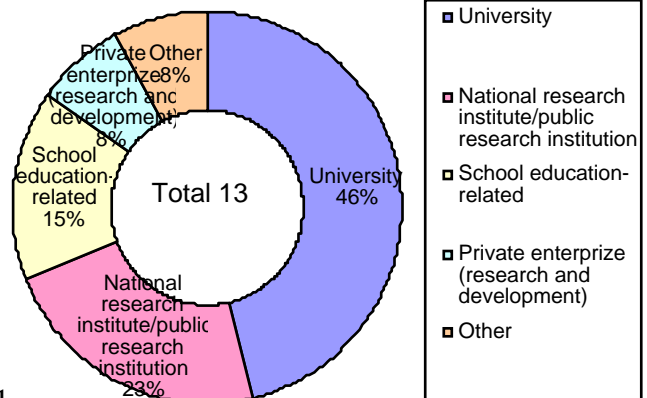
Q16.3 Into what type of field did you move?

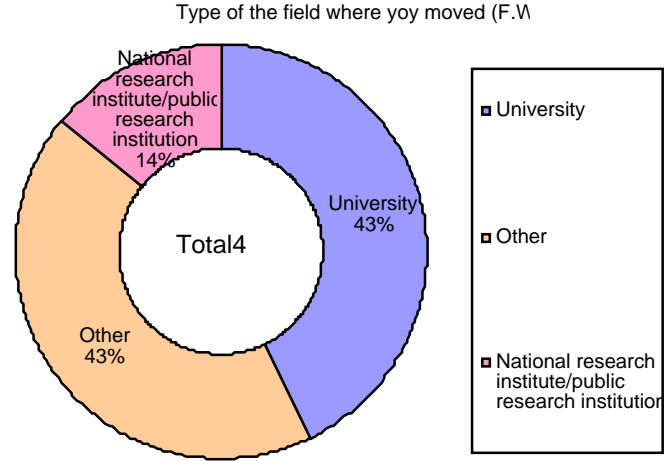
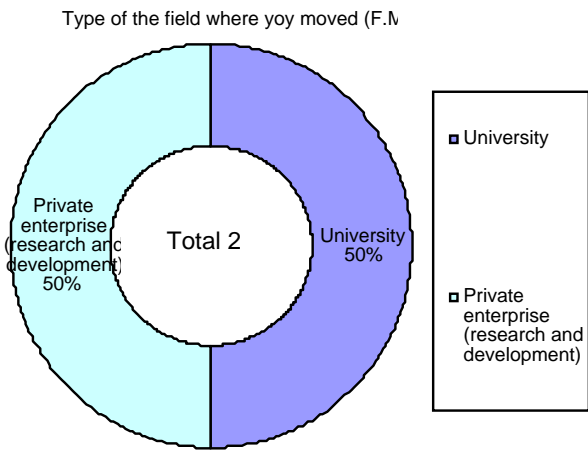
University, National research institute/public research institution, School education-related, Private enterprise (research and development), Private enterprise (survey research and consulting), Private enterprise (non-research related work), Local government, Other

Type of the field where you moved (Jpn.I)

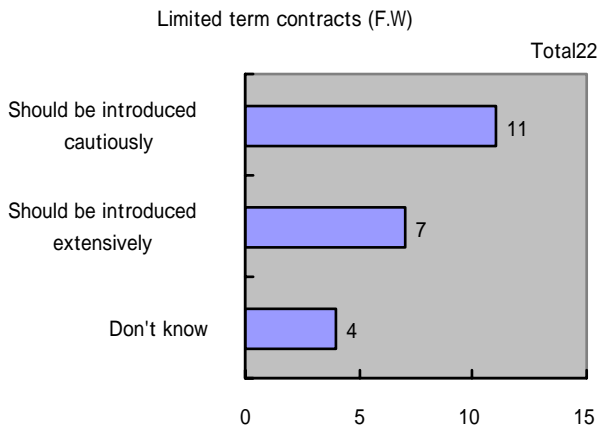
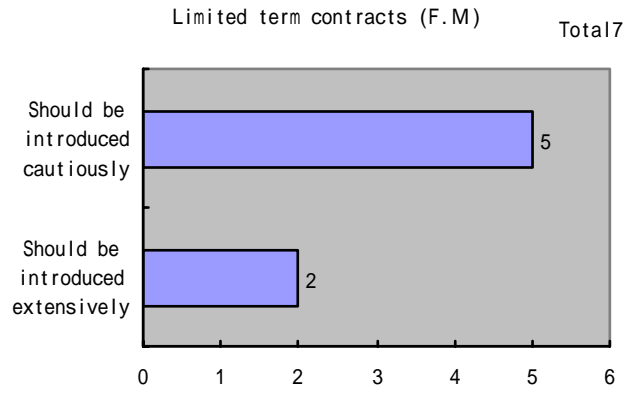
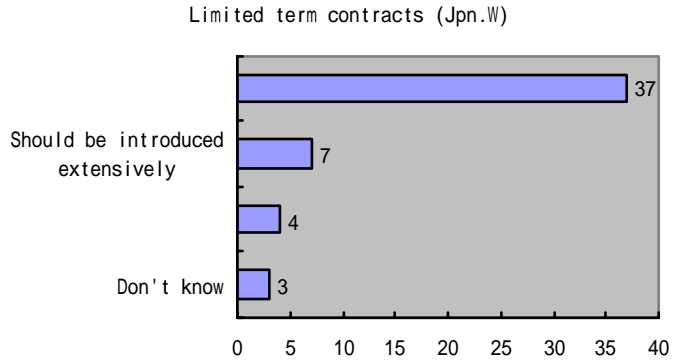
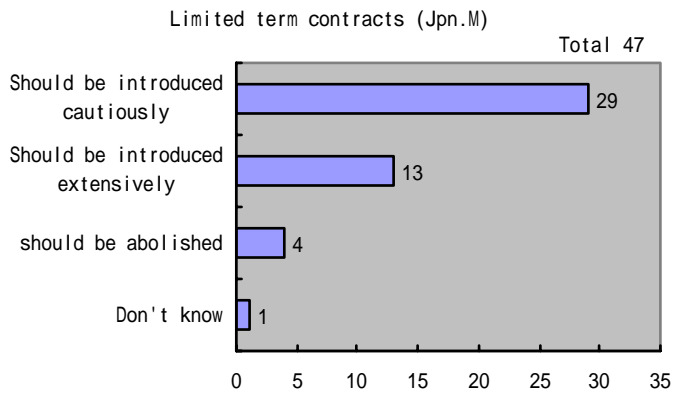


Type of the field where you moved (Jpn.V)



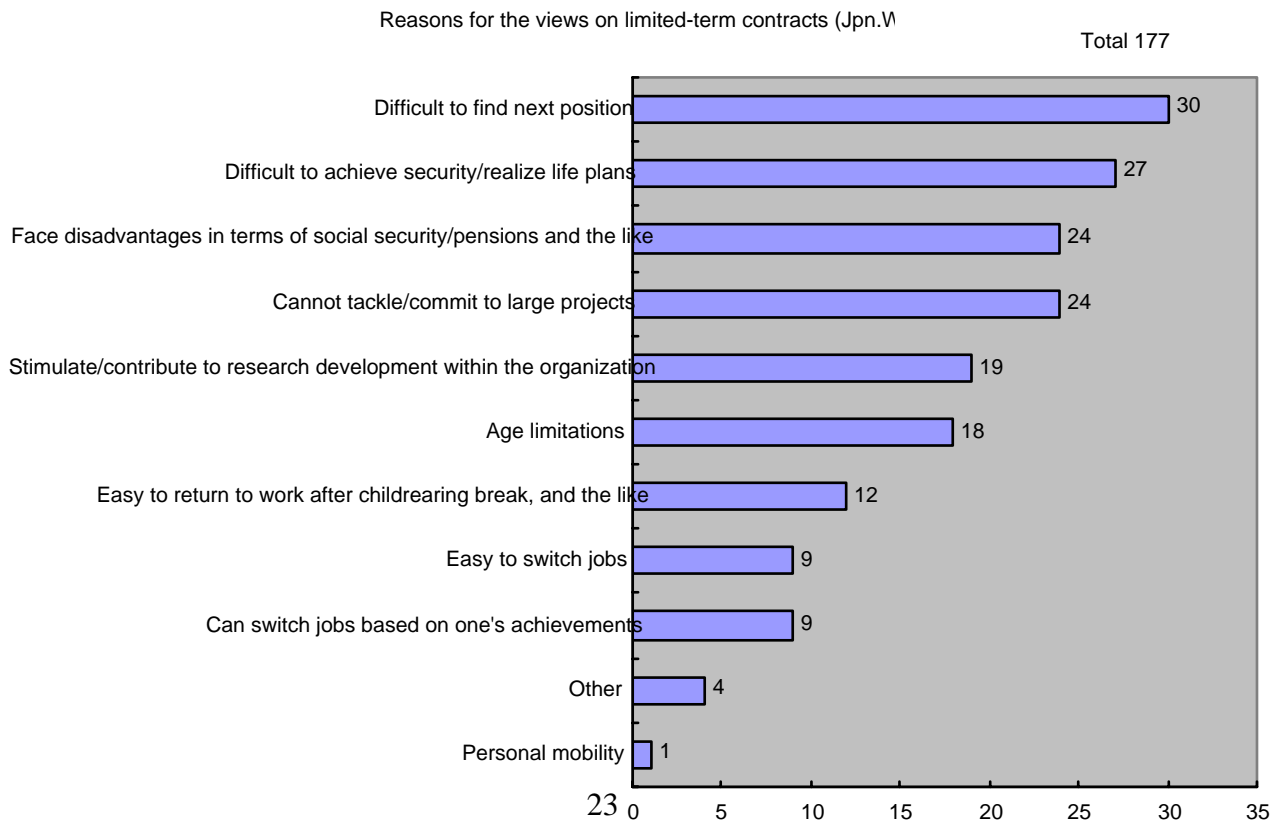
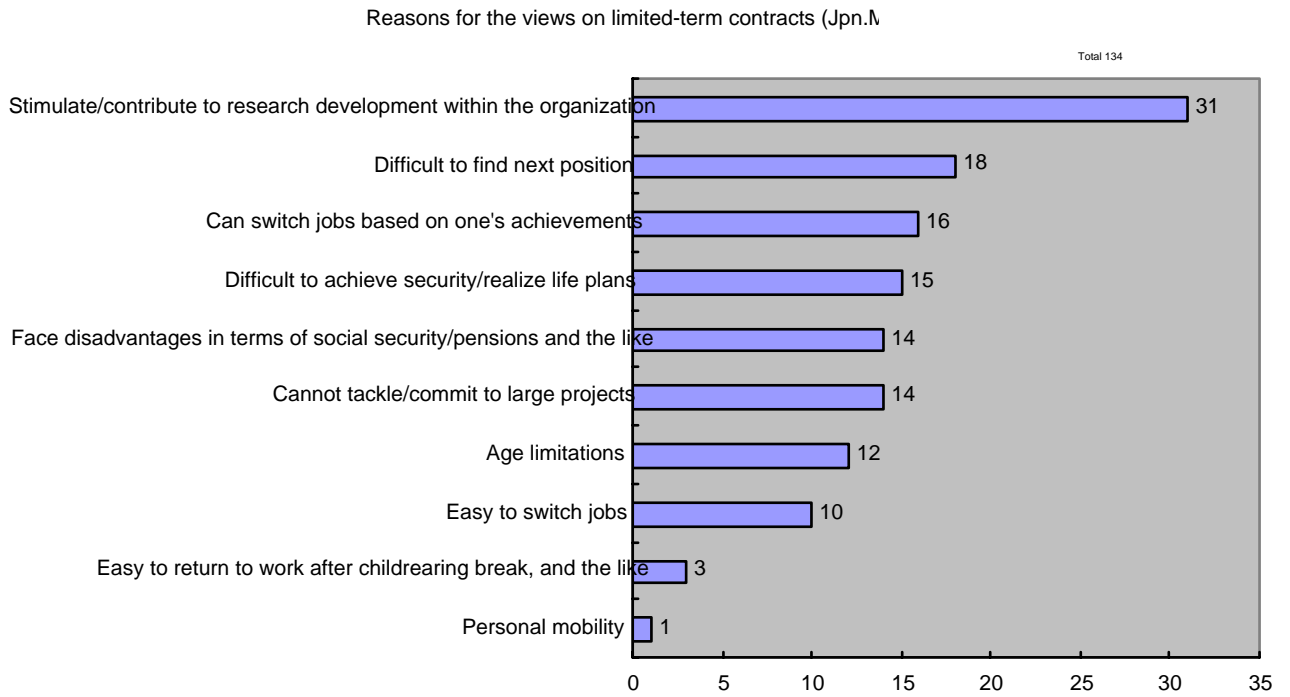


Q17 What is your view on limited-term contracts (non-tenured positions), including post-doctoral positions? Should be introduced extensively, Should be introduced cautiously, Should be abolished, Don't know



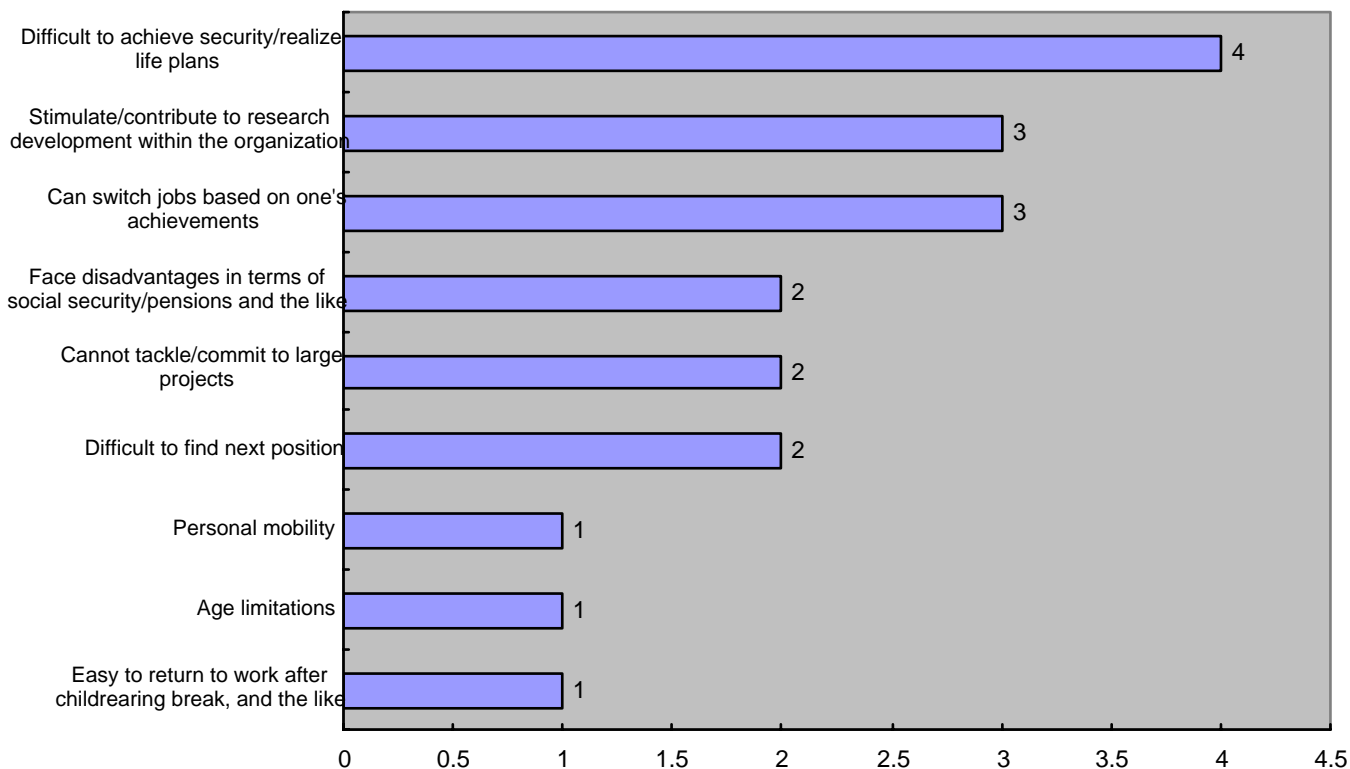
Q17.1 Reason:

