

Gender Diversity and Inclusion in the IP Ecosystem



- Objective – to compile a report that will serve as basic data for making revisions to the legal and operational aspects of the industrial property system, thereby, contributing to the IPR system planning.
- Conduct research and analysis according to each theme, including holding research committee discussions with experts in the field of the theme, conducting surveys on domestic/international public information, interviews, and questionnaires.



<Concept diagram of surveys>



Utilize committee's discussion results and research study reports for considering revisions of the system

<For more information>
Details of the research study are available on the JPO website (see URL below).
Please refer to "Research Study Report on Gender Diversity and Inclusion in the IP Ecosystem" for the list of research themes for FY2023.
URL: <https://www.jpo.go.jp/resources/report/sonota/zaisanken-seidomondai.html>

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Background

Although measures to promote diversity are proving effective in increasing the number of female researchers in Japan, the number remains low in comparison with other countries. Some reports suggest that ensuring gender diversity may contribute to promoting innovation and improving corporate performance. Japan needs to promote initiatives from the perspective of gender diversity in the environment constituting the IP ecosystem.

Purpose

Summarize the current status and issues facing female human resources in the IP ecosystem and examine how to improve the environment to promote female empowerment and to increase diversity and inclusion in the IP ecosystem.

■ Public information survey

■ Domestic interview survey

Target: 25 researchers, IP experts, corporate management, organizations

■ Committee

Chair: Ms. TAKENAKA, Toshiko
(Prof. University of Washington,
School of Law)
Committee members: 4

■ Holding seminars

■ Creating case studies

Conclusion

- Incorporating valuing-diversity perspectives, including gender, and promoting the participation of human resources from diverse backgrounds (expertise, experience, knowledge, etc.) can contribute positively to the creation of innovation.
- It should be emphasized that regardless of gender, work in the IP ecosystem has many attractive aspects.
- Improving the environment involves not only including and empowering more female human resources, but changing the mindsets of their colleagues and superiors. . It is necessary to create an innovative environment through these efforts.

- 1. Background and Purpose of Research Study**
- 2. Method of Research Study**
- 3. Results of Research Study**
- 4. Conclusion**

Background

- The promotion of diversity, including female empowerment, is necessary for the achievement of sustainable economic growth. Gender diversity-related measures are being promoted in Japan and the percentage of female researchers is increasing. However, the number still remains low compared to those of other countries.
- The impact of gender diversity on innovation and corporate performance has been examined in a number of studies, with reports suggesting that patents involving both male and female inventors have higher economic values than patents with only male inventors, and data indicating companies with higher gender diversity have better financial indicators.
- Awareness of the importance of diversity is growing in the IP field as well, and the Patent Attorney Association and the WIPO are starting to take actions in addressing gender diversity and other issues.

Purpose of Research Study

- Summarize the current status and issues of female human resources in the IP ecosystem and examine ways to improve the environment for women's empowerment and the promotion of diversity and inclusion in the IP ecosystem.

1

Public Information Survey

Purpose: To understand the current status of gender diversity in the IP ecosystem domain

Description: Examine related past research reports, papers, articles, books, etc.

2

Interview Survey

Purpose: To collect specific information on female human resources active in the IP ecosystem and to understand the awareness of human resources active in management positions in the IP ecosystem

Description: How the target individual came to choose work in the IP ecosystem, the attractiveness of their current jobs, positive factors that have contributed to their current activities, challenges that they have faced, the environment required in the IP ecosystem, the significance of gender diversity in the IP ecosystem, etc.

Target: Female and management level human resources, experts in the field

3

Creation of case studies

Purpose: To disseminate information on case studies of women active in the IP ecosystem and efforts of those engaged in improving the environment

Description: Results of interviews with female human resources active in the IP ecosystem, and with the management level human resources

4

Holding seminars

Purpose: To disseminate information on the IP ecosystem and gender diversity

Description: Conduct keynote speeches, public information surveys, reports and panel discussions in hybrid format

5

Committee discussions

Chair: Ms. TAKENAKA, Toshiko (Professor, University of Washington, School of Law)

Members: Ms. AZUMA, Shiho (formerly, CEO, Lily MedTech Inc.)

