



資料

President Susan Hanson of the Association of American Geographers Delivered Speech on the Status of Women in Geography in the U.S.A.

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ハンソン・アメリカ地理学会長“女性地理研究者の地位”について語る。日本の現状は？
三橋 節子

クラーク大学の教授でアメリカ地理学協会（AAG）会長を務めるスーザン・ハンソン氏は、1991年6月に国際交流基金のGrantにより来日した。本文は6月12日に開かれたハンソン会長とお茶の水女子大学の卒業生等女性地理研究者および在学生の座談会を三橋節子氏が編集したものである。座談会のテーマ「地理学界における女性の地位向上」は、アメリカではすでに1970年代から活発に議論が行なわれてきている。学界における女性の不平等は、そのまま研究や研究者の育成に反映する問題であり、非常に重要なテーマであると考えられるが、日本ではごく最近まではほとんど無視されてきた。それゆえ、今回の座談会は非常に意義の深いものである。

座談会では、ハンソン氏からはアメリカ地理学界における女性差別的な現状について、中新田氏からは女性の占める割合がアメリカ・カナダやスペインよりさらに少ない日本の状況について報告がなされ、問題点や改善策が話し合われた。ハンソン氏はアメリカ地理学界の女性の差別的な現状についての説明のあとに、その状況の改善に有効な方策として、米国政府の非白人少数民族や女性の雇用を促進する政策に依拠することと、AAG内に設立された女性地理研究者の地位向上委員会（CSWG）の活動を紹介した。同氏によれば、女性の地位向上の手段として、最も重要なことは女子学生の教育と女性研究者を支えるネットワークづくりである。そこで同氏は、男性のネットワークに対抗して女性の地位向上を図る女性ネットワークとしてCSWGのような組織の設立を呼び掛けた。

今回の座談会は日本の女性地理研究者がハンソン氏の女性研究や女性の地位向上を目指す熱意に触れ、また個人でそれぞれもっている意見を交換できた稀な機会であったといえる。

（吉田道代 38回生）

〔Moderator〕

It is our great pleasure to have President Susan Hansen of the Association of American Geographers here. Dr. Hansen has been the president of the Association of American Geographers since 1990. She has a Ph. D. from Northwestern University in Illinois on Information Levels and the Intra-urban Travel Patterns of Swedish Households. Since 1981 she has been the Director of the Graduate School of Geography, Clark University, which is the center of Economic Geography in the United

States. She also taught at the State University of New York at Buffalo from 1972 to 1980, and she served as a Peace Corps Volunteer in Kenya from 1964 to 1966. And today she is going to talk about women and geography.

〔President Hanson〕

Thank you. It's a very great pleasure to be here. I think this is the best time on my trip. I have been looking forward to coming to your University and speaking to women geographers.

So you asked me to speak about Women in Geography in the United States, and I think the

overall picture is that things are improving but there's still a long way to go. Women are still not equal to men in Geography in the U.S. or in American Universities. Women are still below men. In Geography, right now, about 10% of geography department faculty in the university are women. That is a slight increase since 1970, when it was about 6%. Now it's about 9% or 10%, so it's improving. But most women professors in Geography in the University are in the lower ranks. The American University system has basically 4 ranks. The lowest rank is called Lecturer or Instructor. And then the next rank is called Assistant Professor. The next highest rank is called Associate Professor. And the highest rank is called Full Professor. So the important thing is that these three ranks are called "tenure track". Assistant Professor is the lowest rank in tenure track, and Assistant Professors are not tenured. Tenure means you have a job for life. Associate Professors usually have tenure, so Associate and Full Professors are tenured. Now Assistant Professors are hired for six years, so after six years, you are considered for tenure. And if you have been a good teacher and a good scholar and have published lots of articles, then you will be promoted to Associate Professor. So right now, about 25% of Lecturers are women — this is the lowest rank. This is terrible because you are not on the tenure track. You have no possibility of getting tenure if you have this rank. Twenty-five percent of this rank are women, 15% of Assistant Professors, 10% of Associate Professors and 3% of Full Professors are women. So only 10% of Female Associate Professors and 3% of University Women Professors in Geography have tenure. But you can see the pattern that women are concentrated in the lowest ranks. Now, let's consider progress since 1970.