Easy to switch jobs, Can switch jobs based on one's achievements, Stimulate/contribute to research development within the organization, Personal mobility, Easy to return to work after childrearing break, and the like, Cannot tackle/commit to large projects, Difficult to achieve security/realize life plans, Difficult to find next position, Age limitations, Face disadvantages in terms of social security/pensions and the like, Other



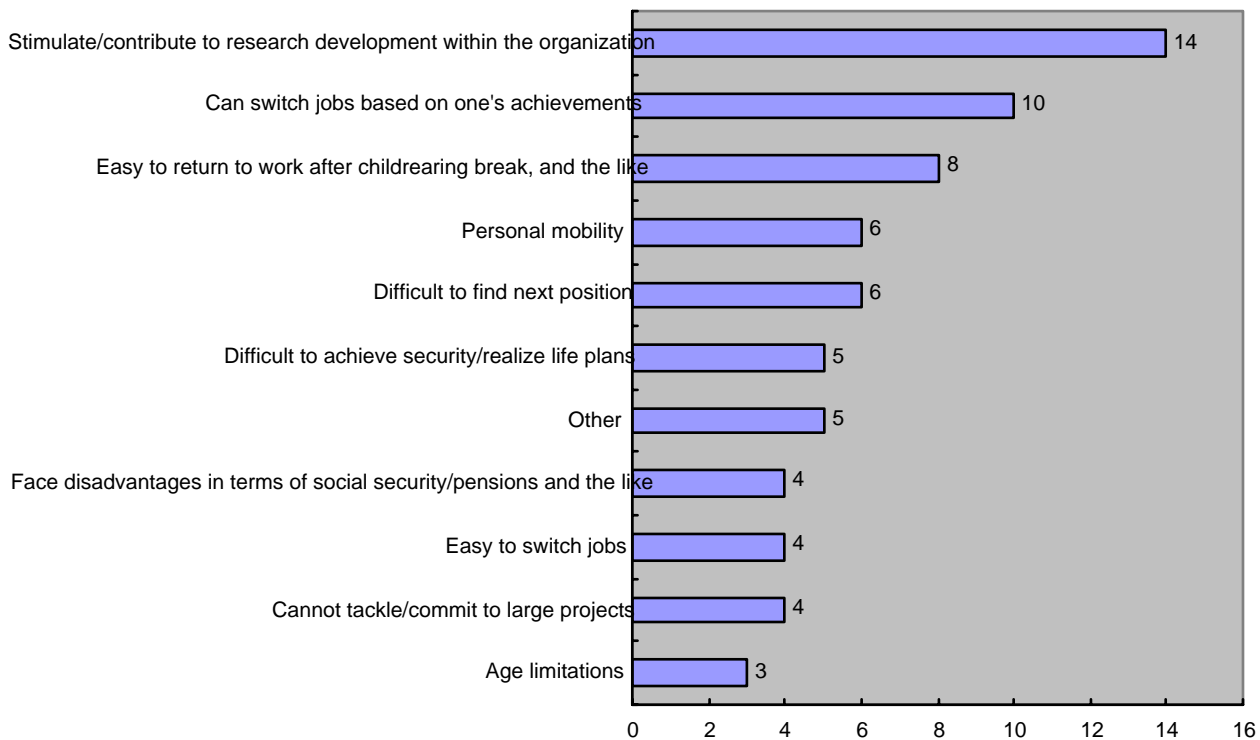
Reasons for the views on limited-term contracts (M)

Total19



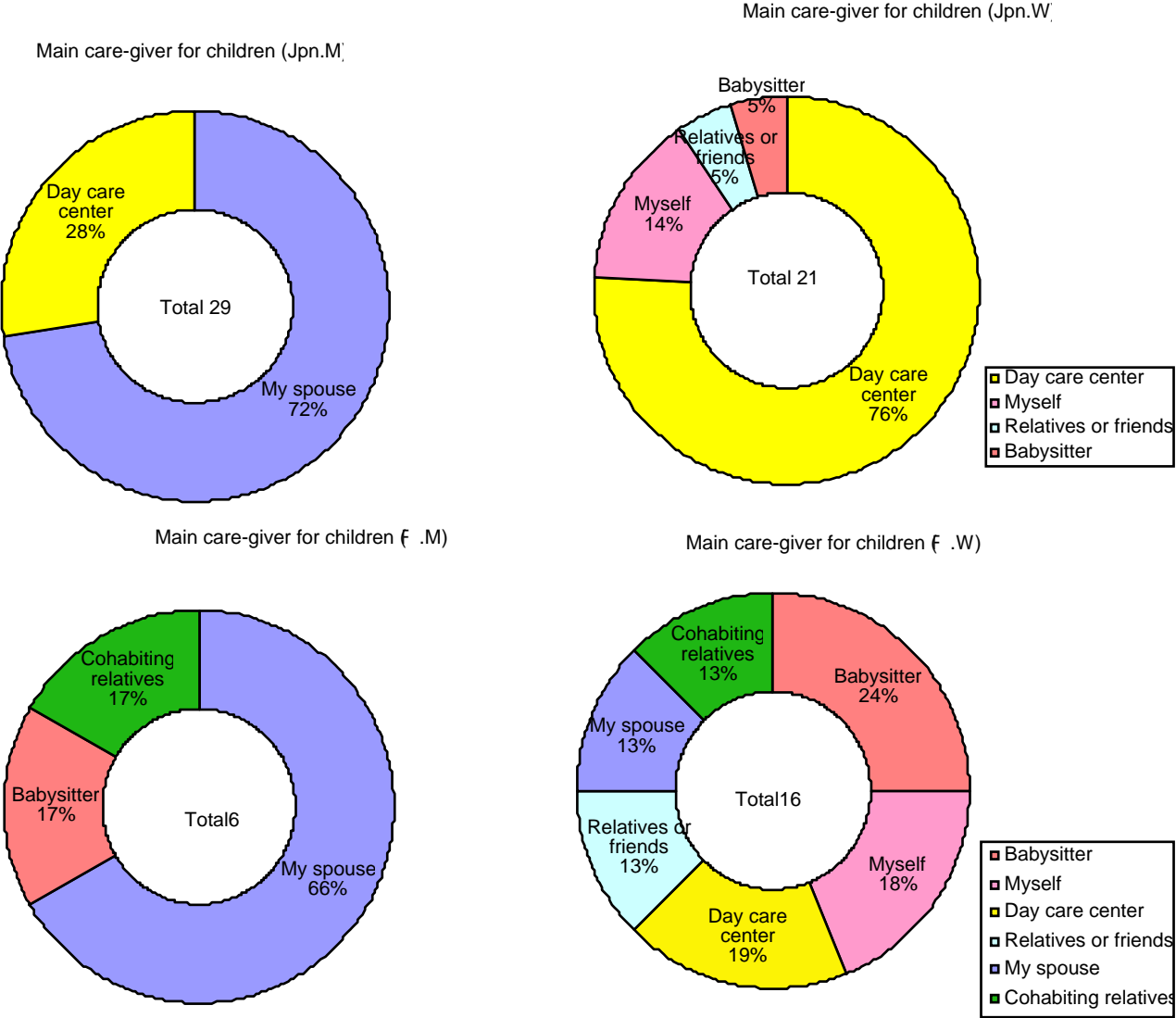
Reasons for the views on limited-term contracts (F.W)

Total69



Q18.1 (If you have children, please answer the item.) Who was the main care-giver for your children during working hours before they reached school age?

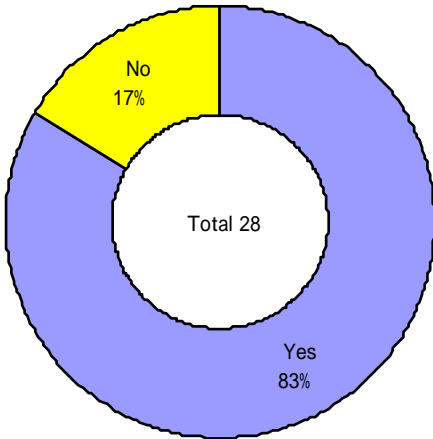
Myself, My spouse, Cohabiting relatives, Relatives or friends, Day care center, Babysitter



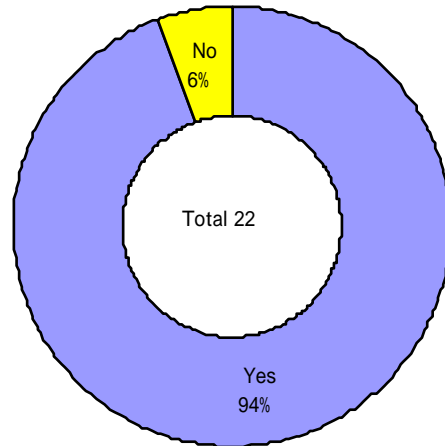
Q18.2 (If you have children, please answer the item.) Is there a system of childcare leave in your country?

Yes, No

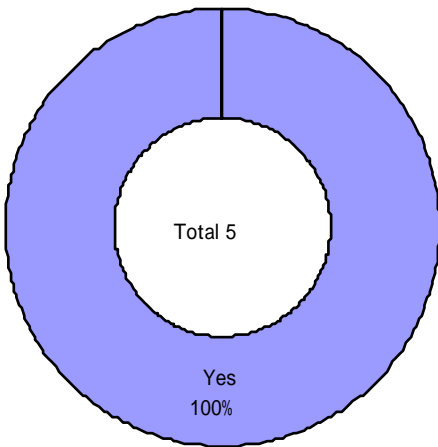
Is there system of childcare leave in your country?
(Jpn. M)



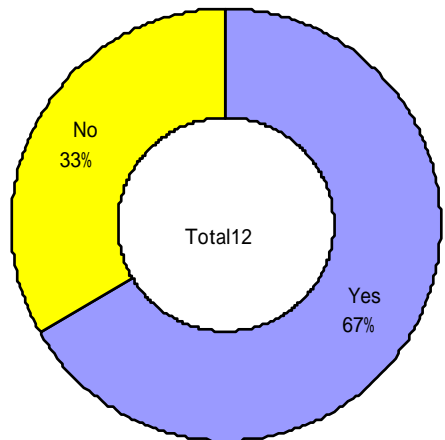
Is there system of childcare leave in your country?
(Jpn. W)



Is there system of childcare leave in your country?
(F.M)

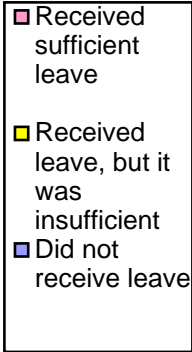
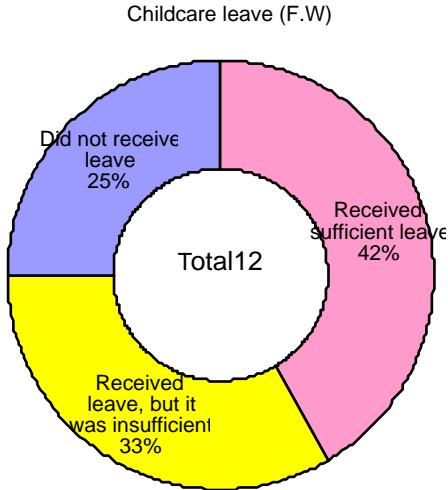
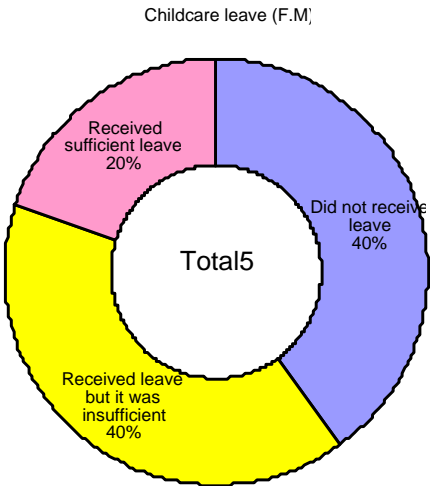
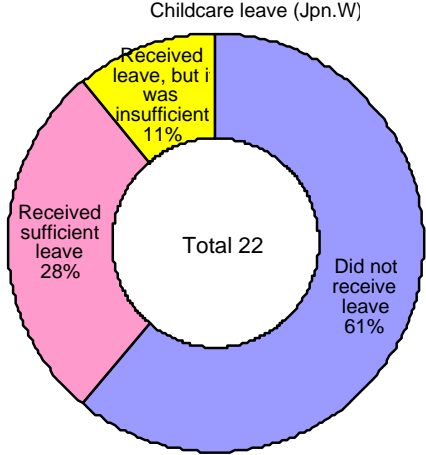
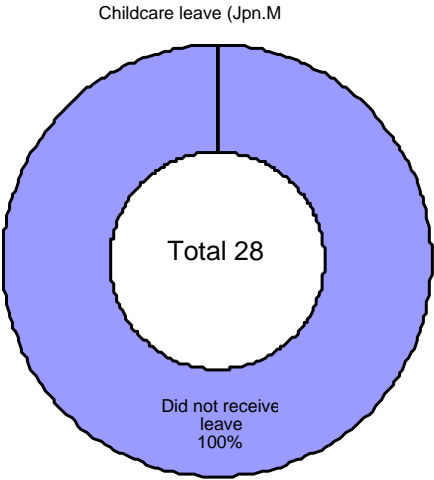


Is there system of childcare leave in your country?
(F.W)