Ms. IZUMI, Kyoko (Head of Intellectual Property Global Head Office, Legal & Intellectual Property Unit, Fujitsu Limited)

Mr. KIMURA, Tomohiko (Vice President of Intellectual Property department, Shiseido Co., Ltd.)

Mr. YAMAUCHI, Isamu (Associate Professor, School of Information & Communication, Meiji University)

3. Results of Research Study

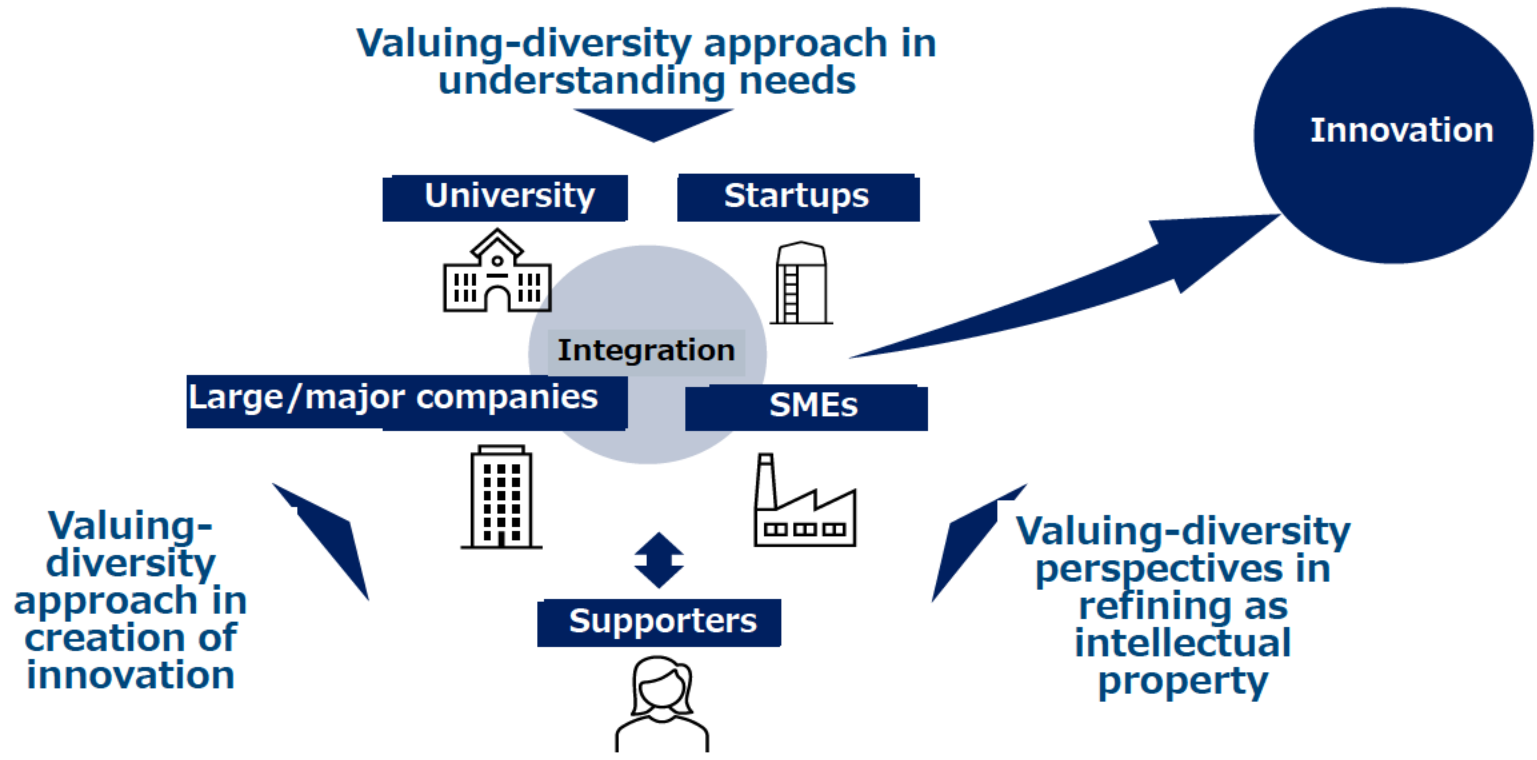
3.1. Results of Public Information Survey

