



Kobe University's Promotion of Gender Equality

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and Environment
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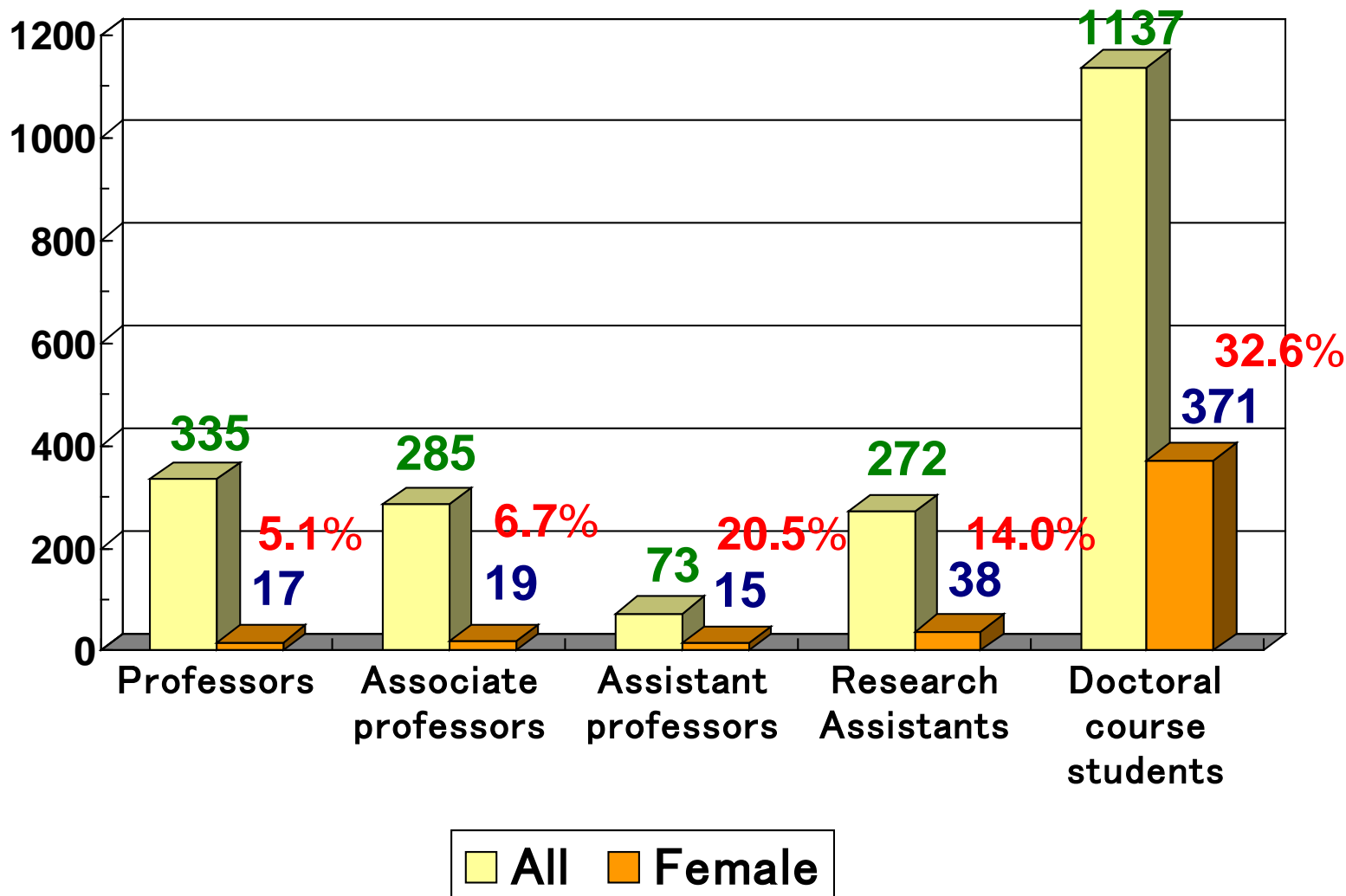
Brief History-Kobe University's Promotion of Gender Equality