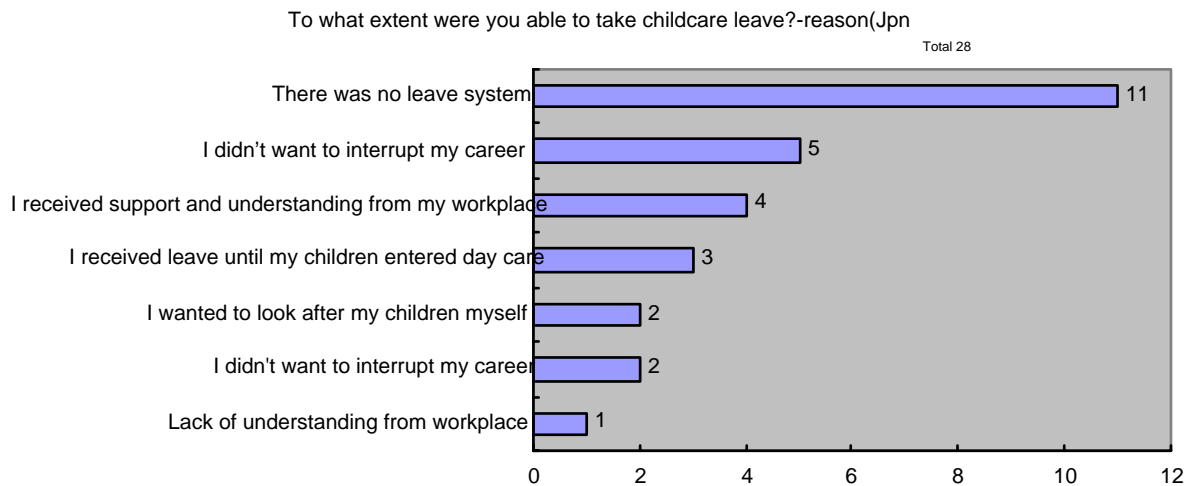
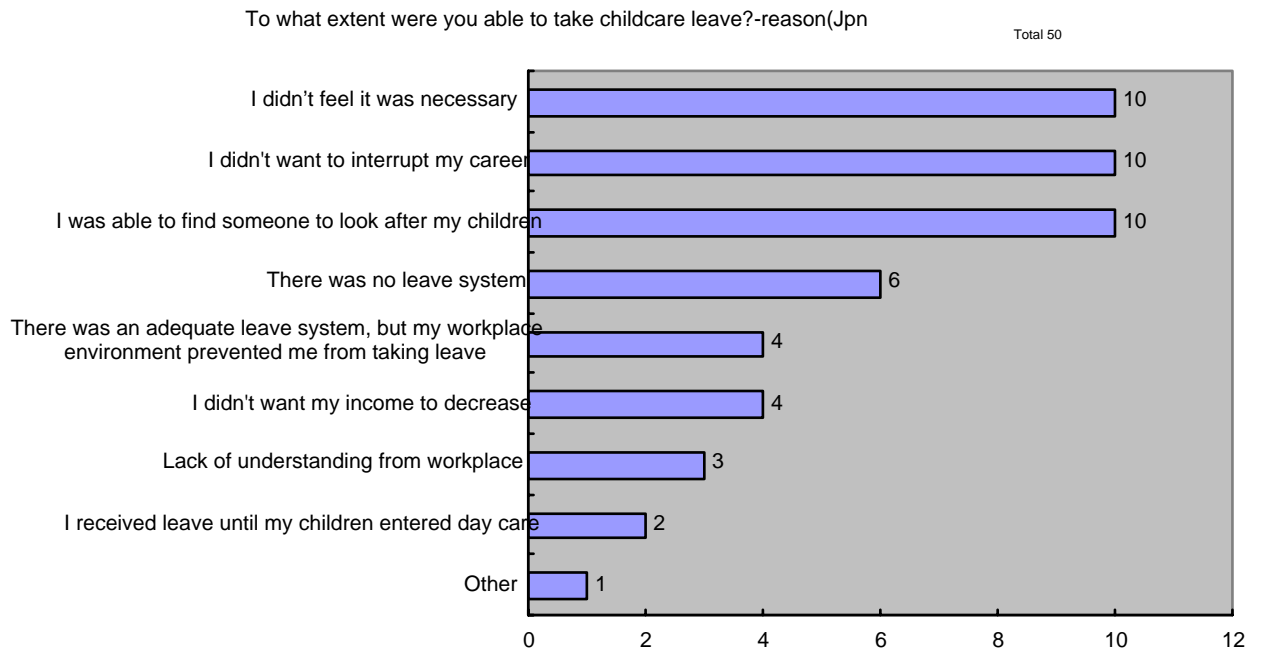
Q18.3 (If you have children, please answer the item.) To what extent were you able to take childcare leave?

Received sufficient leave, Received leave, but it was insufficient, Did not receive leave

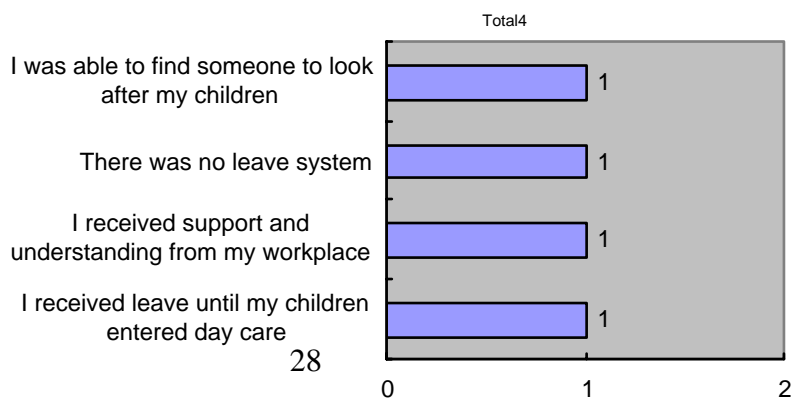


Q18.3.1 Reason: I received support and understanding from my workplace, I wanted to look after my children myself, I couldn't find anyone to look after my children, I received leave until my children entered day care, Lack of understanding from workplace, I didn't want to interrupt my career

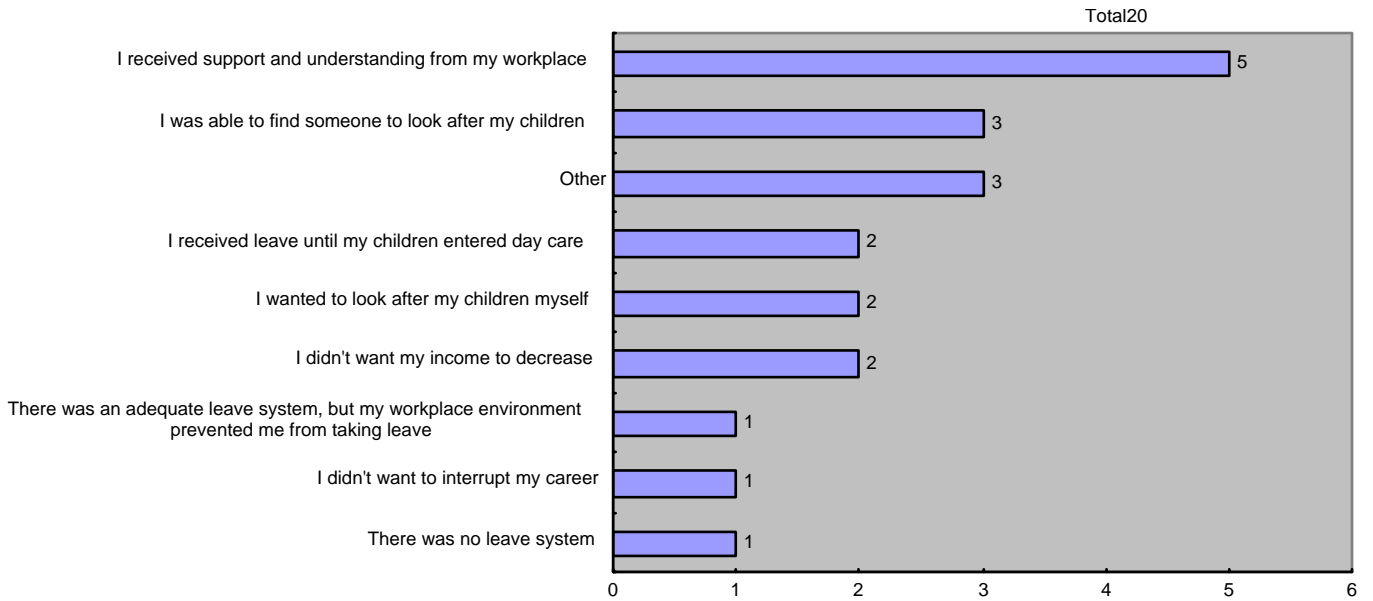
I didn't want my income to decrease, I didn't feel it was necessary, I was able to find someone to look after my children, There was no leave system, There was an adequate leave system, but my workplace environment prevented me from taking leave, Other



To what extent were you able to take childcare leave?-reason(F.

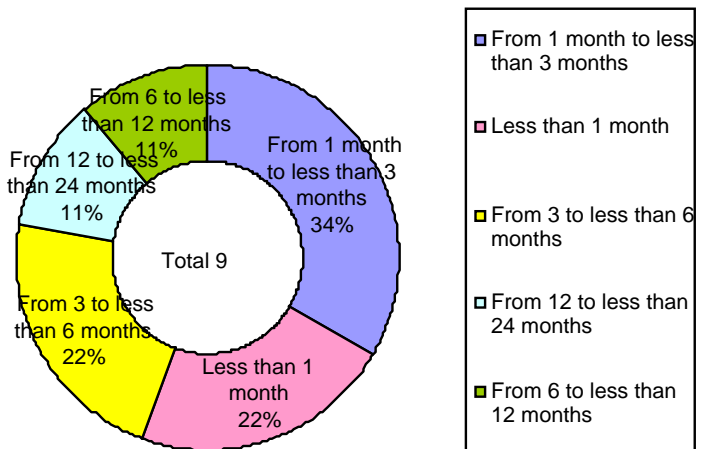


To what extent were you able to take childcare leave?-reason(F. W.)

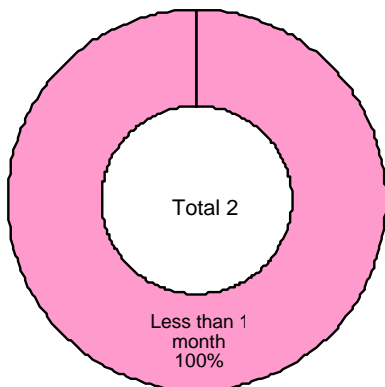


Q18.3.2 If you took leave, what was the period (average for each child, exclusive of maternity leave)? Less than 1 month, From 1 month to less than 3 months, From 3 to less than 6 months, From 6 months to less than 12 months, From 12 months to less than 24 months, More than 24 months

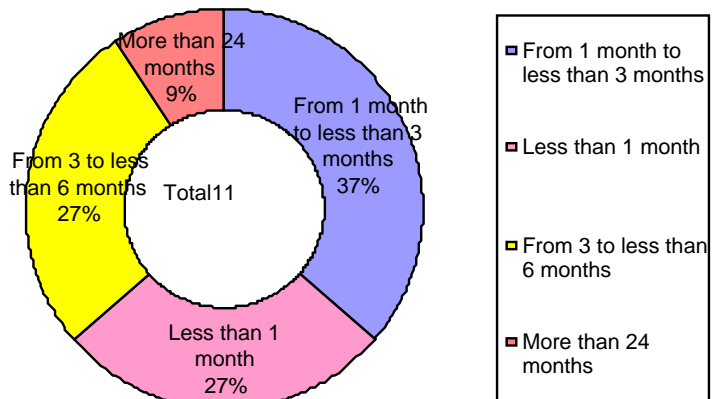
If you took leave, what was the period ? (Jpn.W)



If you took leave, what was the period ? (F.M)



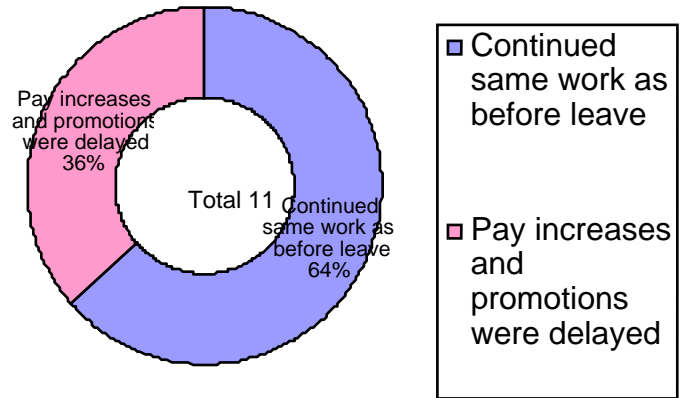
If you took leave, what was the period ? (F.W.)



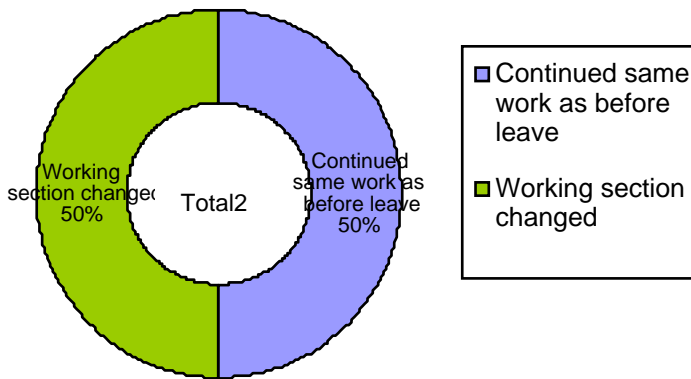
Q18.4 (If you have children, please answer the item.) If you took childcare leave, what was the subsequent effect on your working conditions?

Continued same work as before leave, Position changed, Working section changed, Pay increases and promotions were delayed, I lost my job, I left my job

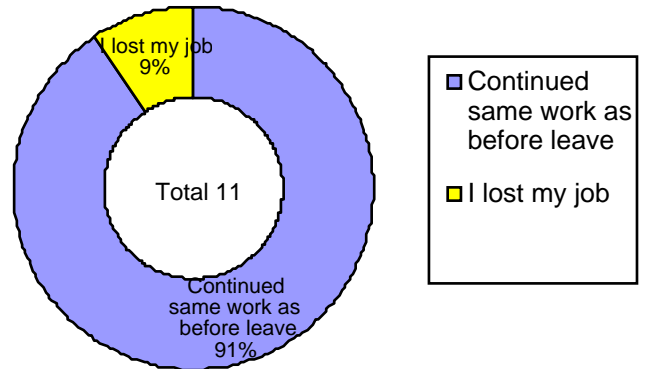
Working conditions after taking children leave? (Jpn.)



Working conditions after taking children leave? (F.V.)



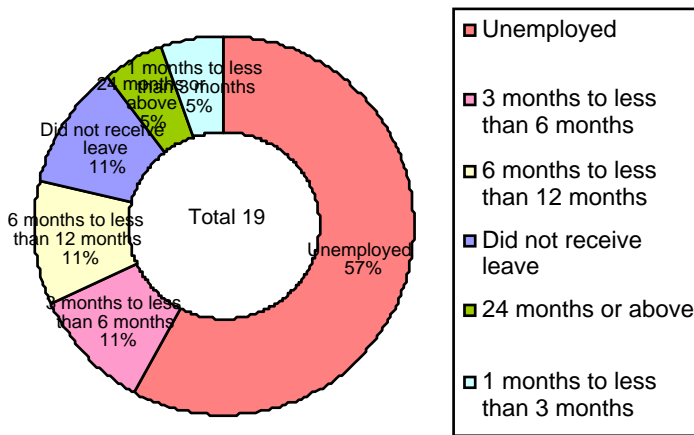
Working conditions after taking children leave? (W.L.)