In 1970, only 6% of Assistant Professors were women, but now it is 15%. So you can see that there is a higher percentage of Assistant Professors now who are women. In 1970,

only 5% of Associate Professors were women, but now it is 10%. Consequently a higher percentage of Associate Professors is women now, but no change for Full Professors. So, now let me give you some more figures just so you understand the picture.

Forty percent of Geography Departments have no women on the faculty. And the proportion is 50%, if you consider tenured or tenure track women. Fifty percent of American Geography departments have zero women on tenure track. About 33% of Geography Departments have only 1 woman faculty. About 27% of Ph. D.s being granted now are women. So women account for a fairly large number of Ph.D.'s now, but they are not represented on the faculty in the same proportion. Why are they not on the faculty in the same proportion as they are getting their degrees? Some of them are not entering academics. They are getting jobs in the business world or with government. Others may get discouraged entirely and not have jobs. So those are the kinds of basic statistics, and I think they show that things are improving since 1970 somewhat, but there is still a long way to go. I think 4% of Department Chairs are women.

Let's consider another measure of equality between women and men in academics and that is salary. The latest figures I have are for 1986 and they show that women in Geography are not paid the same as men. Women earn about 82% of what men earn, on the average. That is women's salary is 82% of men's salary. In the United States in the whole labor market, women earn about 65 cents for every dollar, so it's 65% for women in the whole labor market. But in Geography it is really high — 82%.

Now I would like to talk about how women are working to change this picture. I mean what women are doing, that is how we are working to change. One way is through affirmative action. In the United States, the Federal Government has laws that prohibit discrim-

ination, and if employers get money from the Federal Government, they must adhere to the government regulations about employing women and minorities. So many employers are very eager to hire women, so that when the Federal Government looks at statistics for their workers, they see that they have women on their staff. So many Universities now are actually very actively trying to hire women because the Government has put pressure on the Universities and other employers. They are coming in at the lowest level. In fact women are not gaining tenure at the same rate as men. Women have a higher rate of being denied tenure than men, so the picture for the future may not be so bright in terms of women becoming Associate Professors and Full Professors at the same rate that men do. One of the problems that women face right now in Universities is what I will call "Affirmative Action Backlash". Because of affirmative action, some young men who are looking for jobs think that women have special privilege and can get jobs more easily than men, and this makes them very upset. And so they are angry at women and minorities, because they claim that women and minorities are getting preferential treatment. So this is a problem for us, because men get angry at women because there are so few women. It's all crazy.

Within Geography, within the AAG, we have the Committee on Status of Women in Geography (CSWG) and this is a very active committee. It was started about 20 years ago, about 1971, and the purpose of the committee is to promote the status of women in the discipline of Geography and I think it has been quite successful. Some of the strategies we have had are a whole range of things: to meet in groups like this, talk about problems and share experiences and plot our strategies. We also try to educate students, try to help them learn about the system, learn about the tenure system, how to get tenure, what is important

and all that sort of thing. Another activity of CSWG has been to insure that women are elected to committees within the AAG. So we try to make sure that women get nominated for committee posts in the association. We have been very successful with that so that women are always considered now on every committee. In fact the men now could not imagine having a committee without women on it. But still I think the most important thing that CSWG has done is to provide support. It is just the support network for women.

The last thing I want to talk about is the impact of women on the discipline. Because the number of women in the discipline is growing, many women geographers are interested in studying women, in studying gender, and making women a part of the legitimate subject matter of the discipline. And so in fact we are changing the nature of the discipline of human geography. And I think there may be another reason for the backlash. Because in fact, we are threatening to some men who do not want to see things changed. OK. So here you have the start of CSWG in Japan.

