

# Towards Sustainable Society

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# 神戸大学の現状

## Gender Equality: Current Status of Kobe University

*QUANTITY MAKES QUALITY*

# 神戸大学の現状

## Gender Equality: Current Status of Kobe University

### 全学 (All Faculties)

	(N)			
	M	F	All	F (%)
学部 (Under Graduate)	7,907	4,044	11,951	33.8
修士 (Master Course)	2,204	998	3,202	31.2
博士 (Doctor Course)	1,050	527	1,577	33.4
学生全体 (All Students)	11,161	5,569	16,730	33.3
ポスドク (Post Doctors)	243	93	336	27.7
教員 (Professors)	1,314	197	1,511	13.0
(Professors) : (Students)		1:11		

# 神戸大学の現状

## Gender Equality: Current Status of Kobe University

### 自然科学系学部 (Natural Sciences) ※1

(N)

	M	F	All	F (%)
学部 (Under Graduate)	3,035	801	3,836	20.9
修士 (Master Course)	1,024	300	1,324	22.7
博士 (Doctor Course)	256	71	327	21.7
学生全体 (All Students)	4,315	1,172	5,487	21.4
ポスドク (Post Doctors)	109	23	132	17.4
教員 (Professors)	299	22	321	6.9

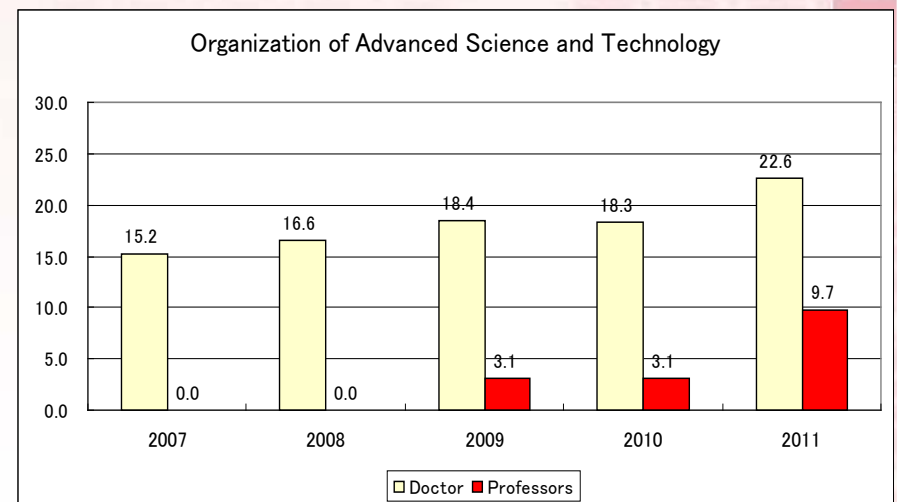
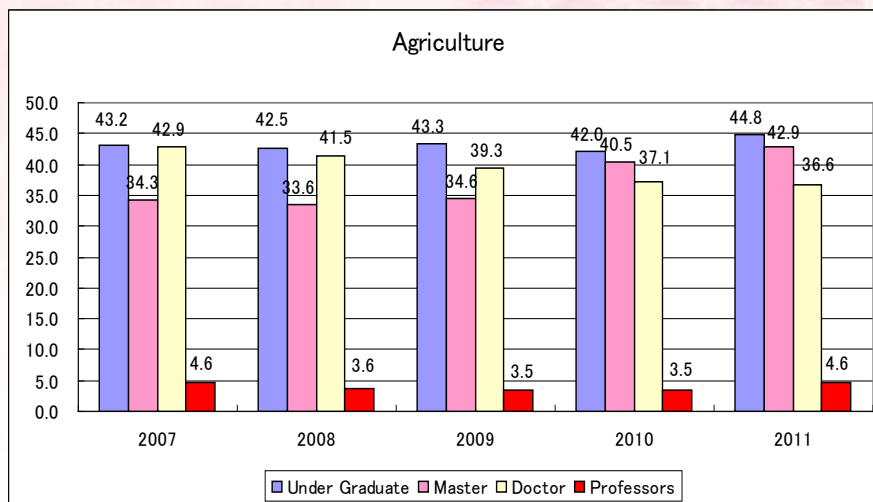
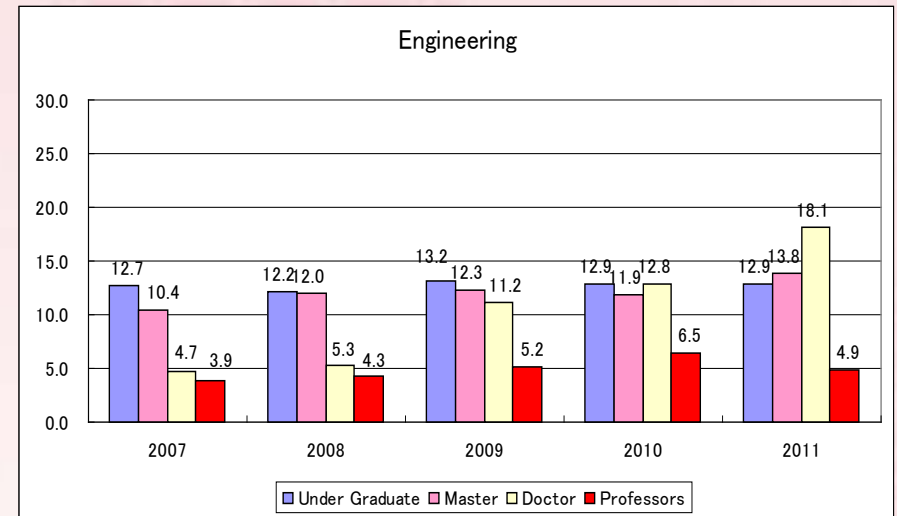
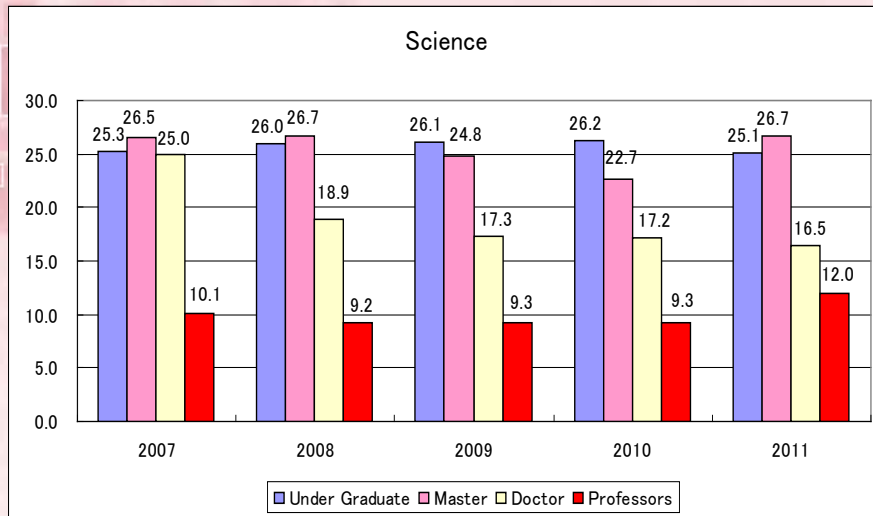
(Professors) : (Students) 1:17