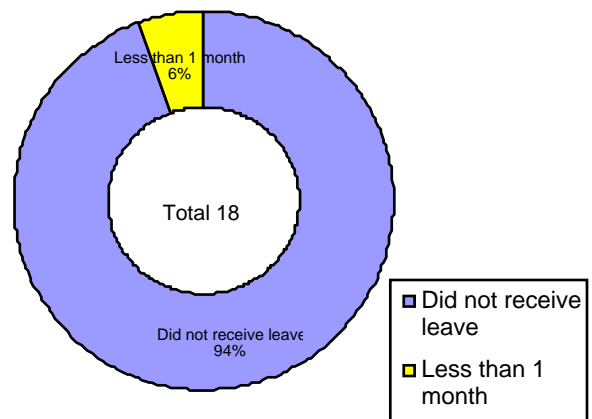
Q18.5 (If you have children, please answer the item.) Please respond regarding the period of childcare leave taken by your spouse (average per child, excluding maternity leave).

Unemployed, Did not receive leave, Less than 1 month, 1 month to less than 3 months, 3 months to less than 6 months, 6 months to less than 12 months, 12 months to less than 24 months, 24 months or above

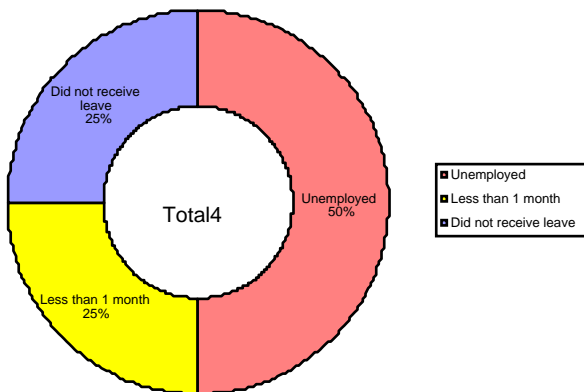
Period of childcare leave taken by your spouse (Jpn.I)



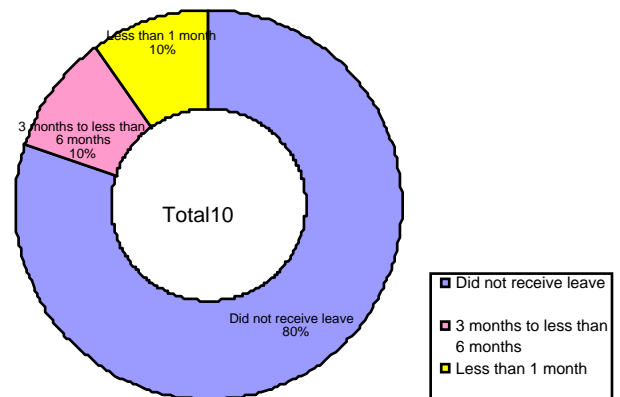
Period of childcare leave taken by your spouse (Jpn.V)



Period of childcare leave taken by your spouse (F.I)

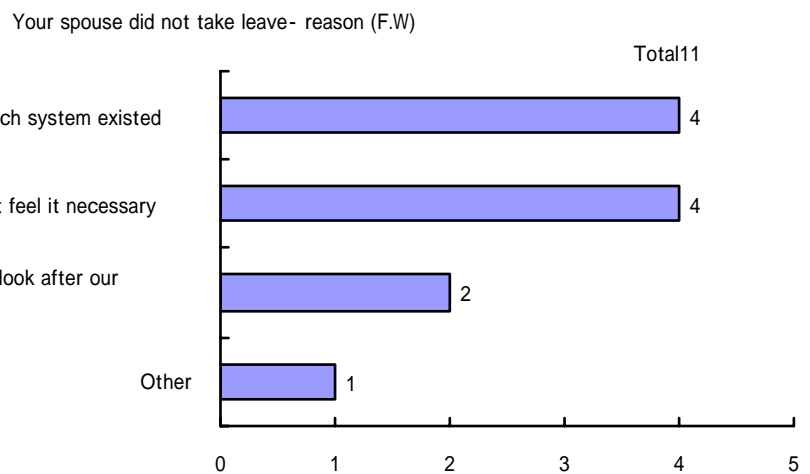
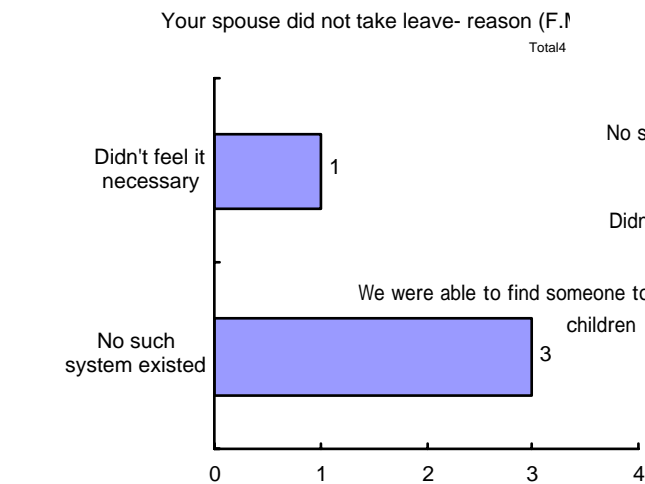
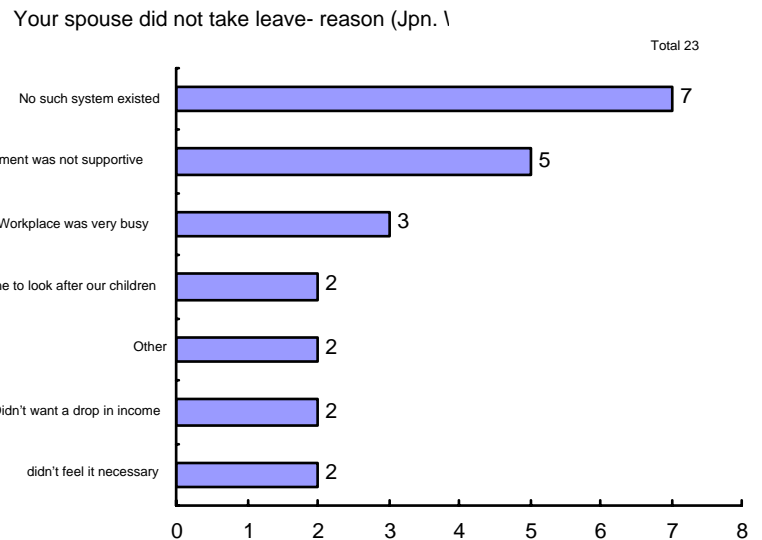
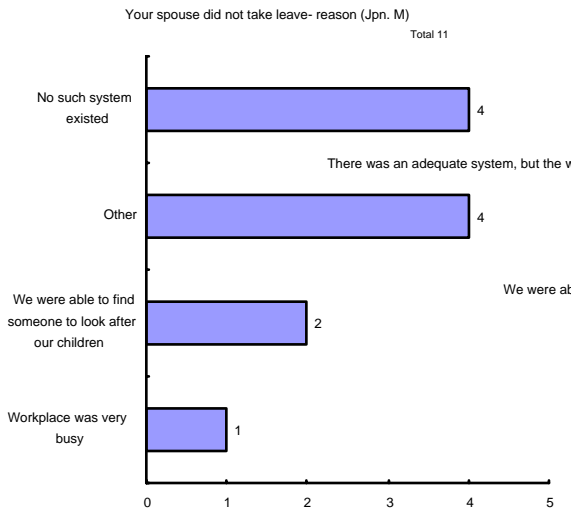


Period of childcare leave taken by your spouse (F.V)



Q18.5.1 If your spouse did not take leave, please give the reason:

Lack of understanding from workplace/too many time demands of workplace, Didn't want income to decrease, Didn't feel it necessary, No such system existed, There was an adequate system, but the workplace environment was not supportive, We were able to find someone to look after our children, Other

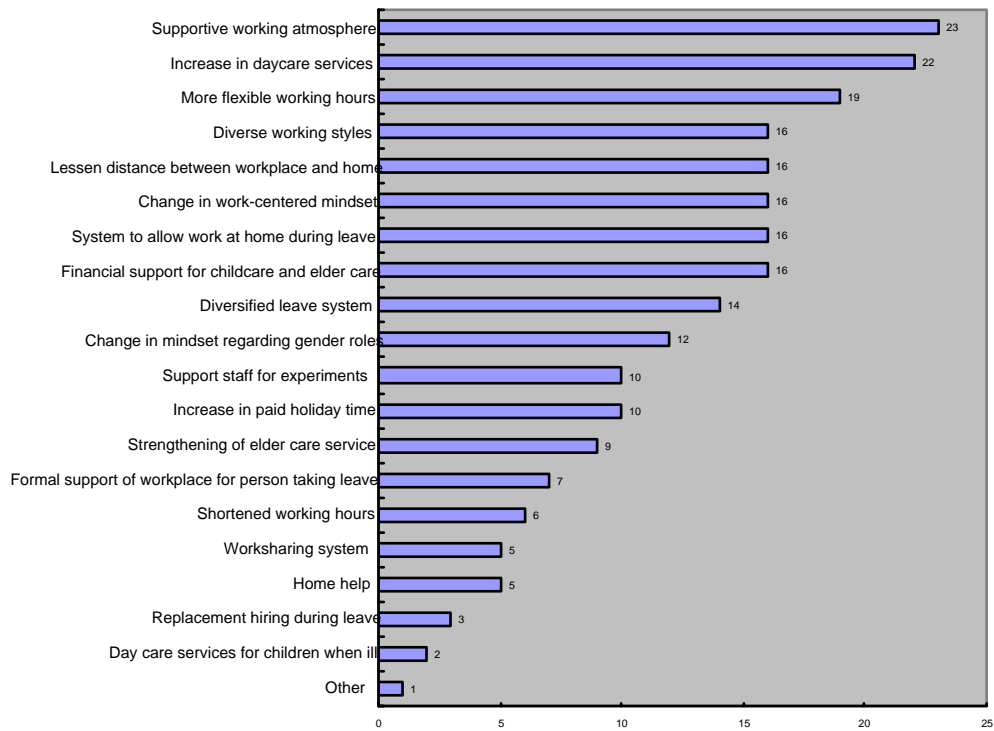


Q19 What do you think is necessary to maintain a balance between work and childcare, caring for sick family members and/or time for oneself?

Diverse working styles, Shortened working hours, Change in work-centered mindset, Change in mindset regarding gender roles, Lessen distance between workplace and home, Increase in paid holiday time, Support staff for experiments, Home help, Increase in daycare services, Strengthening of elder care service, Diversified leave system, Financial support for childcare and elder care, Day care services for children when ill, Formal support of workplace for person taking leave, Replacement hiring during leave, System to allow work at home during leave, Worksharing system, More flexible working hours, Supportive working atmosphere, Other, Nothing in particular

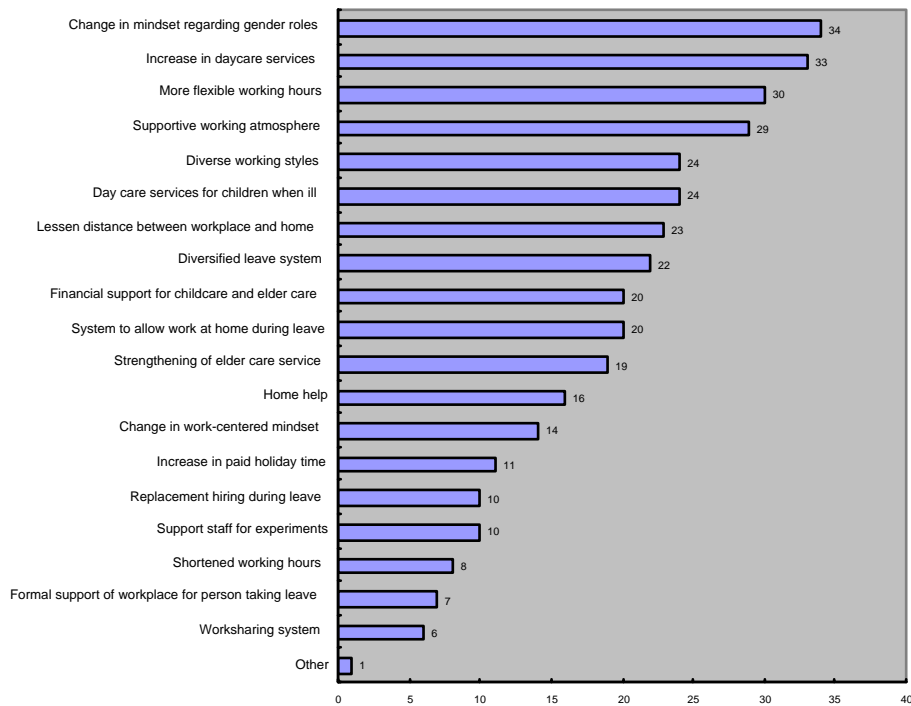
Important factors to maintain balance between work and care for family (Jpn.I)

Total 228



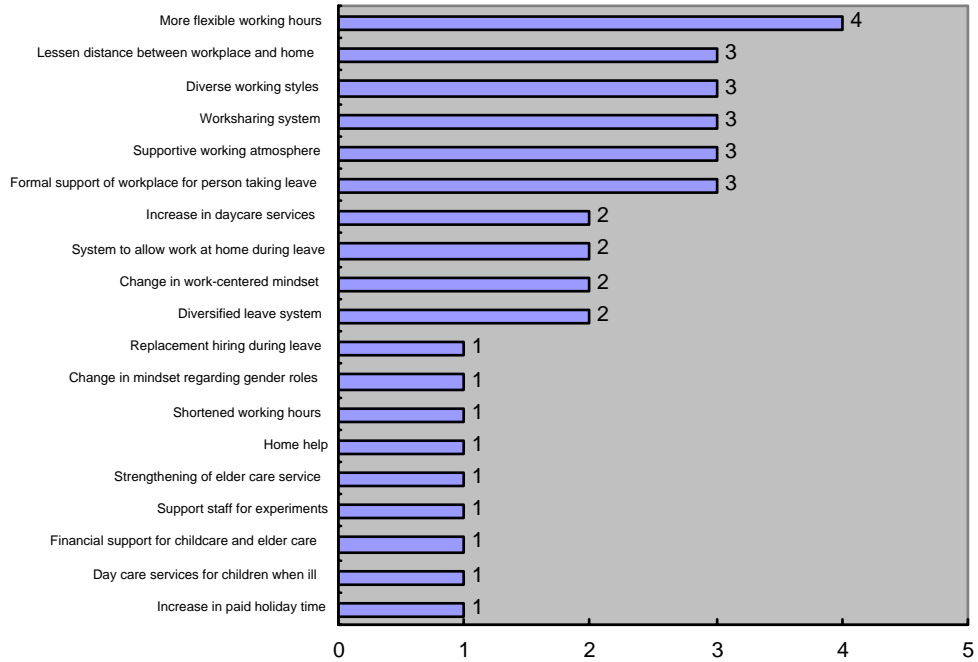
Important factors to maintain balance between work and care for family (Jpn.V)

Total 361



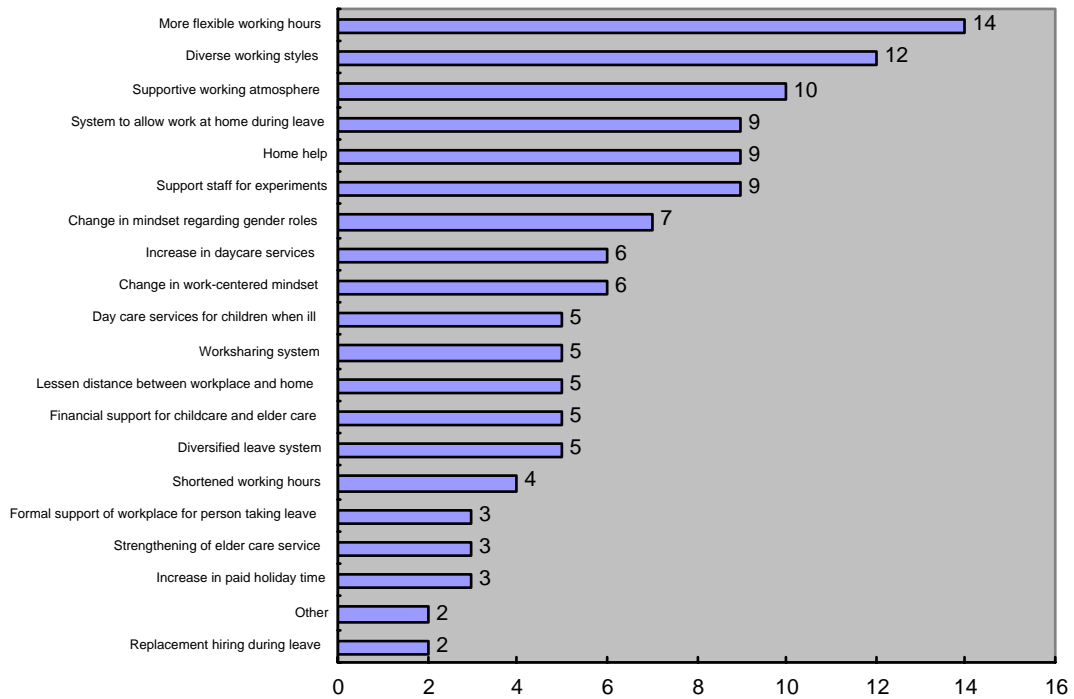
Important factors to maintain balance between work and care for family
(F.M)

Total36



Important factors to maintain balance between work and care for family (F.