- Feb 2007-Established Gender Equality Office
- Jul 2007-Started ReSTART! “Kobe Style” Female Researchers Support Project
- May 2008-Introduced The part-time system for Full-time researchers ’ plan
- Jul and Sep 2008-Formulated Gender Equality Declaration, The “Kobe University Gender Equality Promotion Program (Master Plan)” , Positive Action
- Dec 2008-Done a program evaluation and call for regional cooperation
- Mar 2010-Completed “Kobe Style” program
- Jul 2010-Adopted Revolution! Female Researcher Training “Kobe Style”

Researchers and Doctoral Course Students in Natural Science Fields

As of May 2008

Unit: person



“Program to Support Activities for Female Researchers”

from Ministry of Education, Culture , Sports, Science and Technology

- To encourage female researchers to fulfill their potential and improve academic environment and awareness-raising
- To support female researchers their work-life balance
- To establish “model” system for utilized at other institution
- 50 million yen for each institution

ReSTART!

“Kobe Style” Female
Researchers Support Project
Fiscal 2007-2009



Raise female researcher employment to 20%!

Funding

Presidential Discretionary
Expenditure & SCFPST

Cooperation

Hyogo Prefecture

Kobe University
Research Lab

Selected
Researcher
Incubation
System

Tutor

Research
Assistant

Mentor Lab
System

To Get Tenure-track Position

Talent Pool

Open recruitment

Selection
by Selection Committee

OJT in matched lab

Change Way of Thinking!

Kick-off Symposium

Original Support Program

Public comment system
Advisory system for fund raising
Flexible working hours
New nursery

Feedback

External evaluation

Hyogo Research Women Summit
December 17, 2008



Incubation System

Created for the systematic development of research skills

- 1** Three promotion researchers are employed. (2007)
 - Employment of three person's by the Kobe University President Fund
 - Arrangement of study groups to catch up with the overall research power by OJT.
 - Arrangement of research assistant (10hours/week)
 - Adoption of the fixed-term teachers(1 person)
- 2** Construction of human resource bank for female researchers
 - Introduction of employment by Kobe University support merger company (LLC)
 - Giving recruitment information to part-time researchers in Kobe University
 - Introduction to research team by campus groupware

Mentor Lab

1 Career Café

- Free talk with guests from inside and outside of Kobe University
- Support for carrier making by presenting roll models

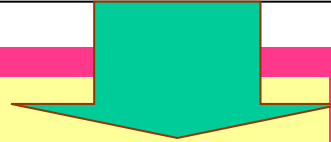
2 Mentor System

- Individual consultation system by mentors: experienced, excellent senior researchers
- Mentor : Professors of active and professors emeritus who are 30-70 years old
- The content of the consultation: The work life balance, Going to the doctor's course and designing their future, Preparation as a researcher, and Adaptation to the graduate school life.

Introduced Role Models



Career Cafe



Mentor Lab



Mentor Lab

Support female researchers

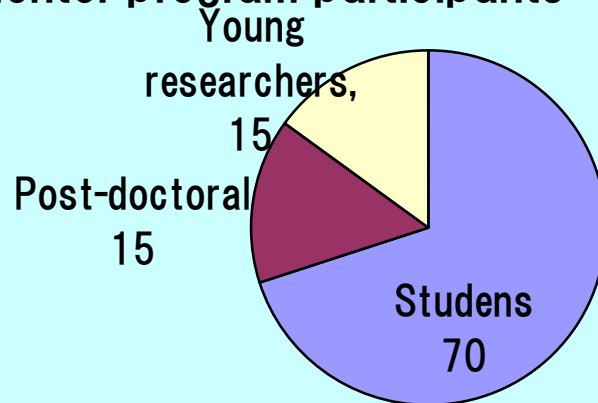
Various types of mentors

Presented role models in career

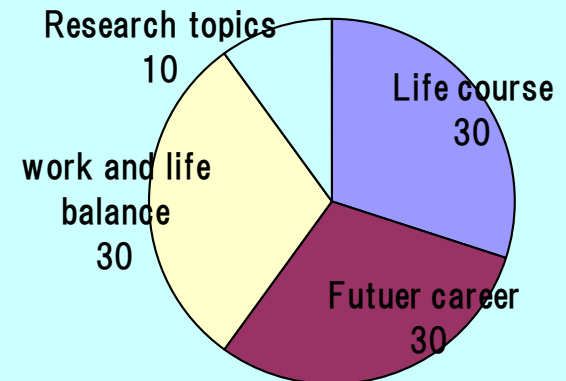
**Mentor Award for
Excellence 2009**



Mentor program participants (%)