Category	Items identified in the public information survey
Gender diversity and corporate performance	<ul style="list-style-type: none">• A number of Data exists suggesting a positive relationship between gender diversity and corporate performance.• More than 50% of institutional investors use information on female empowerment in some aspect or another, and many of them believe that this factor has a long-term impact on corporate performance.
Current status of gender balance in the IP ecosystem	<ul style="list-style-type: none">• The ratio of female researchers in Japan is lower than those in other countries.• Although the number of female IP professionals is gradually increasing, the ratio is still small compared to other countries.
Efforts by organizations related to the IP ecosystem	<ul style="list-style-type: none">• Japanese companies that are taking the lead in addressing gender diversity are starting to make efforts in transforming corporate cultural and qualitative aspects.• The Japan Patent Attorneys' Association and JIPA have also started to engage in addressing gender diversity.
Japan status and assessment	<ul style="list-style-type: none">• Although systems have been established to facilitate work for working women, there is still a large gender gap in accumulating work experiences and career development, with an overall barrier in cultural and qualitative aspects in promoting female empowerment.• Not only the systems, but support and expectations from those around women (superiors, colleagues, partners, parents, etc.), the existence of role models, and an organizational culture that guarantees psychological safety are needed.
Efforts in other countries	<ul style="list-style-type: none">• In addition to efforts aimed at fostering awareness, a broad range of activities are underway, including human resources development, creation of opportunities for female human resource to play active roles, and financial support.

3. Results of Research Study

3.2. Significance and Purpose of Diversity Promotion

- Breakthroughs in science & technology have led to an increased focus on the improvement of Well-Being through science & technology and gender-based science & technology innovations (Gendered Innovations).
- We have concluded through the results of the interview surveys that valuing gender diversity and other facets of diversity in the IP ecosystem will lead to promote building an environment within the IP ecosystem that further contributes to the creation of innovations.