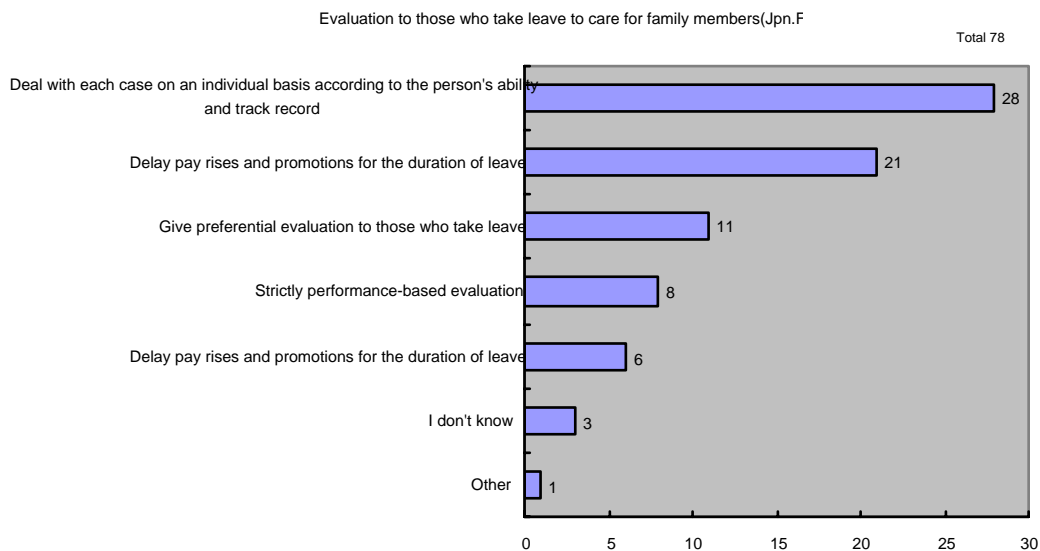
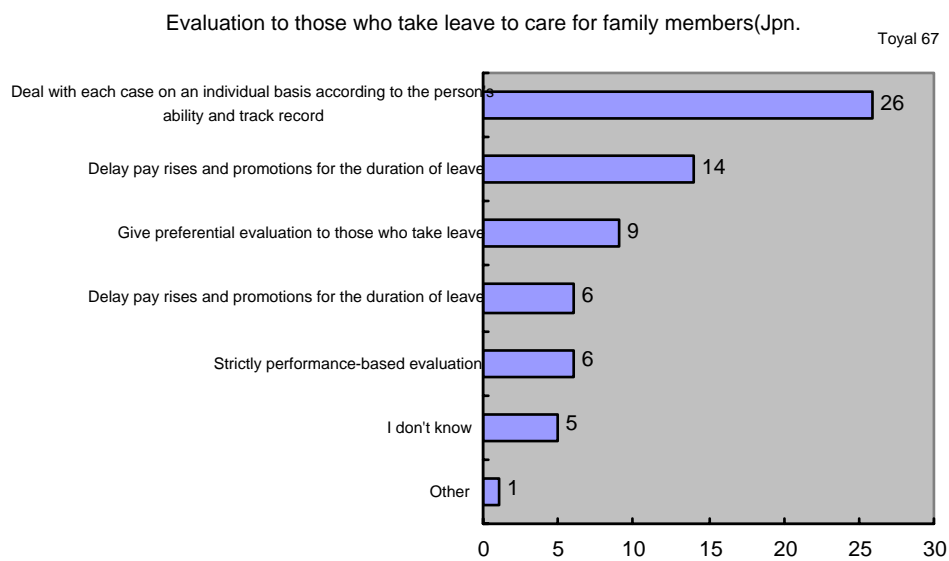
Total124



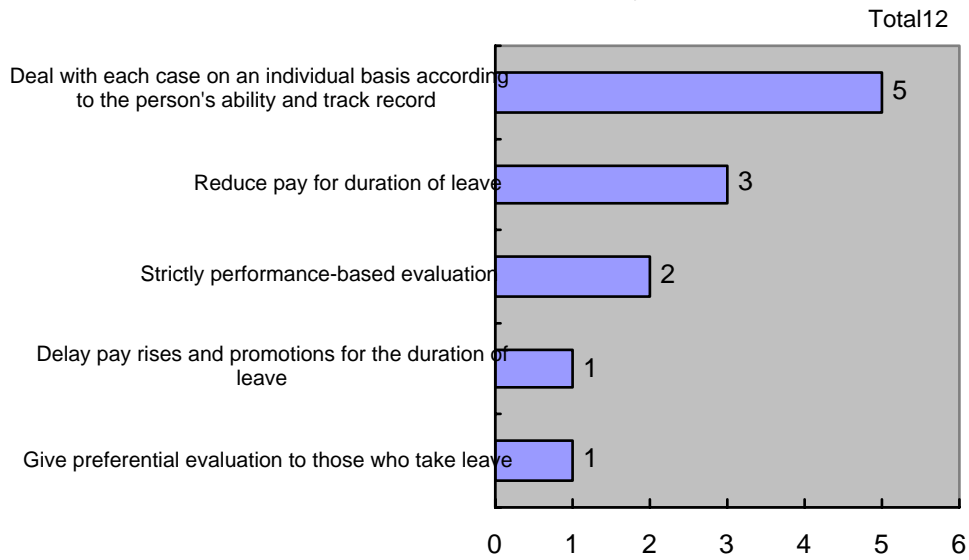
Q19.1 If you answered 'Other' in item Q19, please specify (less than 250 characters).

Q20 What sort of evaluation should be given to those who take leave to care for children or sick family members?

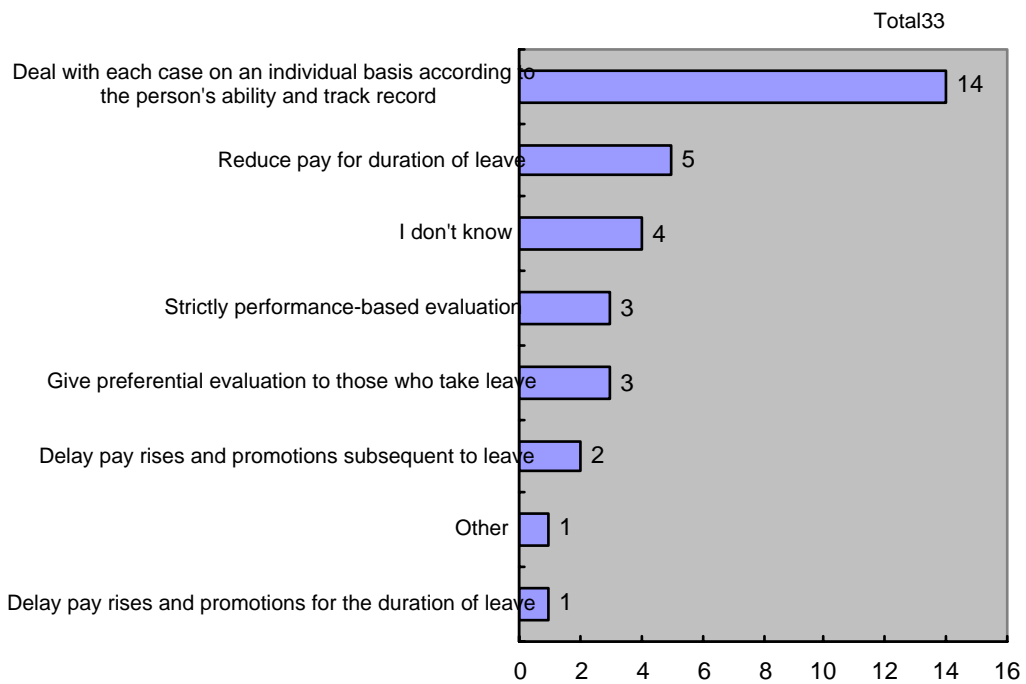
Reduce pay for duration of leave, Delay pay rises and promotions for the duration of leave, Delay pay rises and promotions subsequent to leave, Give preferential evaluation to those who take leave, Deal with each case on an individual basis according to the person's ability and track record, Strictly performance-based evaluation, Other, I don't know



Evaluation to those who take leave to care for family members(F.M)



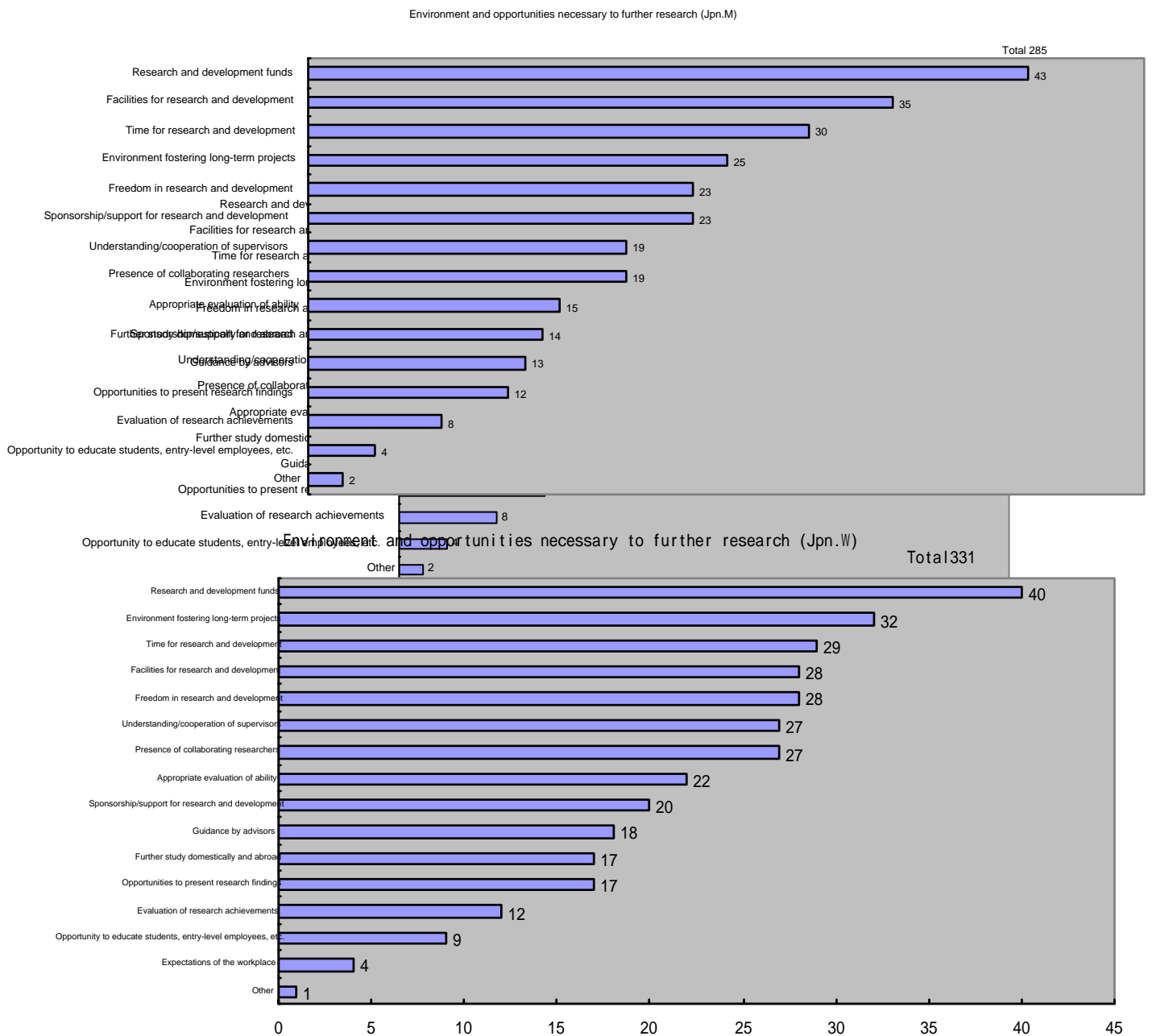
Evaluation to those who take leave to care for family members(F.)



Q20.1 If you answered 'Other' in item Q20, please specify (less than 250 characters).