Consaltation topics (%)





Career cafe



Hold 6 events since 2010

A meeting place for mentors
and mentees

Improving Mentoring



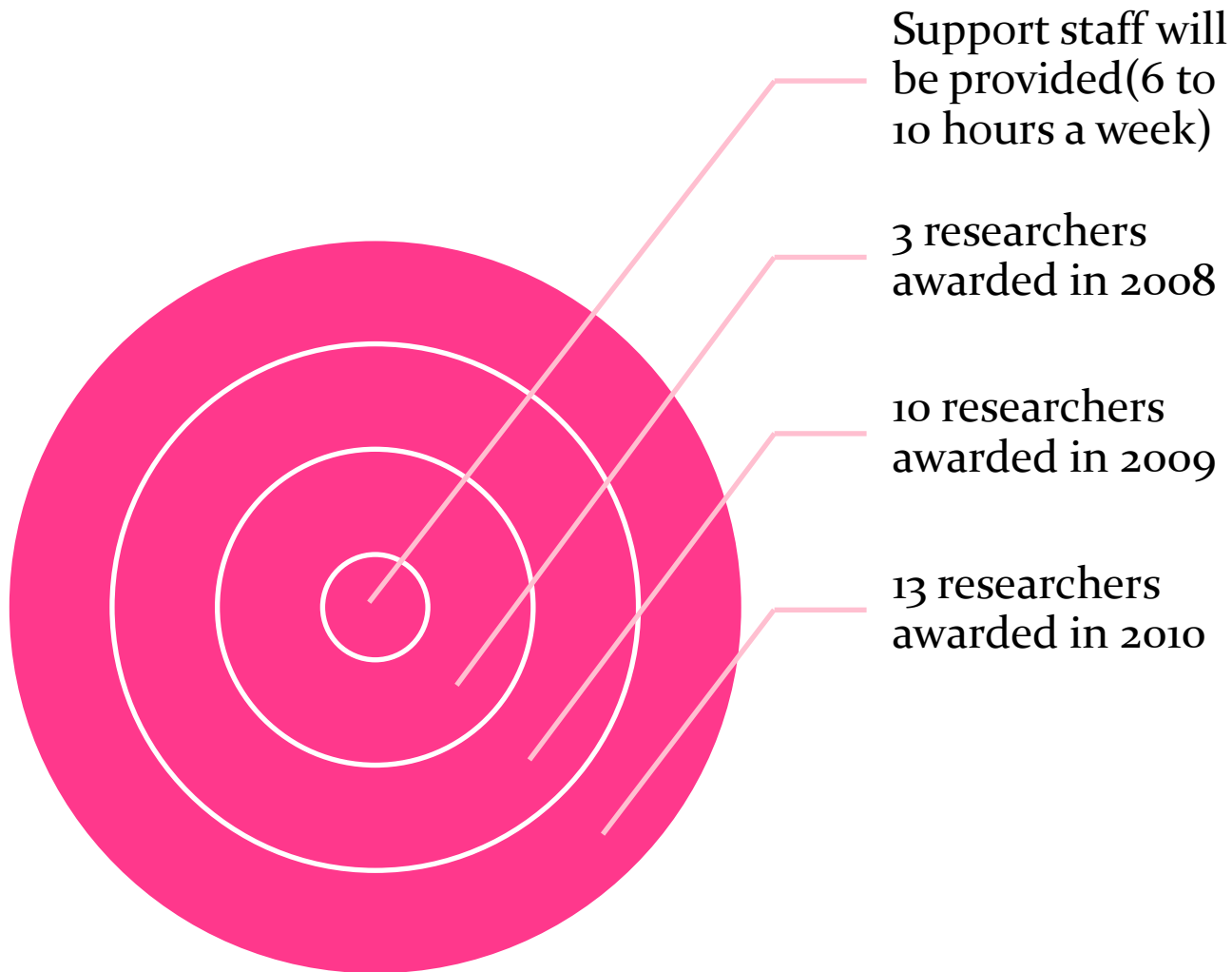
Developed spontaneous networking
among female researchers in
natural science