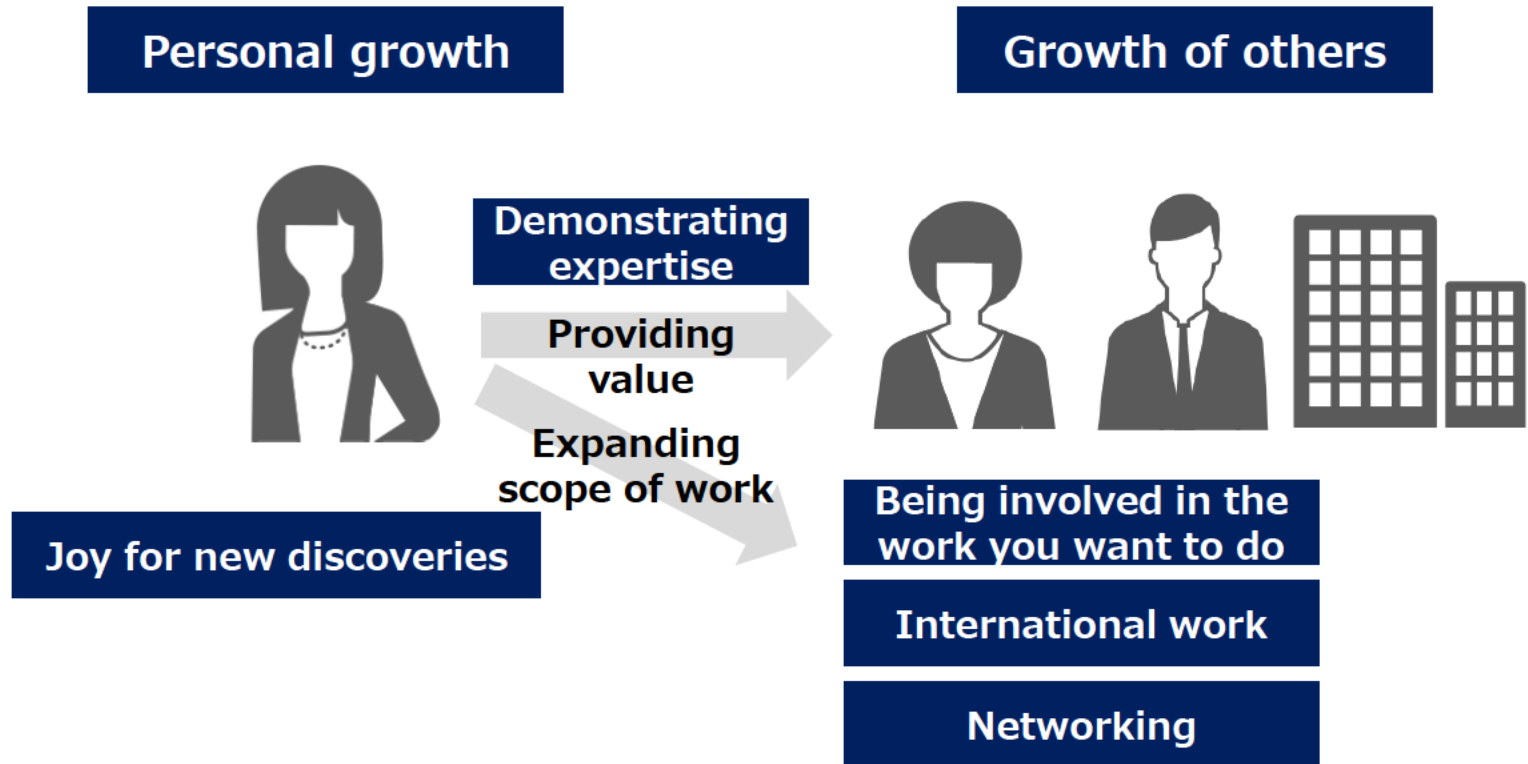
Patent attorneys, lawyers, support organizations, financial institutions, investors, etc.

※In this study, the meaning of innovation is broadly defined to include not only technological innovation but also transformation to create social values including services.

