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13:00-13:10	Introduction	( )
13:10-13:30	( )	( )
13:30-13:50	( )	( )
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14:30-15:30	Discussion	

Despite the efforts of the Japanese government and universities to recruit more females, the participation of female academics in academia is still very low. According to OECD data (2017), the proportion of female academics in Japanese higher education institutions is about 21%, which is the lowest among OECD countries. Moreover, it is not difficult to find empirical studies that not only relate to gender inequality and differences in research productivity, salary, and satisfaction in Japanese universities (Kimoto, 2015) but also in the professional areas of medicine and economics (Okoshi et al., 2014; Takahashi & Takahashi, 2011). However, there are insufficient studies that provide a detailed and integrated understanding of the status of females and the challenges they face in academia.

Therefore, this open seminar will investigate the current status of female academics in a social context beyond academia as well as looking at gender differences and inequality. We will discuss the main challenges that female junior academics are facing and investigate gender differences in terms of research activity and productivity. In addition, whether socially embedded characteristics could cause gender differences and inequality in higher education will be explored from a Japanese social context based on more integrated points of view. Through the four presentations of this open seminar, participants will be able to discuss and share ideas to suggest effective ways of encouraging and empowering female academics in Japan.