See another thing which CSWG did. The U.S. is very, very large and the AAG has regional meetings in the fall usually, and CSWG would set up this kind of discussion group at all of the regional meetings for the women and students. And men are welcome to come, if they want, and sometimes they do come, and that is good because you need to have men who are allies in the process. That is very good. So I do not know if you have regional meetings or not. Japan is not as large as the U.S., but just those opportunities to sit around and talk about common problems and successes, whatever is very, very important I think. It is very useful to help people think about solving problems that come up.

The CSWG meets at the annual meeting—well usually at the annual meeting we have a couple of meetings, but then in the regional

meetings that is another opportunity. So that would be at least twice a year for each person, if the person goes to the regional meeting and the annual meeting.

But then you build, you see you build a network, and that is the key thing. You build a network so that now we have an "Old Girls Network" instead of just the "Old Boys Network". And in fact the Old Girls Network is much more effective now than the Old Boys Network. Some of the men are quite surprised at how effective our network works.

So there are many women who are interested in gender issues— not everybody, but many. And there are some men also who are interested in studying gender. And I think that also makes the discipline more attractive to younger women who are thinking about Geography as a field. They do not feel as excluded as they used to.

When I was starting out at Northwestern, for example, I think the situation was quite similar to Japan now. Affirmative Action was not in existence. There was no Affirmative Action, so all the jobs were filled through the Old Boys Network. It was your Professor who found you a job, and there were no laws to protect discrimination against women. You could be told "Sorry we do not hire women.

We just do not like it." You had no recourse if that happened. So things have changed since then.

So I would like to hear about women in Japan.

[Moderator]

Ms. Ikuko Nakashinden did research on comparison of geography students and faculty members in Japan, U.S., Canada and Spain.

[Ikuko Nakashinden]

My name is Nakashinden. I'm from Tokyo Gakugei University. At first, I want to overview the number of the Japanese Women Geographers. According to articles in *Professional Geographer*, there are many women Geographers in the U.S. compared with Japanese Geographers. So I wanted to compare with the total number of geography faculty members [table 1]. And in Japan Professor Ota from Toyo University checked the total number of faculty members in Geography, and in 1989 there were only 27 female Geographers. That includes everything, tenure track or assistant or part-time lecturer, everything. So only 27 women Geographers in Japan. A kind of a diamond in a haystack.

Graduate students in Geography are in table 2. There are many graduate students in the United States and Canada, and there are

TABLE 1 FACULTY MEMBERS IN GEOGRAPHY

Countries	Female	Male	Total	Sources :
1)Japan 1989	27 (3.3%)	784 (96.7%)	811	1)Ota (1989, Table 1)
2)U.S.A. 1988-1989	200 (9.7)	1,859 (90.3)	2,059	2)Lee (1990, Table 1)
3)Canada 1978-1979	37 (6.2)	557 (93.8)	594	3)Momsen (1980, Table 2)
4)Spain 1984	*105 (33.0)	*105 (67.0)	*318	4)Garcia-Ramon et al. (1988, Table 1) *Actual Number is unknown

many masters course students almost the same proportion of women and men in Japan too. But in doctoral course in Japan, there are only 5 doctoral female students.

[President Hanson]

So you need to work on attracting more women Ph.D. students.

TABLE 2 NUMBER OF GRADUATE STUDENTS IN GEOGRAPHY

Countries	Course	Masters'		Doctoral		Total
		Male	Female	Male	Female	
1) Japan	1990-1991	129 (74.4%)	33 (25.6)	86 (94.2)	5 (5.8)	253
2) U.S.A.	1986-1987	684 (65.0)	371 (35.0)	180 (73.0)	68 (27.0)	1,303
3) Canada	1978-1979	530 (68.1)	248 (31.9)	188 (83.6)	37 (16.4)	1,003

Sources: 1) Membership Profile of The Association of Graduate Students in Geography 1990
 2) Lee (1990, Table 2) Numbers are degrees granted 3) Momsen (1980, Table 2)

[I.Nakashinden]

Yes. This time I made some enquiries to master course and doctoral course students, but I cannot find valid reason why they do not go to the doctoral course. On the number of articles published in major Japanese geography journals (Table 3), articles by women are less.