※1 Faculty of Science, Faculty of Engineering, Faculty of Agriculture

# Females (%) at Kobe University

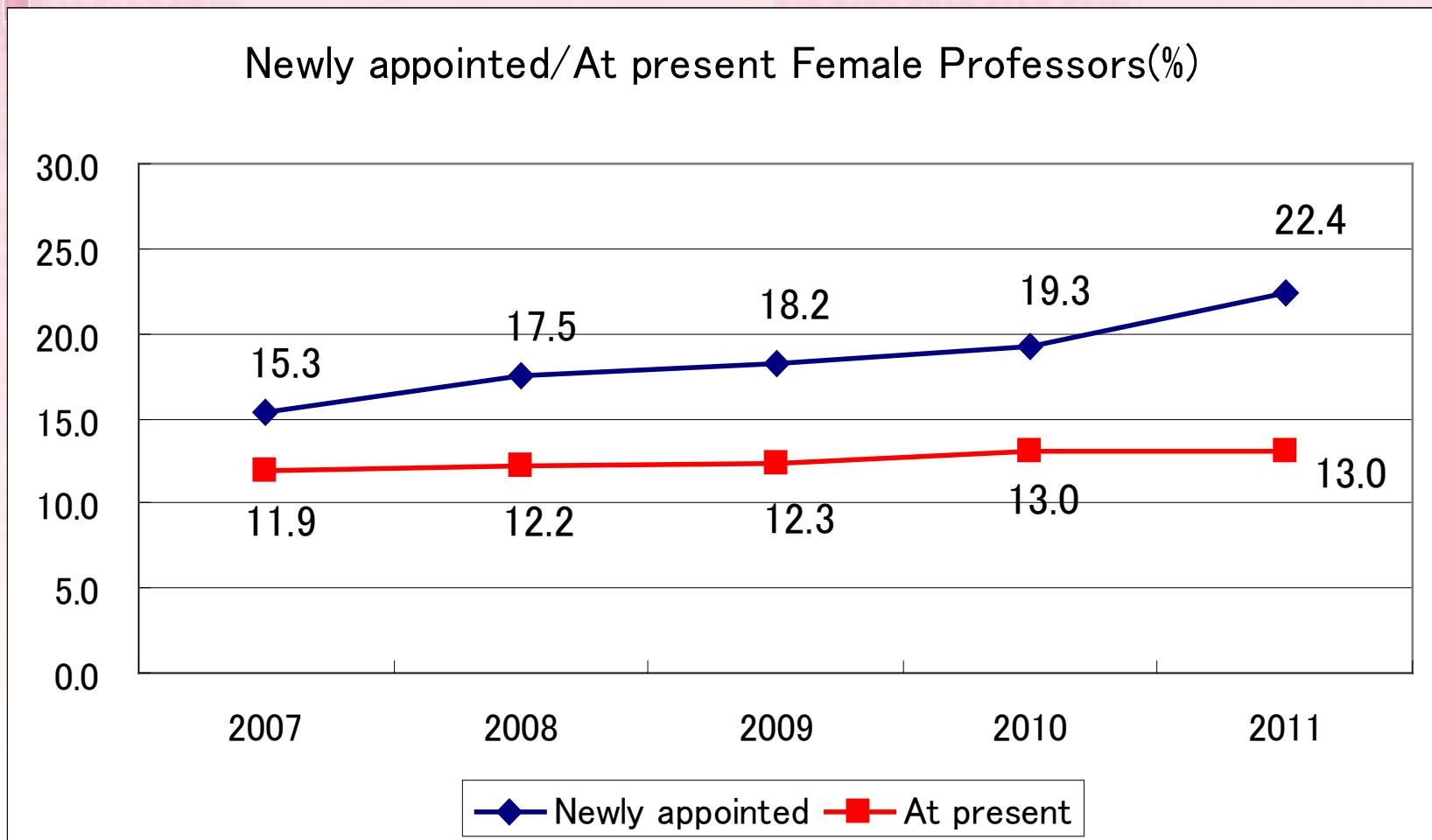
## Under Graduates/Masters /Doctors /Professors

(Science, Engineering, Agriculture, Organization of Advanced Science and Technology)



