

1 Placement of Research Supporters

For Hiroshima University researchers who are unable to secure research time due to pregnancy, childcare, or long-term home care, a balance of research and life events can be promoted by placing research supporters who can attend to research support tasks under the instruction of researchers, and such support has thereby been provided since 2017. Moreover, this policy also presents a good opportunity for research supporters to learn about various elements pertaining to their future careers and thereby gain valuable experience.

<Target>

Those among the following main categories who apply to one of the three application reasons and fulfill the application criteria: 1) university faculty members who have signed an employment contract with this university and are conducting research here (professors, associate professors, lecturers, assistant professors, assistants); and 2) full-time contract employees in educational research (limited to specially appointed professors, endowed chair faculty members, instructors of joint research courses, hospital assistant professors, foreign researchers, researchers, special researchers, hospital doctors).

<Application Reasons and Criteria>

■ One of the Following Reasons from (1) to (3)

- (1) Pregnancy: Currently pregnant
- (2) Childcare: Caring for a child younger than 12 years old or a child who turned 12 before March 31 of the current fiscal year
- (3) Long-term Home Care: The applicant is the primary caregiver of a father, mother, or relative who has received long-term care certification (including certification of needed support)

■ Criteria Fulfills (a) and (b)

- Women (a) Those not on leave before and after childbirth, maternity leave, long-term home care leave, or other leave
- (b) Those with a spouse working full-time, or those who are single or do not have a spouse
- Men (a) Those not on paternity leave, long-term home care leave, or other leave
- (b) Those with a spouse working full-time as a researcher at a university, inter-university research institute, incorporated administrative agency, etc.

<Support Results>

Results from between April 2018 and March 2019

※Cumulative total number of people for each category. Results by semester are in parentheses.

■ User Gender/Position

	Total	Professor	Associate Professor	Assistant Professor	Other (researcher, etc.)
Men	2	0	2	0	0
Women	27	1	11	14	1

■ Application Reason

	Pregnancy	Childcare	Long-term care
Men	–	2	0
Women	0	26	1

<Support Details>

Experiment preparation, experiment assistance, cleaning of laboratory instruments, post-experiment clean-up, literature research, data collection, data analysis, data entry, etc.

<Voices of the Users/Effect on Driving forward the Research (excerpts)>

- Through the support of the research supporters: (1) basic data were able to be analyzed from multiple perspectives and the reliability and validity of the research results were heightened; and (2) scheduling and follow-ups could be done for the research of additional data, thus enabling the acquisition of more diversified data, which in turn greatly contributed to driving forward the research (humanities faculty member/female)
- Given that time is needed to acquire external funding and set up the research environment, I was able to efficiently conduct my research by asking for the preliminary preparations to be done or requesting assistance. We were able to conduct preparatory experiments for an application to the Grants-in-Aid for Scientific Research, which resulted in my selection. Data acquisition and analysis advanced through joint research with another university, and I am currently preparing for the submission of a paper. (science faculty member/female)
- My research progressed thanks to the data analysis support provided by the supporter, and I was able to publish an international joint paper that included data analysis results from joint research with overseas researchers. Various analysis results were completed, which shortened the time for paper preparation. Based on the achievements gained through this policy, one paper has been submitted and another is in the process of being completed. (science faculty member/male)
- By having the research supporter assist with tasks requiring a massive amount of time if conducted alone, such as collecting research materials and organizing and confirming the data, I was able to continue the research while caring for my child. By using this policy, I was able to have extra time to obtain valuable data and materials for writing my paper. (medical faculty member/female)
- I was able to collect a large amount of data in a short time period, which allowed me time to apply for grants. I was also able to oversee the management of international joint research in my department. I am planning to write a paper pertaining to the project that I conducted with the aid of a research supporter, and I am also planning to write a new project. (medical faculty member/female)

<Voices of the Research Supporters/Reflections after Engaging in Research Support (excerpts)>