3. Results of Research Study

3.3. Attractiveness of Work in the IP Ecosystem

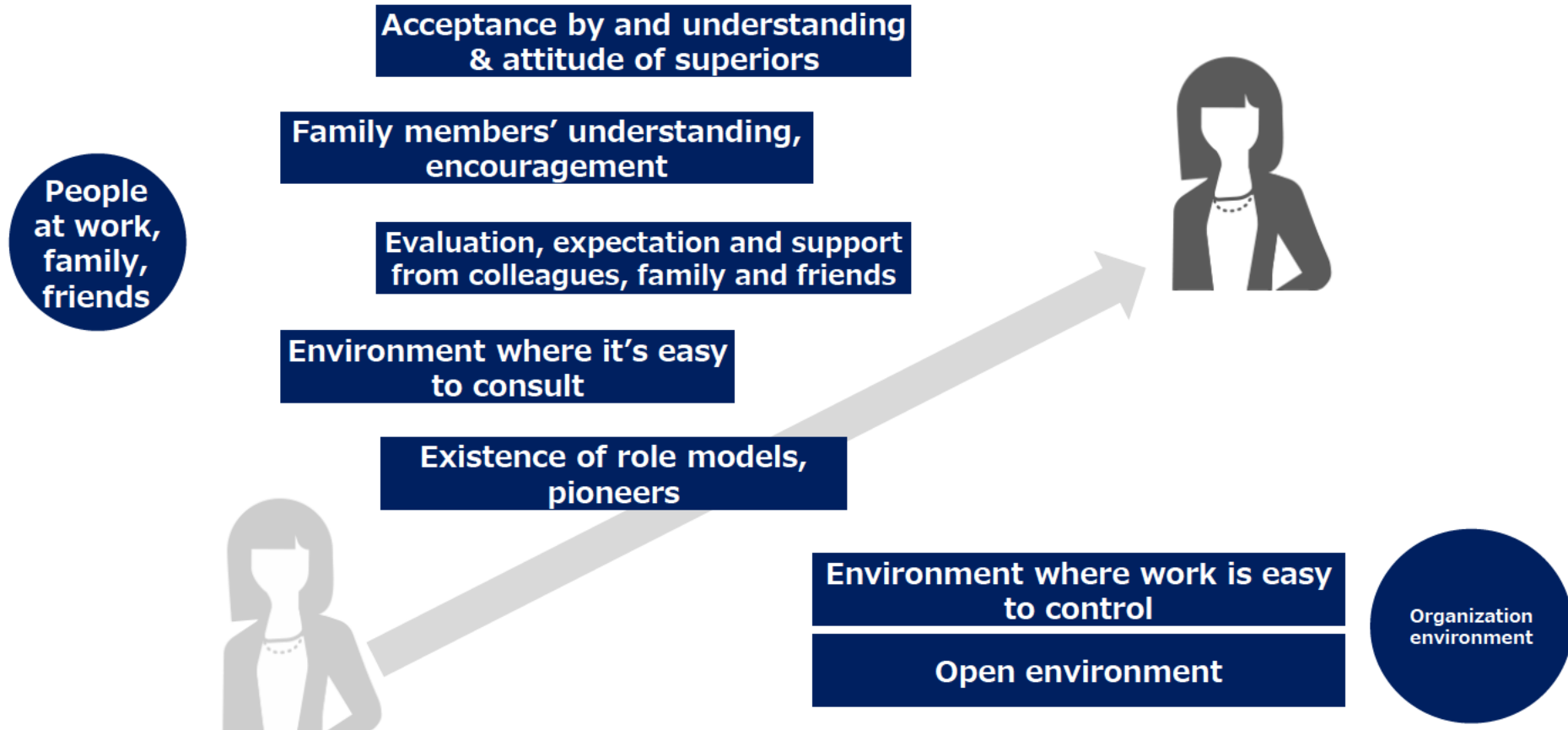
- Female human resources currently working in the IP ecosystem were interviewed on the attractiveness of their work.
- Many interviewees stated that they often experienced their personal growth and the growth of others, the job allowed them to utilize their expertise, there were many opportunities to come into contact with new discoveries, as well as opportunities to become involved in the work they want to do, or in international work.



3. Results of Research Study

3.4. Positive Factors Contributing to Women's Activities in the IP Ecosystem

- Positive factors that contributed to women working in the IP ecosystem to become active in their current positions were collected through interviews and organized.
- Some stated the presence of superiors and those around them encouraged their success, while others said that an open environment and other factors contributed to their success.



3. Results of Research Study

3.5. Management Level Awareness

- Comments by the corporate management level human resources were that creating a more diversity- and gender-aware organization will broaden the scope of organization and increase the potential to generate innovation.
- Some commented that to realize this, the management level should consider improving corporate environment and awareness.

Significance of diversity for innovation

Capturing the seeds of innovation

Capturing diverse needs

Approach to creating innovation

Creating diverse seeds of innovation

Enhance intellectual property values

Refining from diverse perspectives

Broader perspectives by working with diverse teams

Create an environment that values diversity

- Atmosphere and culture where diversity is taken as a matter of course in which each and every individual is respected
- Environment founded on fair evaluation
- Creation of role models and a mechanism to foster diversity awareness by providing training opportunities for colleagues, superiors and those working with female human resources

Management level awareness

- Respect for differences among members
- Questioning unconscious bias
- Fair evaluation of members
- Assurance of psychological safety

※Please note that interviews were conducted mainly from a gender perspective in this study, some interviewees pointed out the importance of incorporating various facets of diversity that is not limited to gender for creating innovation.