Support for Child-rearing Male and Female Researchers

- A supporting research staff will be provided
- Set day-care center at April 2011
- Distributed a “Babysitter Childcare Support Project ” discount coupons
- **Part-time system for Full-time researchers**
Allows researchers to reduce their work load while remaining a full-time employee. Their salary will payback to their office funds

Support for Child-rearing Male and Female Researchers



System Reform for the Promotion of Gender Equality

- **Kobe University Gender Equality Declaration**
- **Positive Action**
 1. Give precedence to hiring women if an appraisal of their qualifications are equal to those of men's
 2. State in all application guidelines that “we welcome the active application from women”

Goal: Increase the number of female researchers account for 20% at all departments
- **The “Kobe University Gender Equality Promotion Program (Master Plan)” has been composed**
- **The Gender Equality Promotion Committee**

Regional Cooperation

- Public relations on the Incubation System
 - ➡ Hyogo Pref. and neighbor universities
- Public relations on the Career café
 - ➡ Hyogo-Prefectural Gender Equality Promotion Center and neighbor universities
- Hyogo Research Woman Summit(2008)stimulated promoting regional approach for gender equality
 - ➡ A university adopted the gender equality project

Background Info for Female Researchers Support Program

- Established Japan as a nation based on the creativity of science and technology
- Followed out International Convention on the Elimination of All Forms of Discrimination against Women
- Internationally-compared low status of woman in Japan
- The low birthrate
- Gender equality movement of related academic societies and organizations

The Convention on the Elimination of All Forms of Discrimination against Women(2009.8) concerned • • • (quoted)

- Equal pay for equal work and equal value , work-life balance
- Low rate of women in the Parliament, the Diet, local legislature, the judiciary, academia, international affairs

Most female researchers in traditionally woman dominated fields and a low rate of female professors

- Women have mainly family responsibilities
- More women should be in decision-making process



Binding of International Convention on the Elimination of All Forms of Discrimination against Women stressed

“Female researcher Training System: Reform and Acceleration Program”

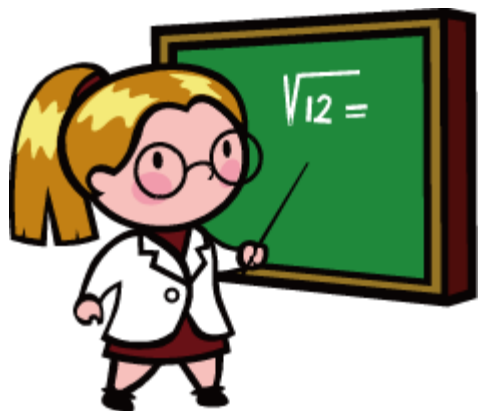
from Ministry of Education, Culture , Sports, Science and Technology

- To establish diverse academic environment, hire and train female researchers in male-dominated files- Science , Engineering and Agriculture
- To promote gender equality reforms system relatively at the institution
- 5 hundred million yen at fiscal 2009, 80 million yen for one institution at fiscal 2010

Funds Awarded to...

- 5 institutions at 2009
 - Kyoto University, Hokkaido University, Tohoku University, Kyushu University, Tokyo University of Agriculture and Technology
- 7 institutions at 2010
 - Kobe University, Nagoya University, Chiba University, Hiroshima University, University of Tokyo, Kumamoto University, Nara Women's University

Science and Technology Promotion Funding
"Female researcher training system: reform and acceleration "



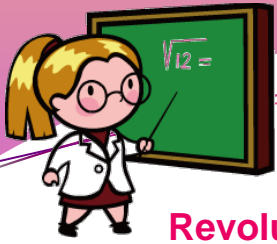
Revolution!