- The research was similar to what I have conducted through departmental training, such that I was able to acquire skills in a relatively short period of time. I experienced first-hand that time is necessary to produce research results. (medical student (6th year)/female)
- I was able to further hone my experimental techniques. In parallel with my own experiment, I was assisting the professor's experiment; thus, although I was busy, it was a good opportunity to enhance my time management skills. I believe this will become useful in the future when I conduct my own experiment requiring the same kind of operation. (science student (M1 student)/female)
- Because there is compensation for the work that has been conducted, I was able to continue my work without losing motivation. Additionally, I was able to use my free time without overworking myself, and I gained experience in the professor's research (although it was only a little), which made it a good experience. (humanities student (M2 student)/female)
- Because the research in which I was involved was incorporated into the data for my own Master's thesis, I received a great impact from this experience. Moreover, even in cases when the research was not directly related to my Master's thesis research, it still broadened my knowledge. (humanities student (M2 student)/female)
- Honestly, I had not at all presumed that the research in which I was involved would be something with which I would engage in my own life; however, through this opportunity, a possibility emerged that I might indeed do so. I do not know on which path I will continue; however, I gained a positive impression of this field such that I feel that I have more possibilities for my life. (medical student (4th year)/male)

2 Care of Schoolchildren Outside of School during School Breaks

With the aim of supporting the work–life balance of members of Hiroshima University, during long breaks at elementary schools (spring, summer, and winter seasons), the Higashihiroshima District (Higashihiroshima campus) and Hiroshima District (Kasumi campus) opened a kids' club to support the care of children outside of school. The instructors (contracted) and student supporters (students undergoing teacher training are employed as contractors) operate the camp, and various activities are conducted in the school facilities (e.g., mountain-climbing in the spring, catching crayfish or harvesting vegetables in the summer, making shimenawa (stylized ropes) in the winter) to provide a setting where the university's students also can learn.

	Higashihiroshima District (Higashihiroshima campus)	Hiroshima District (Kasumi campus)
Spring Season Kids' Club	Period: March 26–April 6, 2018 (weekdays 8:00–19:00) Childcare Result: 27 schoolchildren of university faculty/staff (from 1 st grade to 6 th grade of elementary school)	Period: March 26–April 9, 2018 (weekdays 8:00–19:00) Childcare Result: 41 schoolchildren of university faculty/staff (from 1 st grade to 6 th grade of elementary school)
Summer Season Kids' Club	Period: July 23–August 29, 2018 (weekdays 8:00–19:00) ※However, the period between August 10 and August 15 is excluded Childcare Result: 33 schoolchildren of university faculty/staff (from 1 st grade to 6 th grade of elementary school)	Period: July 23–August 30, 2018 (weekdays 8:00–19:00) Childcare Result: 50 schoolchildren of university faculty/staff (from 1 st grade to 6 th grade of elementary school)
Winter Season Kids' Club	Period: December 25–December 28, 2018 (weekdays 8:00–19:00) Childcare Result: 13 schoolchildren of university faculty/staff of this university (from 1 st grade to 6 th grade of elementary school)	Period: December 25, 2018–January 5, 2019 (weekdays 8:00–19:00) Childcare Result: 29 schoolchildren of university faculty/staff (from 1 st grade to 6 th grade of elementary school)

<Voices of the Participants (excerpts)>

- The children were able to engage in activities normally inaccessible to them, like shimenawa-making or harvesting vegetables, and I am grateful that we were also given the vegetables that they harvested, which were delicious. (parent/guardian)
- I think it is great that the children can explore inside school grounds, particularly the general museum. (parent/guardian)
- The parent can work without worrying about leaving their children alone at home, and I am happy that the children can interact with many different people, be physically active, and experience activities that fit the season. (parent/guardian)
- It was very fun to go to the garden on the roof of the hospital, take a walk to the forest, and play with the student supporters. (school child)
- It was good that there was a time to study every day. (school child)



(catching crayfish)

3 Subsidiary Service to Support Usage Fees for Sick Child Care

Usage fee support is provided up to 16 times a year to each individual for periods when it is difficult for a child (younger than 6 years old or who turned 6 before March 31 of the current fiscal year) of a Hiroshima University faculty member to obtain group child care due to illness or recovery from an illness. Such support is the lower amount of 1,000 JPY or 2/3 of the fee paid for the use of sick child care facilities (cut-off is 100,000 JPY) or 1,000 JPY.