3. Results of Research Study

3.5. Management Level Awareness

- The following comments were provided by corporate managers on the significance of diversity for innovation

Capturing the needs as seeds of innovation

- An approach valuing-diversity is essential in understanding the needs with the increasing diversity of customer values and perceptions.
- Understanding the needs in society from a traditional
- f perspective will not lead to sustainable growth. We must value various facets of diversity including gender and constantly focus on increasing sensitivity towards diversity.

Approach to creating innovation

- The advantage of a team that values diversity fully is that it enable its members to freely state opinions, even though this can create situations that are difficult for managers to understand. However, I believe this is a step towards creating new values and is basically something positive.

Refining from IP perspectives

- The true value of intellectual property is not only demonstrated in the creation of 1 from 0, but also in the transformation of the created 1 to 100 or 200. A diverse perspective is necessary for expanding the created 1 into 100 or 200. In order to responding to diverse innovation, it is necessary to develop innovations created based on the perspectives of valuing diverse human resources.


3. Results of Research Study

3.6. Creation of Case Studies

- A collection of case studies organizing examples of women active in the IP ecosystem and the thinking at the management level based on the results of the research study.

Diversity & Innovation

Case Studies on Women Active in the IP Ecosystem as Key to Revitalization of the IP Ecosystem



1. Current Status of Women Active in the IP Ecosystem

知財エコシステムとは、「知的財産を創出し、保護し、活用する循環を示す組織ネットワークの概念」である。そこから生まれる知財財産を社会の人々が互いに、また、社会に対して好影響を及ぼし、自律的に新たな関係性が構築され、新たな「知」が育まれ、新たな価値が生み出される。いわゆる「知」の財産の生態系であると呼称が定まっています。つまり、知的財産というキーワードを通じて、イノベーションを創出する組織や個人を促していくことを意識したものであり、これには大企業だけでなく中小企業やスタートアップ企業、個人、大学研究者等、様々な主体が関与していくことが必要となります。

2. ダイバーシティ&イノベーション

近年、イノベーションの創出に際して、ダイバーシティが貢献し得ることを示唆する報告が複数出てきています。また、それに伴い、企業業績に対しても好影響を与えていることを示唆する報告も確認されています。

例えば、特許の経済価値という観点で見ると、特許が特許料の発生と、特許料の支払いとが両方とも発生している特許では、後者の方が高くなるというデータもあります。

本書では、特許エンジニアという観点に注目したダイバーシティについて触れています。エンジニアに限らず様々な観点でダイバーシティを推進することによってイノベーションの幅を広げていくことが必要不可欠になってきていると言えます。

なお、当然ですが、数語として指すだけのダイバーシティを追求することが本質ではなく、イノベーション創出等の目的を達成していく手段、機会としてダイバーシティを考えることが重要であることは言うまでもありません。

3. 我が国の知財エコシステムと女性人材

では、我が国において、知財エコシステムを構成する主要なプレイヤー（エージェント）の状況はどのようなものになっているのでしょうか。

① 研究者

まず、知財創出に貢献する研究者については、女性比率は欧米諸国と比べるとやや低い状況となっています。

図表1-1 女性研究者数の割合

表1-1 女性研究者数の割合

年	女性研究者数(%)
2013	48.5
2014	48.5
2015	48.5
2016	48.5
2017	48.5
2018	48.5
2019	48.5
2020	48.5
2021	48.5
2022	48.5
2023	48.5

2. Women Active in the IP Ecosystem

交際者 Case6 弁護士 市川川三氏

今のお仕事の内容を教えてください——

現在は事務所の所長をしているので、弁護士としての仕事と経営者としての仕事をしています。弁護士としての仕事は特許が中心ですが、税務を扱うこともありますし、時々ですが著作権関係の仕事をしています。

卒業生の会合にも参加も関わってきて、即前年度の2年間も役員でした。役員は役員会等のメンバーです。これまでは標準化を扱う委員会のメンバーとして活動したこともあります。このような活動は特に、弁護士としての知識や経験を活かして、ある企業の社外取締役の役職も担っています。