Female Researcher Training "Kobe Style"



*Toward Global Excellence
in Research and Education*

Kobe University



Revolution! Female Researcher Training “Kobe Style”

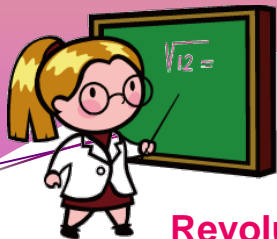
Kobe University President belief

Strong Leadership



Structural reform of Kobe University

Approach by all departments *all kobe*



Revolution! Female Researcher Training “Kobe Style”

Current state

The number of female researchers

Feb 1st, 2010

Science course ...11

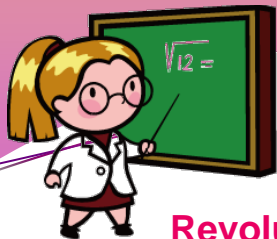
Engineer course ...9

Agriculture course...4

Total 24/519

21 people
are employed.

A steady doubling plan is promoted.



Revolution! Female Researcher Training “Kobe Style”

Public
advertisement
only for
female !

Female researcher adoption plan

in the Graduate schools of Science,
Engineering and Agriculture

2010	2011	2012	2013	2014	Total
3	6	6	4	2	21 people



The diagram shows a grey rounded rectangle containing the text "Decision making" in dark blue. To its right is a teal rounded rectangle containing the text "役員会" (Board of Directors) in white. Below the teal rectangle is a white rounded rectangle with a blue border containing the text "学長（統括）" (President) in dark blue. Below the white rectangle is the text "President" in dark blue.

Decision making

役員会

学長（統括）

President

意思決定

学長（統括）

President

男女共同参画推進室

(女性研究者の総合的支援)

男女共同参画推進委員会

(男女共同参画の推進)

Office for Promoting of Gender Equality

男女共同参画担当理事・特別顧問・男女共同参画推進室長

女性研究者養成システム改革戦略会議

理学
研究科長

工学
研究科長

システム
情報学
研究科長

農 学
研究科長

海事科学
研究科長

人間発達
環境学
研究科長

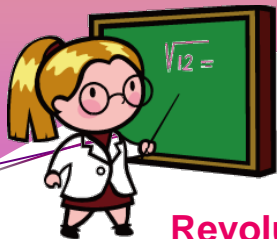
自然科学系
 先端融合
 研究環長

Science Engineering System Informatics Agriculture Maritime Science

Science

Human Development and Environment





Revolution! Female Researcher Training “Kobe Style”

Features of “Kobe Style”

I

one + one
《 Incentive assistant professor 》

adoption of an assistant professor (term in office 5 years) for one new female researcher employed by the Program.

II

Promotion researcher

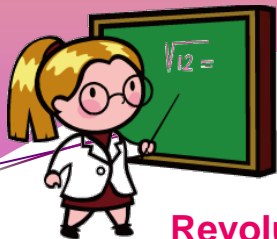
New female researcher is promoted as a candidate for the “Female researcher employment promotion” program.