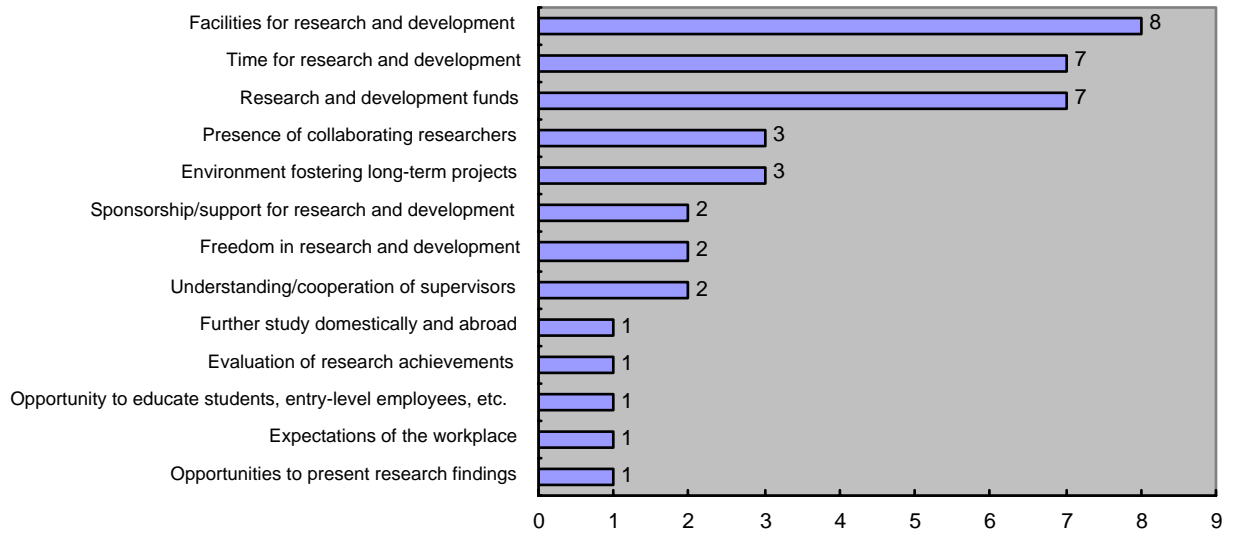
Q21 What sort of environment and opportunities are necessary to further research and development?

Time for research and development, Facilities for research and development, Research and development funds, Sponsorship/support for research and development, Further study domestically and abroad, Understanding/cooperation of supervisors, Guidance by advisors, Freedom in research and development, Environment fostering long-term projects, Presence of collaborating researchers, Opportunity to educate students, entry-level employees, etc., Opportunities to present research findings, Evaluation of research achievements, Appropriate evaluation of ability, Expectations of the workplace, Other



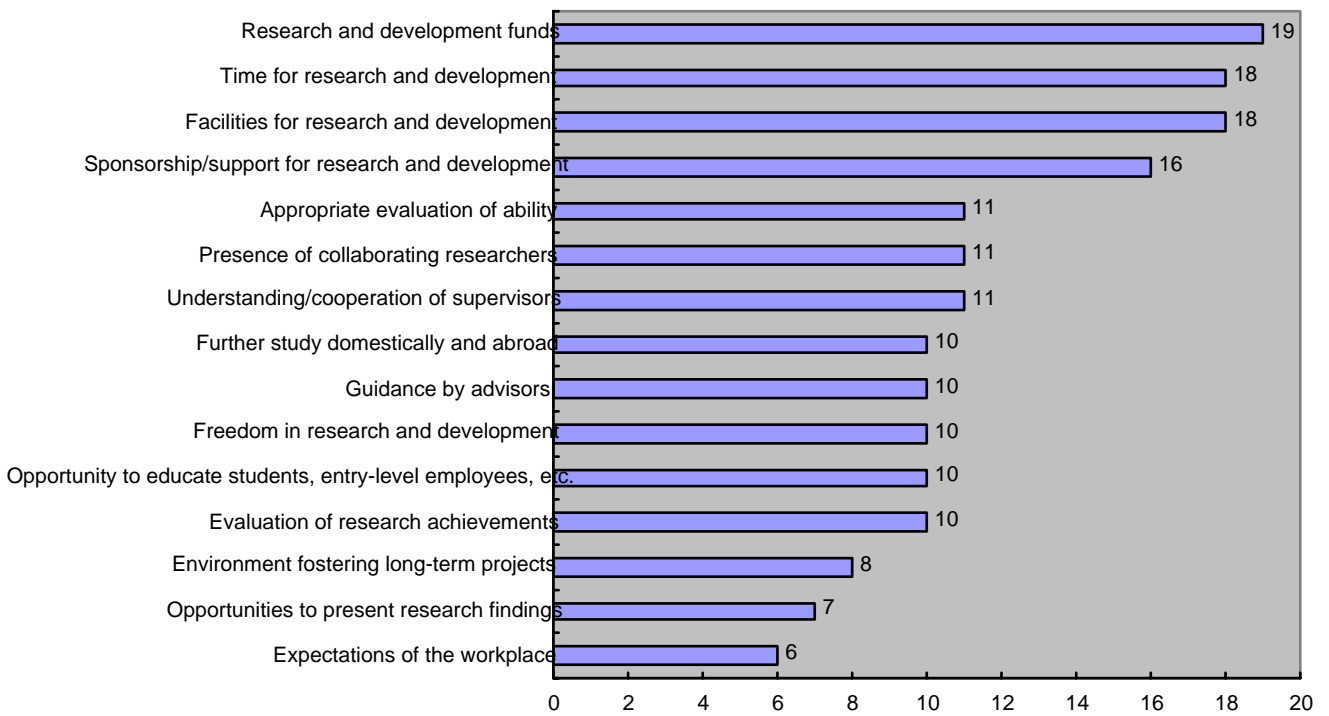
Environment and opportunities necessary to further research (F.

Total39



Environment and opportunities necessary to further research (F.1

Total175

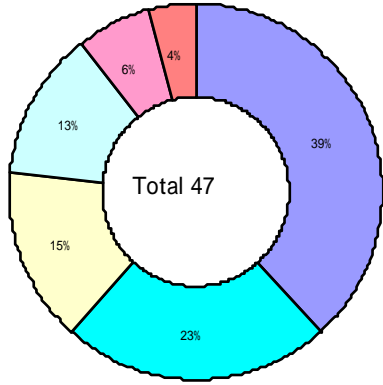


Q21.1 If you answered 'Other' in item Q21, please specify (less than 250 characters).

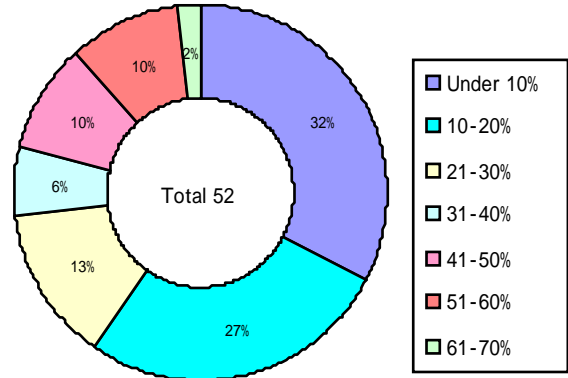
Q22.1 Approximately what percentage of your organization's technical staff and researchers are women?

Under 10%, 10-20%, 21-30%, 31-40%, 41-50%, 51-60%, 71-80%, Over 80%

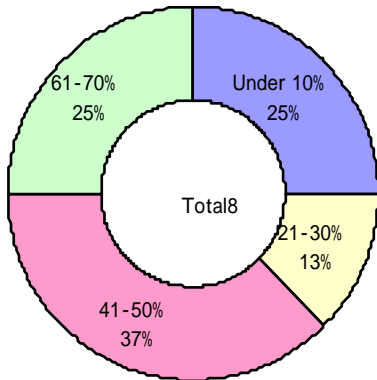
Approximately what percentage of your organization's technical staff and researchers are women? (Jpn.M)



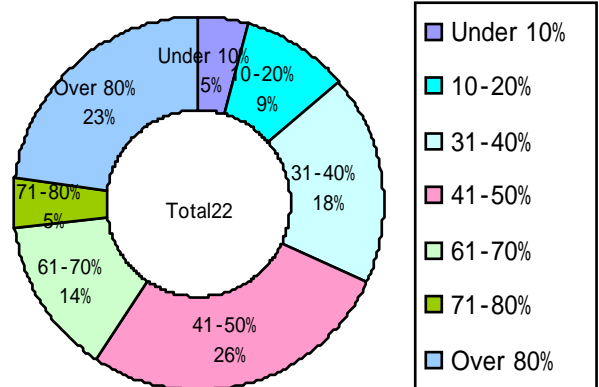
Approximately what percentage of your organizations technical staff and researchers are women? (Jpn.W)



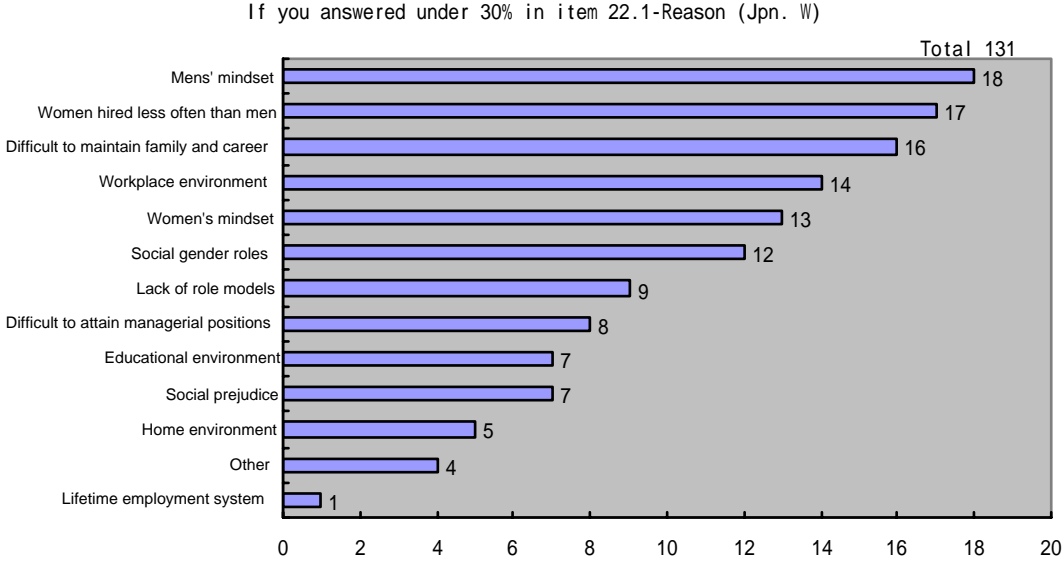
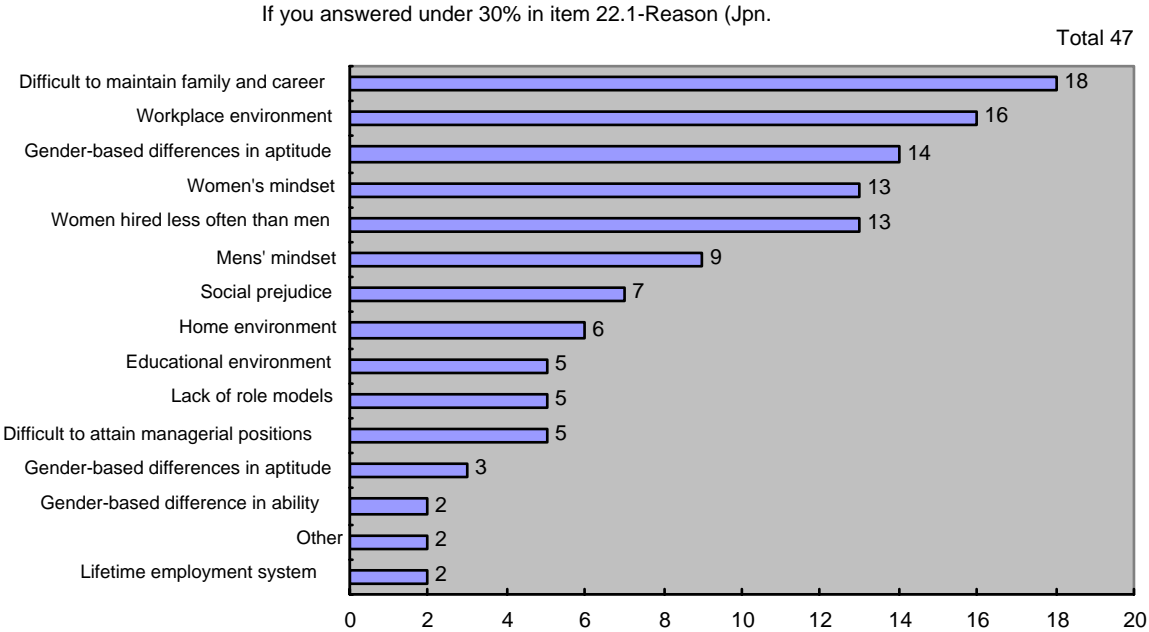
Approximately what percentage of your organizations technical staff and researchers are women? (F.M.)

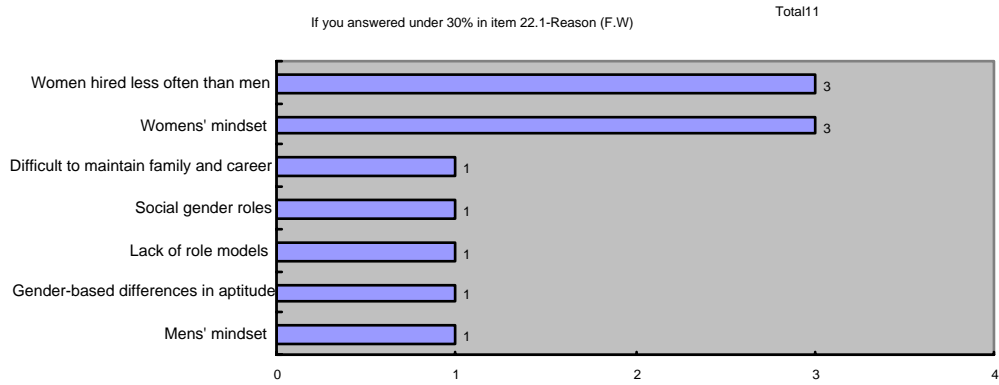
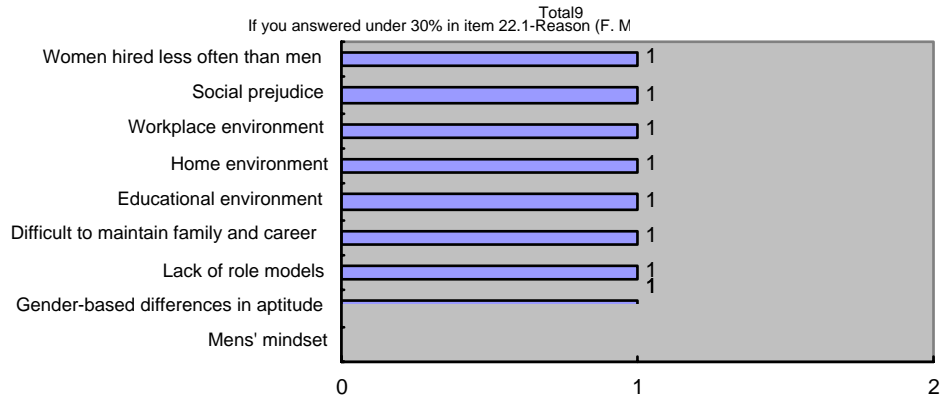


Approximately what percentage of your organizations technical staff and researchers are women? (F.W.)