<Voices of the Users (excerpts)>

- Knowing that there is aid for the care of sick children not only represents a form of financial support but also serves as mental support for university employees who are also raising children.
- In the event that my child falls ill and cannot attend group care, my child needs to stop attending pre-school for a long time, so I am very grateful for this subsidiary service.

4

Support to Resume a Researcher Career

Exemption of the Admission Fees for the Doctoral Program

Financial support that does not require the collection of admission fees from women who have halted their research and have a Master's degree and are PhD candidates who have passed the exam (regulation amendment and requirements approved at the council, details reported and shared to the admissions committee, distributed pamphlets on the non-collection of admission fees in the application requirements of each research department, and made public on the Diver Business HP and at the Diversity Promotion Conference)

- February 13, 2019 (Wed.) Held a committee meeting on the non-collection of admission fees (deliberated)
- February 21, 2019 (Thurs.) Reported to the president about the non-collection of admission fees (decided)
- April 2019 Non-collection of admission fees implemented
- Result: Implemented for six people

Career Advancement Project Researchers (Hiroshima University)

Introduced a Career Advancement Project (CAP) researcher system that supports career resumption for women who have stopped working and possess a PhD degree and supports the continuation or resumption of research or spousal cohabitation for researchers working at Hiroshima University.

Name	CAP Researcher (full-time)	CAP Researcher (part-time)
Those Who Apply	Women who possess a PhD degree and have stopped working	Spouse of a researcher at this university (either gender)
Aim	To promote the resumption of research and career development for women researchers who halted their research. (career development promotion model)	To promote the continuation and resumption of the careers of researchers who stopped working due to their spouse's work. (balance support model)
Expense	President's discretionary expense	President's discretionary expense
Employment period	1 year from April 2019 (no renewal)	1 year from April 2019 (no renewal) ※Within 10 hours per week

5

Gender Equality Awareness Raising Seminar

- **Topic:** "Gender Issues in Academia in Modern Japan"—Incorporating perspectives from research on men and masculinity"
- **Date/Time:** August 28, 2018 (Tues.); 15:00–16:30
- **Location:** 4th floor meeting room, Corporate Headquarters building, Higashihiroshima Campus, Hiroshima University
- **Instructor:** Kimio Ito (Professor, Faculty of Sociology, Kyoto Sangyo University; Head of Kyoto Sangyo University Diversity Promotion Office)
- **Participants:** 55 people (faculty, students, etc. of Hiroshima University)
- **Details:** The issue of gender equality is commonly thought of as an issue confined to women, but it is also pertaining to men. The issue of men has emerged as a social issue in terms of their overall lives from childhood to their ways of life after retirement. There is a need to directly face Japan's gender situation within the context of the international community, consider awareness and men's ways of life, and offer a way of life that provides a good balance for both men and women. We asked Professor Ito to lecture about how universities that are involved in education and research should tackle this "reconsideration of the issue of men."



<Voices of the participants (excerpts)>

- It was extremely helpful. The position of men is a key point that must be considered when promoting gender equality and the success of women. I think that this lecture aided in that effort.
- It taught us the basics of gender studies, and it was easy to understand for participants who did not have such base knowledge.
- A gender equality seminar from the perspective of men's studies was new and I learned a lot.
- It was very good that global trends and the historical background were explained in an easy to understand manner.
- I was surprised at how behind Japan is among developed countries in terms of approaches to gender and gender equality. I felt that we must reevaluate the organization of our society and the unseen systems that exist in the workplace.