とにかく新しいことに触れ続けられるのが魅力という点ですね。知財業界でもダイバーシティがキーワードになってきていますが、どのようにお考えですか——

ダイバーシティな多様なダイバーシティな組織を作ることになるのだと思います。事務所の経営者としてこの考えは思っています。個人も働きやすい環境としての整備に力を入れているところです。

経営者としてまさに組織構築を委ねられているのですね。知財エコシステムのこれからの観点で最後コメントをお願いします——

知財エコシステムだけではないと思いますが、日本企業として公平な環境を持つ、誰もがチャレンジできる環境を築いていきたいと思います。

そのためには、お互いを尊重し、またそれぞれ一人のプロフェッショナルとして貢献することが当たり前になる必要もあると思います。

また、企業に新しい人材の採用や補助金制度等は、それ自身が目的になるのではなく、あくまでも手段として運用されるべきと考えますが、そうした活動を推進していくことによって、良い意味で変革が加速されるものもあると思いますので、今後の国の政策にも期待したいと思います。



(2024年1月インタビュー実施)

3. Results of Research Study

3.7. Organization of Seminars

- “Seminar on IP Ecosystem and Female Human Resources” held on December 13, 2023.
- 67 participants including online participants (excluding speakers and the secretariat).

Date/time

3pm-5pm Wednesday, December 13, 2023

Venue

Rm 604, @Business Center Yaesu Dori, Tokyo Station
※with live-stream distribution

Program

Opening remarks

Mr. SEINO, Chiaki, Director for IP Exploitation Policy Planning Coordination, Policy Planning and Research Div, Policy Planning and Coordination Dept., Japan Patent Office

Keynote speech

Ms. SAITO, Asumi, formerly, Founder, NPO Waffle

Research study presentation

Mr. UENO, Tsubasa, Chief Analyst / Intellectual Property Consulting Dept., Mitsubishi UFJ Research & Consulting Co., Ltd.

Panel discussions

Ms. TAKENAKA Toshiko, Professor, University of Washington, School of Law/Visiting Professor, Keio University Law School

Ms. AZUMA, Shiho, CEO, Lily MedTech Inc.

Ms. IZUMI, Kyoko, Head of Intellectual Property Global Head Office, Legal & Intellectual Property Unit, Fujitsu Limited/Managing Director, Japan Intellectual Property Association

Mr. KIMURA, Tomohiko, Vice President / Intellectual Property department, Shiseido Co., Ltd.

Mr. YAMAUCHI, Isamu, Associate Professor, School of Information & Communication, Meiji University ※video recorded speaker

Closing remarks

Mr. SEINO, Chiaki, Director for IP Exploitation Policy Planning Coordination, Policy Planning and Research Div, Policy Planning and Coordination Dept., Japan Patent Office



Significance of promoting gender diversity

- Incorporating a perspective valuing diversity can have a positive effect on creation of innovation and is expected to benefit society as a whole.
- However, it is important to have a sense of purpose on “what to promote through diversity” rather than simply setting diversity as a numerical goal.
- Furthermore, although this study was conducted mainly from a gender perspective, it is necessary to promote various facets of diversity that are not limited to gender.

Attractiveness of working in the IP ecosystem

- To increase gender diversity in the IP ecosystem by communicating the attractiveness of working in it as researchers and IP experts
- The attractiveness of working in the IP ecosystem is explained from various perspectives, including opportunities for personal growth, helping others' growth, and working with new discoveries, and it is necessary to disseminate such information.

Fostering both valuing-diversity culture and framework

- For developing a better environment that enables women who choose to work in the IP ecosystem to play an active role and contribute to innovation, it is not only necessary to establish a system but also to foster an atmosphere and culture within the organizations and surrounding environment (mindsets of individuals) that value diversity.
- This research study has identified factors that contribute to fostering a valuing-diversity culture, such as the creation of diverse role models, management level awareness, etc. It is necessary to promote diversity based on these findings going forward.

Toward the improvement of the IP ecosystem

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FY2023 JPO Research Study on IPR Issues
Gender Diversity and Inclusion in the IP Ecosystem
(Summary version)
March 2024

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