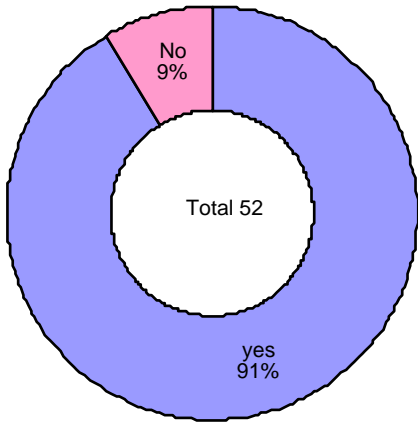
Q22.2 If you answered under 30% in item Q22.1, what do you see as the reason(s) for this low percentage of women staff? Educational environment, Home environment, Workplace environment, Social gender roles, Social prejudice, Gender-based differences in ability , Gender-based differences in aptitude, Womens' mindset, Mens' mindset, Lifetime employment system, Lack of role models, Difficult to maintain family and career, Women hired less often than men, Difficult to attain managerial positions, Other



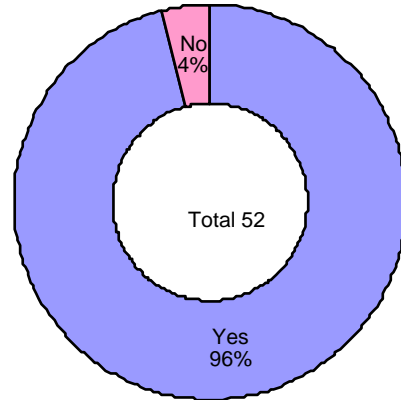


Q22.3 Is the proportion of women in leadership positions low? Yes, No

Is the proportion of women in leadership positions low?(Jpn.M)

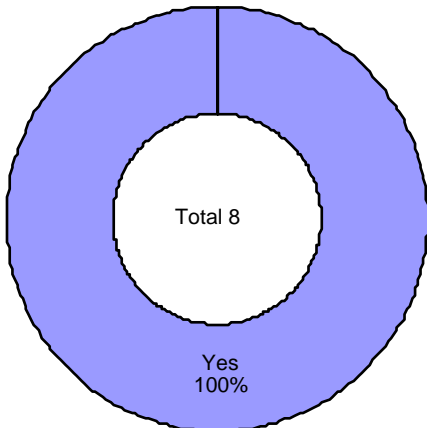


Is the proportion of women in leadership positions low?(Jpn.W)

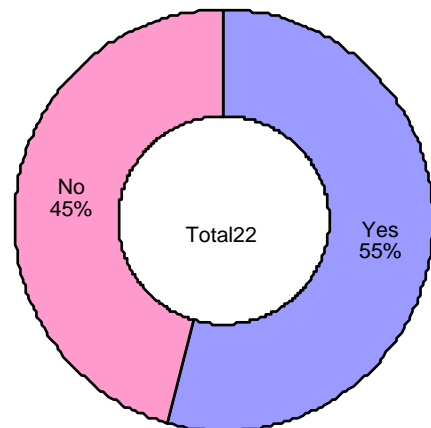


Yes
No

Is the proportion of women in leadership positions low?(F.)



Is the proportion of women in leadership positions low?(VF)

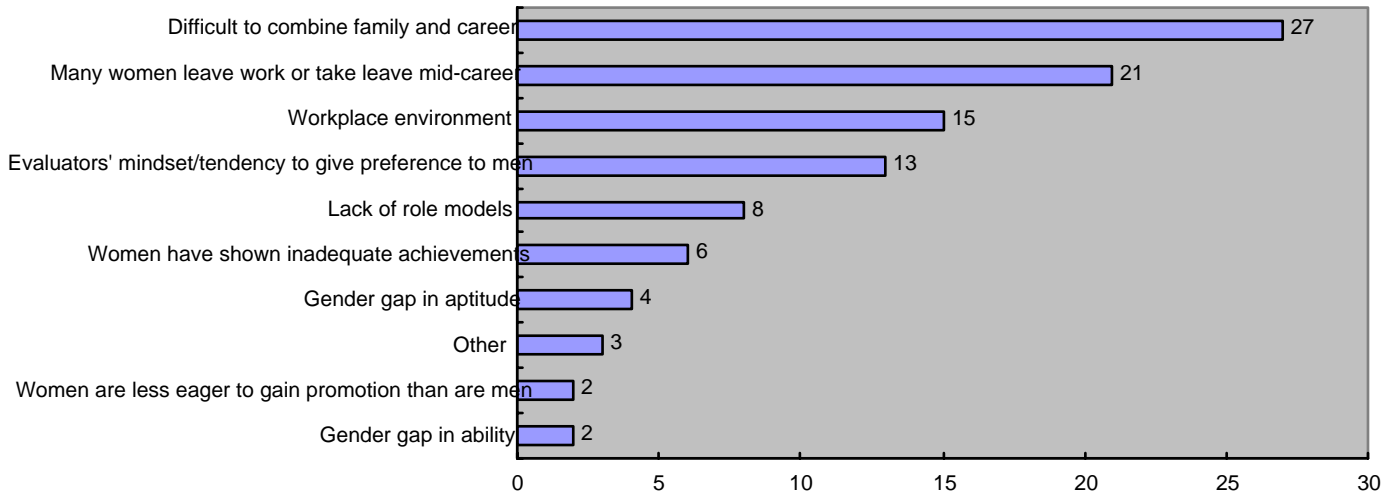


Yes
No

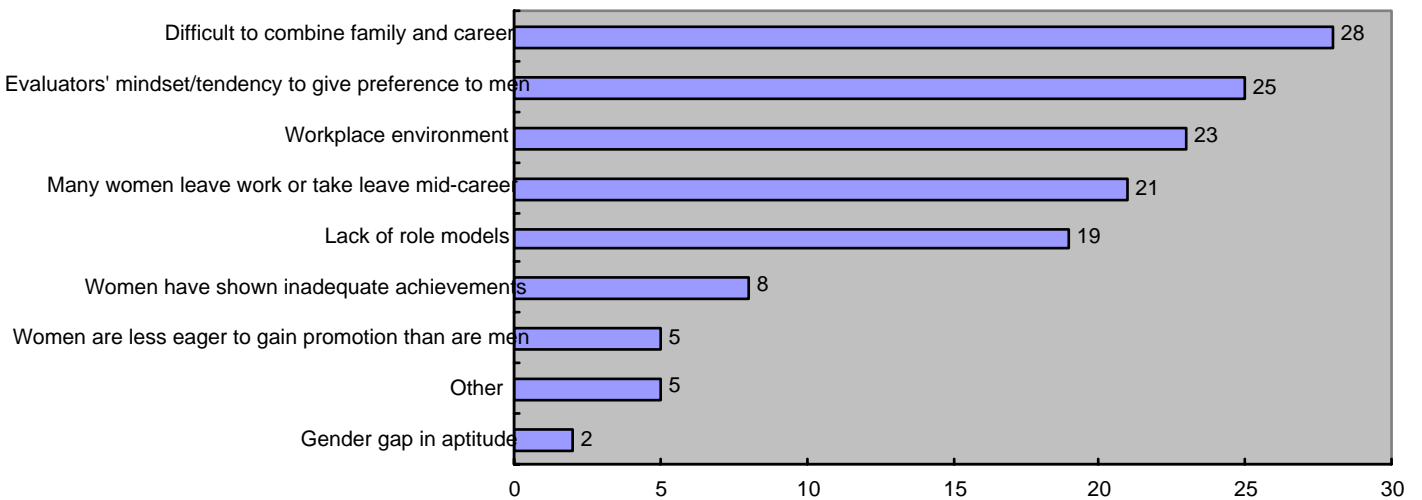
Q22.4 If you answered yes to item Q22.3, what do you think is the reason(s) for the low proportion of women in leadership positions?

Evaluators' mindset/tendency to give preference to men, Women have shown inadequate achievements, Difficult to combine family and career, Many women leave work or take leave mid-career, Women are less eager to gain promotion than are men, Gender gap in ability, Gender gap in aptitude, Lack of role models, Workplace environment, Other

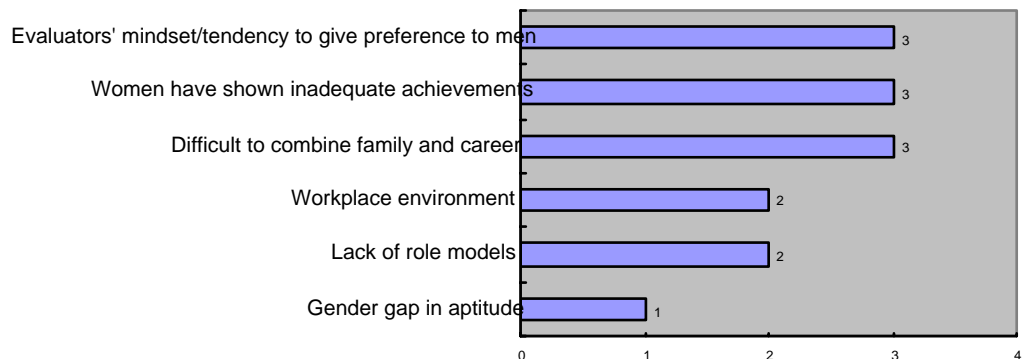
Reason(s) for low proportion of women in leadership positions (Jpn. total 101)



Reason(s) for low proportion of women in leadership positions (Jpn.¹ Total 136)



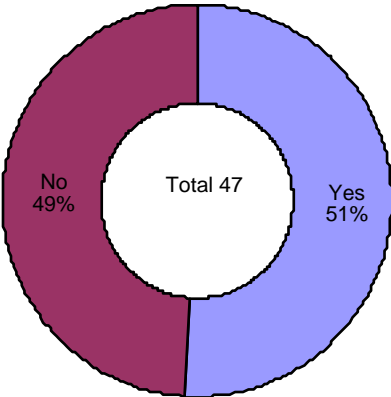
Reason(s) for low proportion of women in leadership positions (F.I Total14)



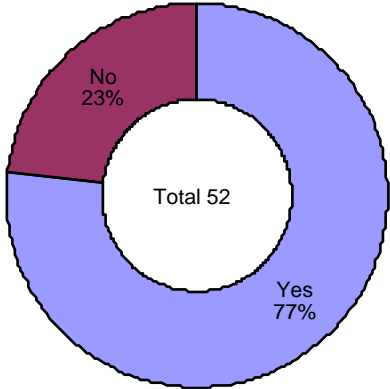
Q22.5 Do you think there is a gender gap regarding compensation/promotion issues in the science and technology fields?

Yes, No

Do you think there is a gender gap in compensation in science and technology field? (Jpn. M)

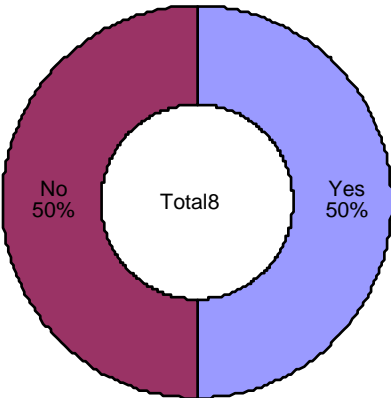


Do you think there is a gender gap in compensation in science and technology field? (Jpn. W)

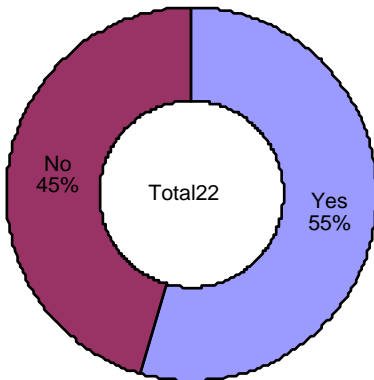


■ Yes
■ No

Do you think there is a gender gap in compensation in science and technology field? (F. M)



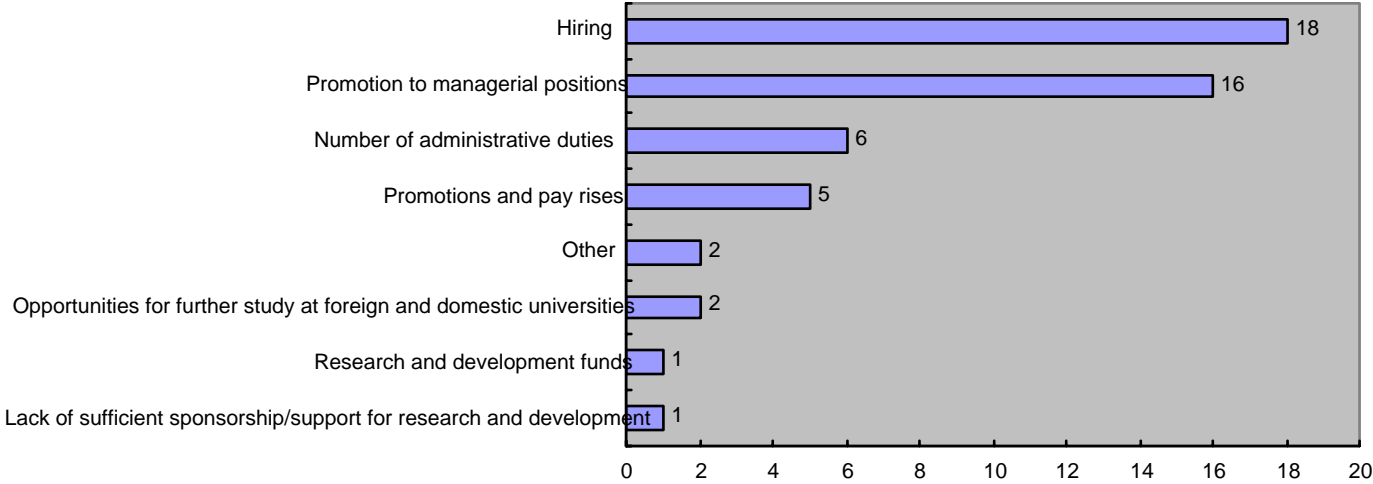
Do you think there is a gender gap in compensation in science and technology field? (F.W.)