- **Topic:** "Diversifying gender identity and Japanese society"
- **Date/Time:** November 6, 2018 (Tues.); 10:30–12:00
- **Location:** Hiroshima University, Higashihiroshima Campus School of Integrated Arts and Sciences, K111 Lecture Room
- **Instructor:** Yukari Ishii (Assistant Professor, Department of Sociology, Faculty of Sociology, Toyo University)



- **Participants:** 40 people (Hiroshima University students and faculty members)
- **Details:** Recently, interest in the rights of LGBTQ people has heightened, and immediate approaches to social issues are being sought. Often described as LGBTQ, the Q stands for Queer or Questioning, thus pointing to the fact that there are people who cannot self-identify with the dualist concept of “male/female” or “heterosexual/homosexual.” This lecture focuses particularly on gender from the perspective of the male–female dualism that structures Japanese society and examines the self-image of those who cannot recognize their gender as either male or female.



<Voices of the Participants (excerpts)>

- I gained a renewed understanding that the issue of gender identity not only impacts the people directly concerned but also the environment and society that surrounds these people. In particular, a better understanding of the family is needed, and the gap in actual understanding of this issue must be tackled. I felt that this is an issue that we must begin to treat as close to ourselves.
- The voices of those who are going through this issue were introduced, and I was able to understand the situations in which transgender people particularly are being placed. Moreover, I was able to understand that the future of this issue is related to the need for society to examine ways to accept sexual minorities.

6

1st Diversity Environment Promotion Symposium

~Aiming for a society in which both women and men can succeed~

Targeting the directors and managers of educational institutions, including universities and companies, to discuss the organizational system needed for women to succeed. Additionally, targeting women researchers who are above the level of graduate student and providing an opportunity to build and expand their networks and create a vision for their own skills development and success.

- **Date/Time:** July 30, 2018 (Mon.); 13:00–17:00
- **Location:** Higashi-Senda Innovative Research Center, Hiroshima University
- **Participants:** 80 people, specifically collaborating and member organizations of the Initiative for the Implementation of the Diversity Research Environment (Collaboration Type), nationwide organizations that are involved in promoting diversity, faculty members and students of this university, members of the public

■ Schedule

● Opening/Lecture

Opening Remarks: Mitsuo Ochi (Hiroshima University President)

Keynote Speech: Kazuo Yamaguchi (Professor, University of Chicago)

“To realize a society in which women and men can succeed equally, what social transformations are necessary and what are the empirical grounds for them?”

Metasequoia Award Ceremony and Recipient Speech: Fumiko Matsuda (Fukuyama University President)

● Panel Discussion

- Panelists: Yoko Ishida (Hiroshima University Deputy Director of Gender Equality, Head of the Gender Equality Promotion Office, Education Development International Cooperation Research Center Professor)
 - : Katsuhiko Takamura (Head of Human Resources Office at Mazda Motor Corporation)
 - : Michiko Tsurumine (International Development Center Incorporated Senior Researcher, University Professor)
- Commentator: Kazuo Yamaguchi (Professor, University of Chicago)
 - : Fumiko Matsuda (Fukuyama University President)
- Coordinator: Kiriko Sakata (Professor, Graduate School of Integrated Arts and Sciences)

<Voices of the Participants (excerpts)>

- A critical thinking lecture was held using statistical methods. It was convincing and understandable, and I enjoyed listening to it.
- It was an academic lecture that was very convincing and made use of rigorous statistical methods.
- It was helpful to learn about sources and causes of income disparities.
- The lecture scope was not limited to only policies, but extended to life itself, and it was very easy to understand.
- The talk was easy to understand with many detailed examples and data.



(Keynote speech by University of Chicago Professor Yamaguchi)



(Metasequoia Award given to Fukuyama University President Matsuda)



(Panel discussion with collaborating organizations and commentators)