[President Hanson]

But you are more productive. Percentage of articles are higher than % of women geographers.

[I.Nakashinden]

Table 4 is academic rank of women geographers in Japan in 1989.

TABLE 3 NUMBER OF ARTICLES PUBLISHED BY WOMEN AND MEN IN 3 MAIN JAPANESE GEOGRAPHICAL JOURNALS

Journals	Geographical Review of Japan (1986-90)		The Human Geography (1985-89)		Annals of The Japan Association of Economic Geographers * (1986-90)	
	Articles (131)	Short Notes (37)	Articles (53)	Notes (47)	Articles (34)	Notes (36)
Men	94.7%	91.9	96.2	93.6	94.1	100.0
Women	3.8	8.1	3.8	6.4	5.9	0
Coauthorship	1.5	0	0	0	0	0

Sources: Indexes of *Geographical Review of Japan*, *The Human Geography* and *Annals of The Association of Economic Geographers*
 *AJAEG 1990 vol.1~3 total

[I.Nakashinden]

Table 5 is Alma Mater of female faculty members in geography.

a Ph. D. and if you are a masters student also after you finish your masters degree, I would like to see more Japanese women coming to the US to get Ph. D. And especially Clark.

[President Hanson]

Can I say something while I remember it? I hope that those of you who are professors will encourage your students to consider studying in the States for Ph. D. You may try to get a Fullbright grant to study in the States for

[Moderator]

For Japanese female geographer, to get a Ph.D. from a good American university is the worst thing of all, in Japan, like myself. They do not count me as a geographer. I have offers from American, Canadian, Malaysian and Hong

TABLE 4 ACADEMIC RANK OF FEMALE FACULTY IN JAPAN

Ranks (Numbers)	Universities with Geography Department		Universities without Geography Department	
	Physical	Human	Physical	Human
Professors (3)	1 [62.0] *	0	0	2 [66.5]
Associate Professors (6)	1 [43.0]	2 [43.5]	1 [47.0]	2 [36.0]
Lecturers (Full-time) (1)	0	0	0	1 [35.0]
Assistants (7)	2 [31.0]	5 [32.8]	0	0
Lecturers (Part-time) (11)	2 [53.0]	5 [48.0]	2 [35.0]	2 [40.5]
Total (28)	4	12	3	7

Sources: *Directory of The Association of Japanese Geographer 1989*

Directory of University Faculty Members in Japan 1989

* [] = Average age : Average 41.8 years old

Kong geography departments, but not from any geography department in Japan. Japan should open the geographers market like in North America, so that women geographers can compete with men geographers in the academic level.

Thank you very much for giving us a speech and stimulating discussions. We want to do further discussion with you.

Attended by Professors Yamaguchi and Inouchi, and Mses Fujioka, Sakaguchi, Mitsuhashi, Kohgo, Suzuki, Takizawa, Kurihara, Nishiyama, Murayama, Tanaka, Yoshida and Saito.

TABLE 5 ALMA MATER OF FEMALE FACULTY MEMBERS IN GEOGRAPHY

Name of Graduate Schools	Ranks	Professors	Associate Professors	Lecturers Full-time	Assistants	Lecturers Part-time	Total
N	Ochanomizu Women's University of Tokyo	1	2	0	1	6	10
	Tokyo Bunrika Univ.*	0	0	1	1	3	5
	Nara Womens's Univ.	2	0	0	0	0	2
	Kyoto University	0	1	0	1	0	2
	Hyogo Univ. of Teacher Education	0	1	0	0	0	1
P	Waseda University	0	0	0	※3	1	4
	Housei University	0	1	0	0	0	1
	Meiji University	0	0	0	1	0	1
	Kansai University	0	0	0	0	1	1
Total (Persons)		3	6	1	7	11	28

Sources: *Directory of University Faculty Members in Japan, 1989*, and Author's Interview

N: National University P: Private University

*Tokyo Bunrika University is predecessor of University of Tsukuba.

※ 2 of them have finished Bachelor course.