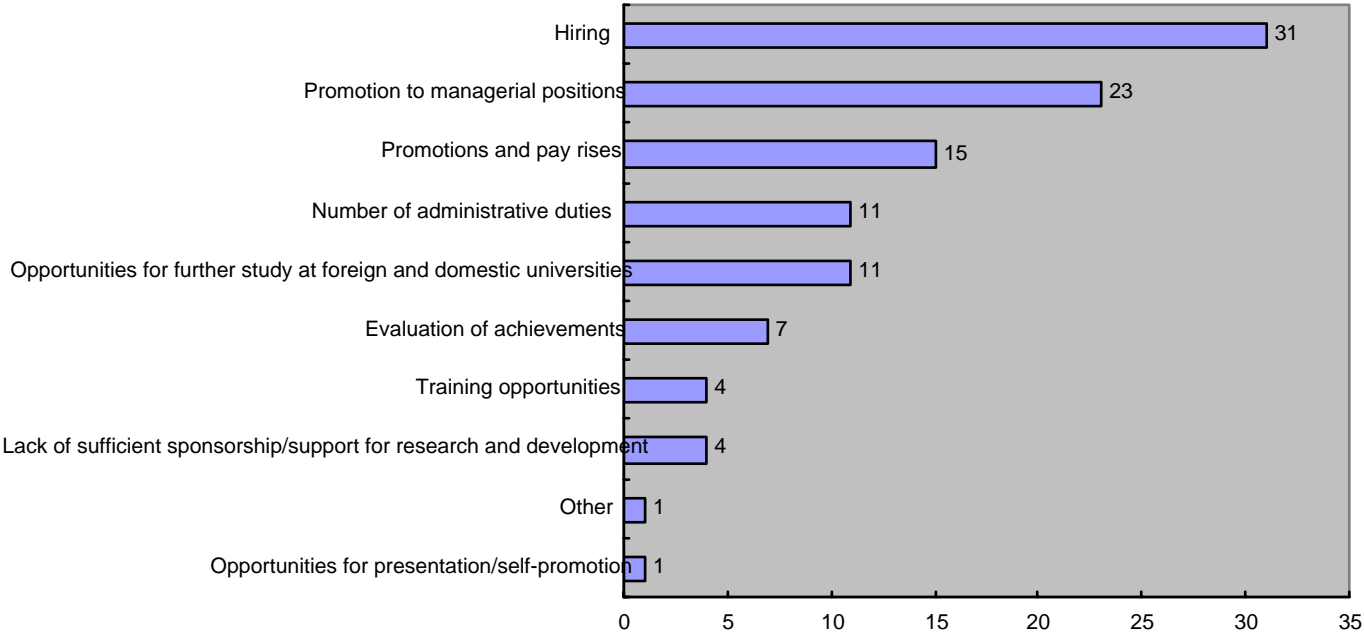
■ Yes
■ No

Q22.5.1 If yes, in what area(s): Hiring, Promotion to managerial positions, Promotions and pay rises, Research and development funds, Lack of sufficient sponsorship/support for research and development, Evaluation of achievements, Opportunities to demonstrate administrative ability, Opportunities for further study/sabattical domestically and abroad, Opportunities for presentation/self-promotion, Training opportunities, Other

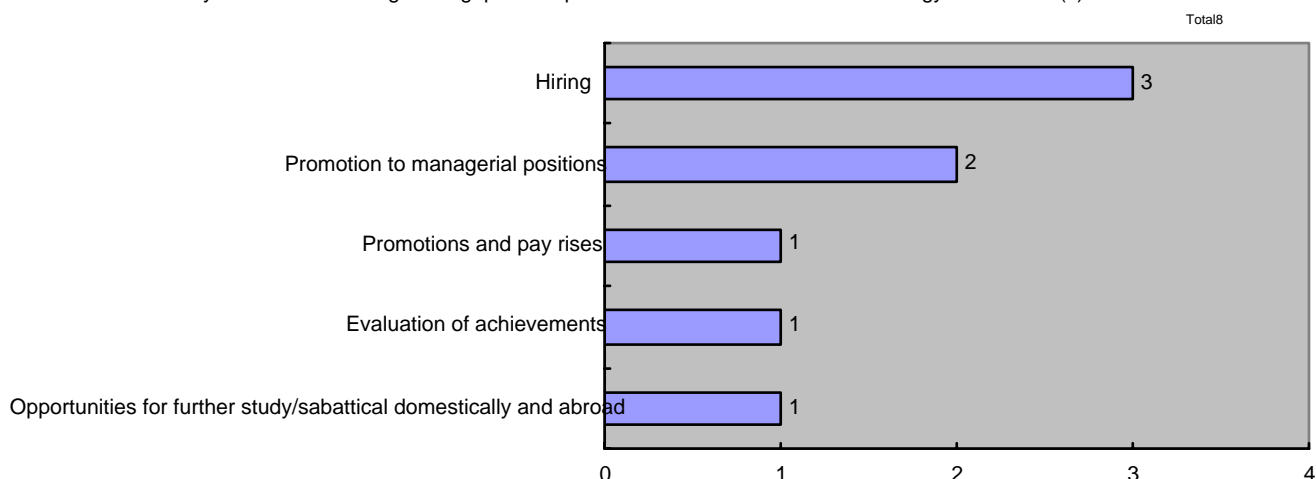
Do you think there is a gender gap in compensation in the science and technology field? -Area(s)(J) Total 51



Do you think there is a gender gap in compensation in the science and technology field? -Area(s)(Jr) Total 108



Do you think there is a gender gap in compensation in the science and technology field? -Area(s)

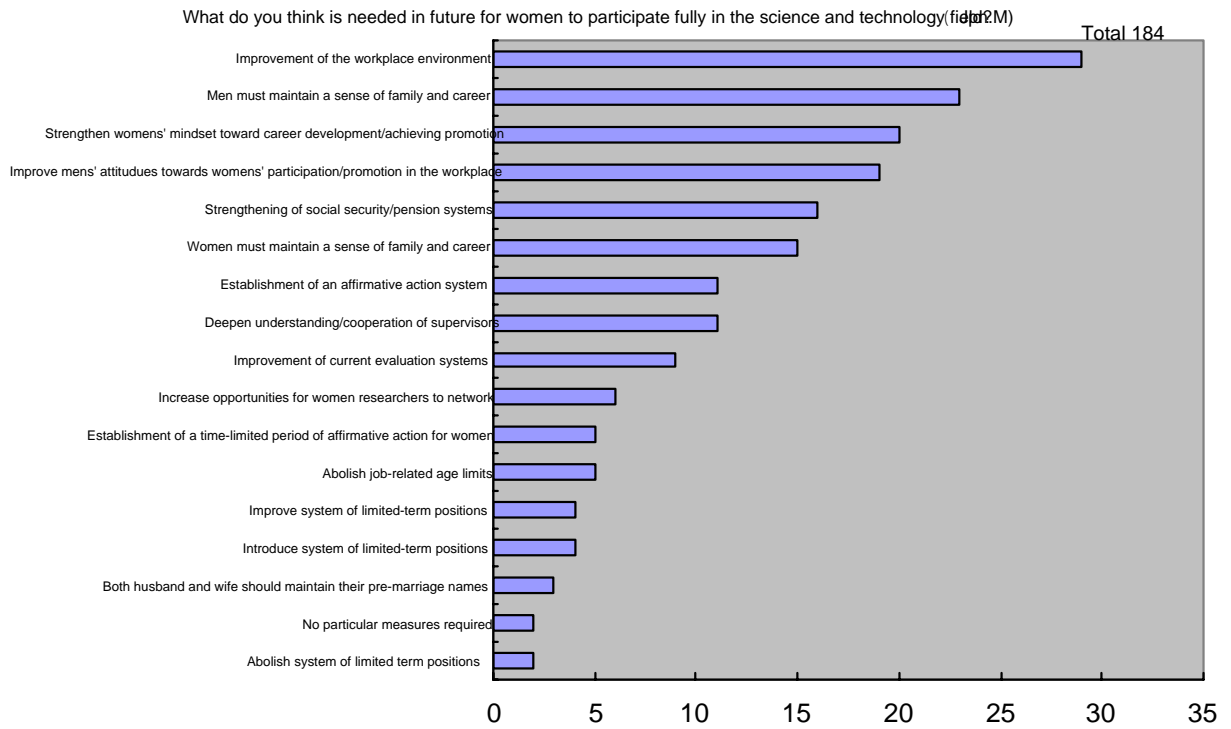


Do you think there is a gender gap in compensation in the science and technology field? -Area(s)

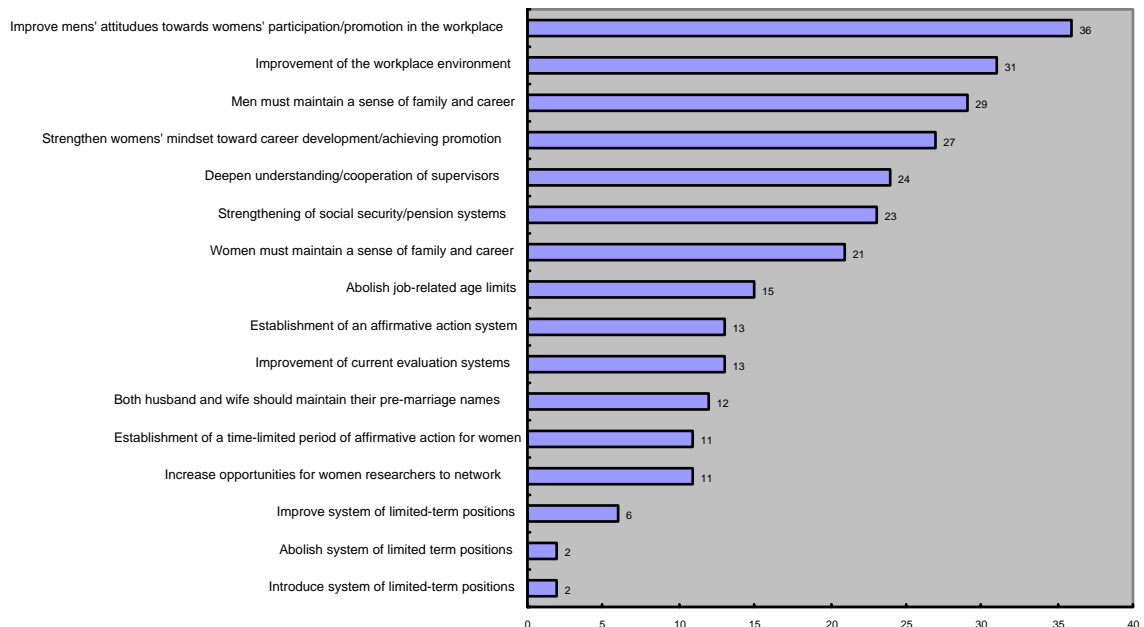


Q23 What do you think is needed in future for women to participate fully in the science and technology fields?

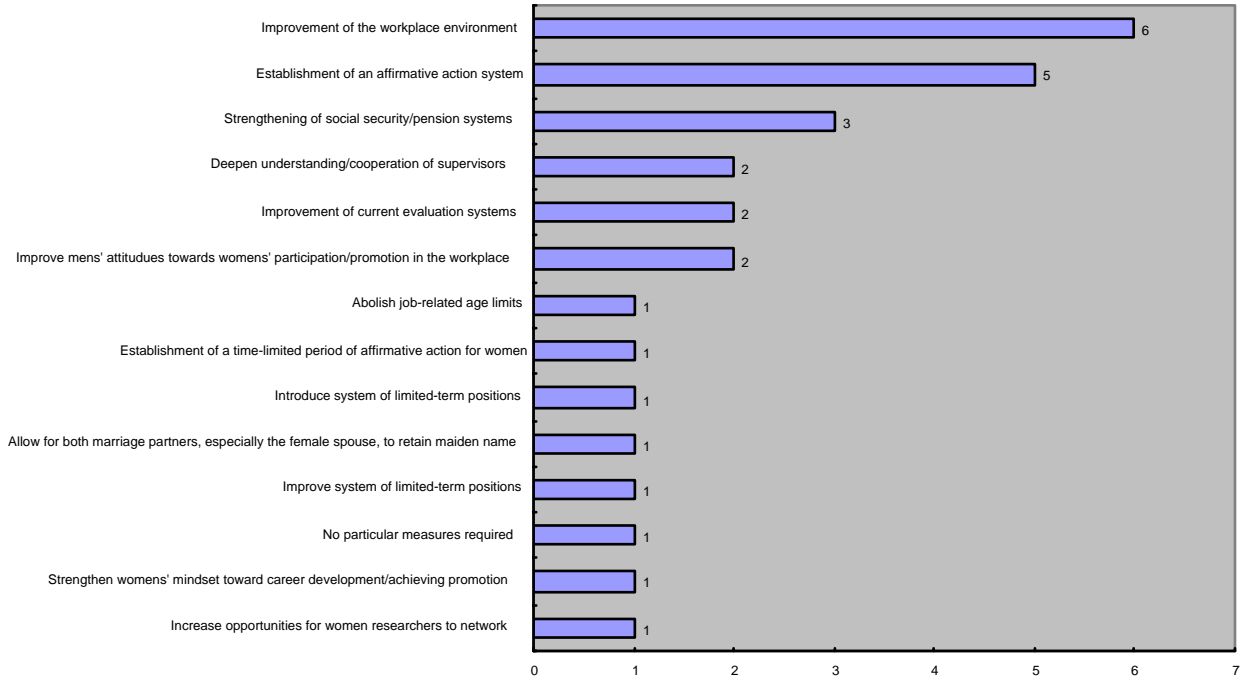
Improvement of the workplace environment, Establishment of an affirmative action system, Improvement of current evaluation systems, Strengthening of social security/pension systems, Deepen understanding/cooperation of supervisors, Establishment of a time-limited period of affirmative action for women, Abolish job-related age limits, Increase opportunities for women researchers to network, Strengthen womens' mindset toward career development/achieving promotion, Improve mens' attitudes towards womens' participation/promotion in the workplace, Allow for both marriage partners, especially the female spouse, to retain maiden name, Women must maintain a sense of family and career, Men must maintain a sense of family and career, Introduce system of limited-term positions Improve system of limited-term positions, Abolish system of limited-term positions, No particular measures required



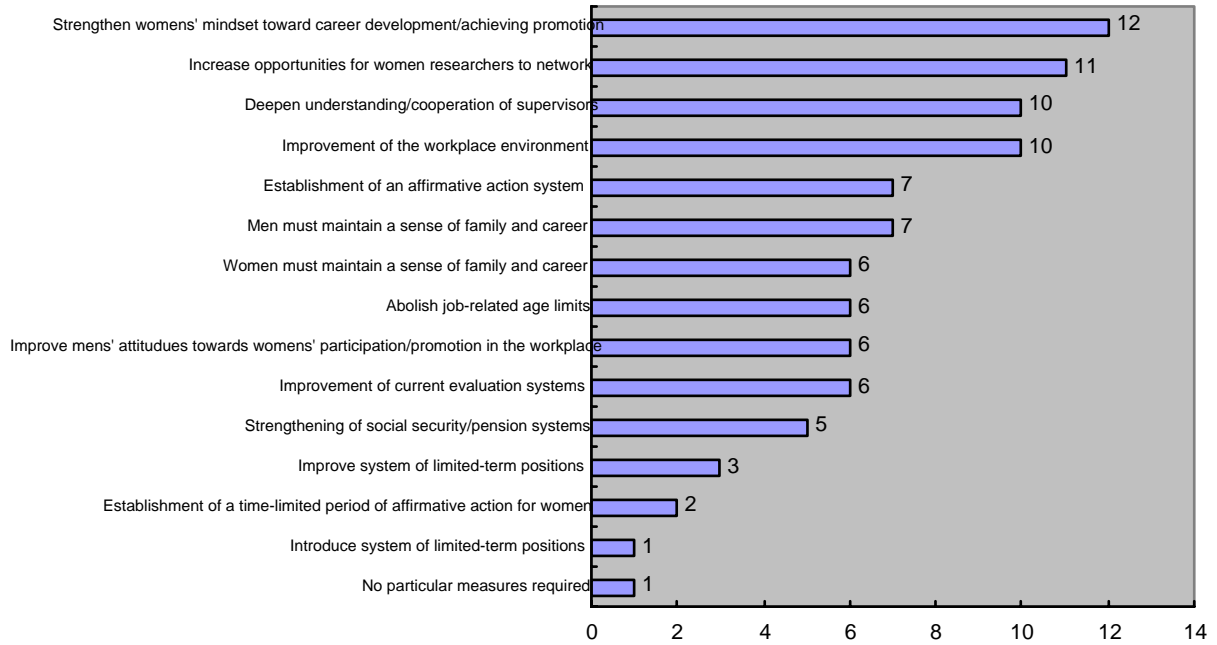
What do you think is needed in future for women to participate fully in the science and technology (Jpn.W)



What do you think is needed in future for women to participate fully in the science and technology field? (F.M)



What do you think is needed in future for women to participate fully in the science and technology field? (F.W)



Thank you!