III

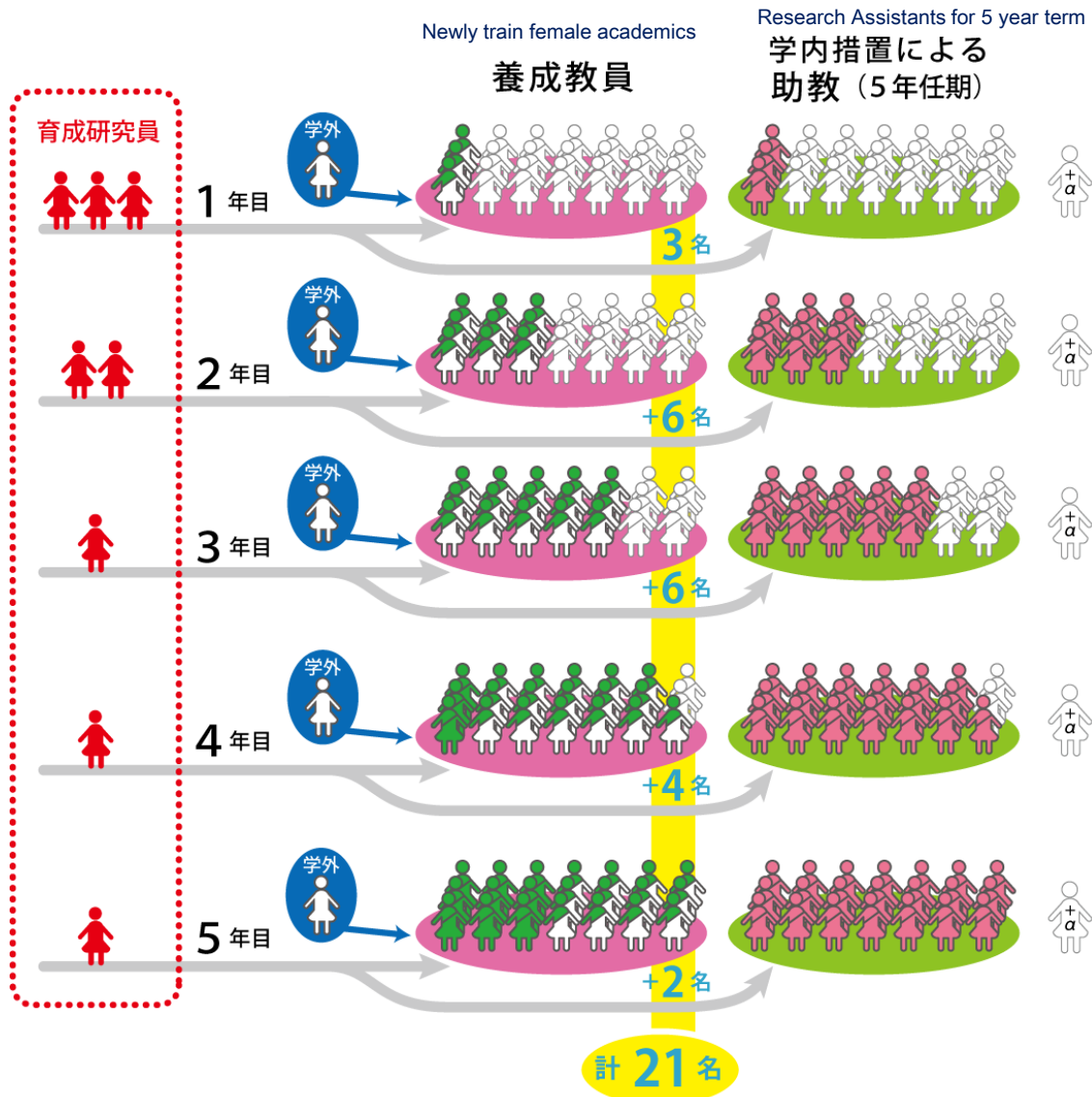
University Expenditure

2010	2011	2012	2013	2014	Total
35	111	191	248	268	853

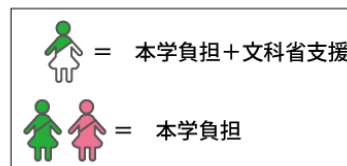
(Unit: One million yen)



Revolution! Female Researcher Training “Kobe Style”



Concrete measure for female researcher adoption



Rate of Female Researchers 2007-2010

	2007	2008	2009	2010
• Human Development and Environment	13. 5	13. 3	13. 6	14. 3
• Science	10. 1	9. 2	9. 3	9. 3
• Medicine	20. 7	10. 7	10. 9	11. 5
• Health Science	—	47. 1	50. 0	47. 9
• Engineering	3. 9	4. 3	5. 2	6. 5
• System Informatics	—	—	—	2. 1
• Agriculture	4. 6	3. 6	3. 5	3. 5
• Maritime Sciences	2. 4	2. 5	2. 6	2. 7
• Natural Science related	0. 0	0. 0	3. 1	3. 1
• Natural Science Centers	10. 6	10. 6	11. 4	10. 6
• As a whole	11. 9	12. 2	12. 3	13. 0

Japanese Government Promotes Gender Equality

- **By 2020, 30%**
In every files, at least 30 % women in higher level
- **In academia, 25% of women in natural science(20% in Science, 15% in Engineering, 30% in Agriculture, 30 % in Health Science)**
- **Encouraging women who dropout from labor force re-start their career**
- **Promoting to put more women in male-dominated fields**

Status of Japanese Women

- GEM-57/109 countries and regions(2009)
- GII-12/138(2010)
- HDI-10/182(2009)
- GGGI-101/134(2009)
- Members of the Diet-19.0%(2010)

92/186

- The rate of women in a management level ▪ assistant manager 13.8%, manager 7.2%, Director 4.9%(2009)
- 30/35(CWDI)

Female Researcher Rate by Countries