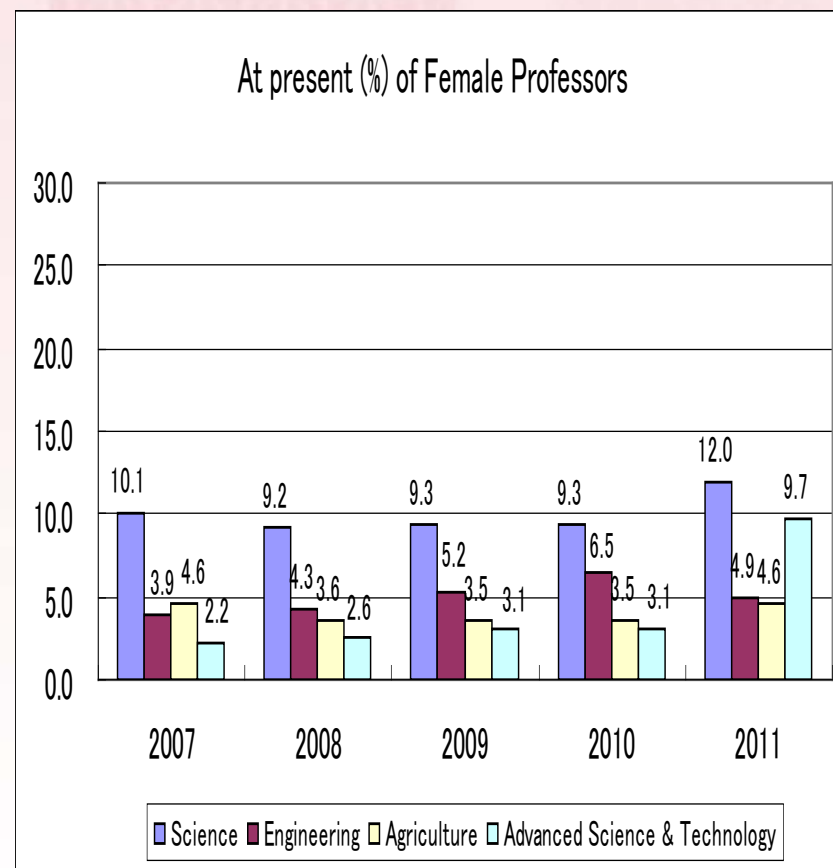
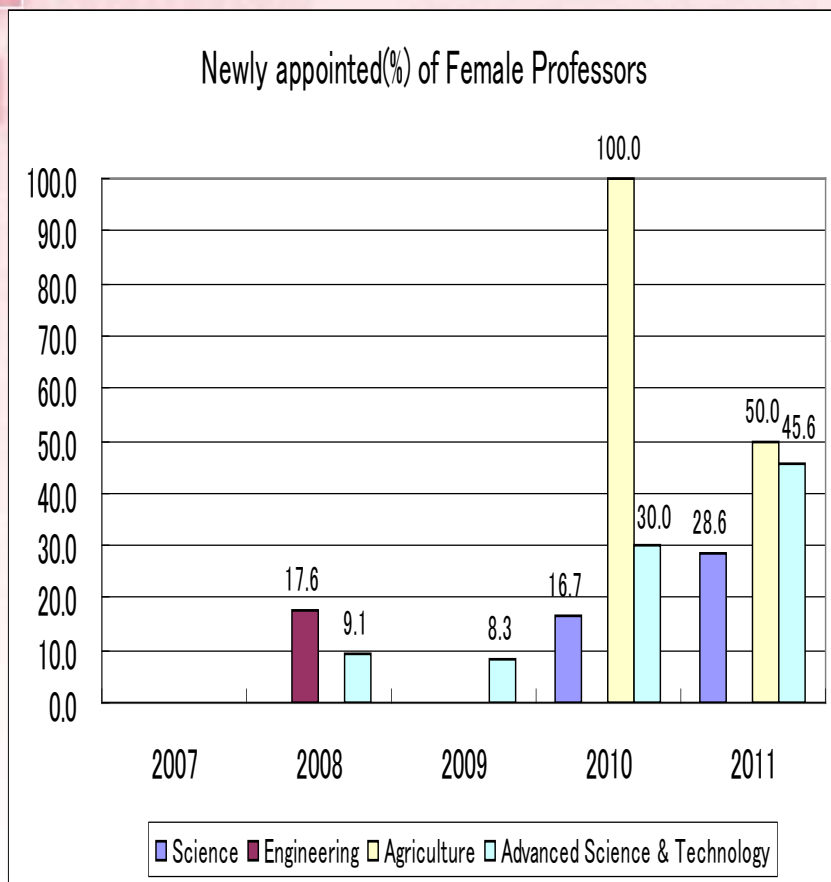
# 女性採用比率／在籍比率の推移

Newly appointed/At present (%) Female Professors  
(All Faculties)

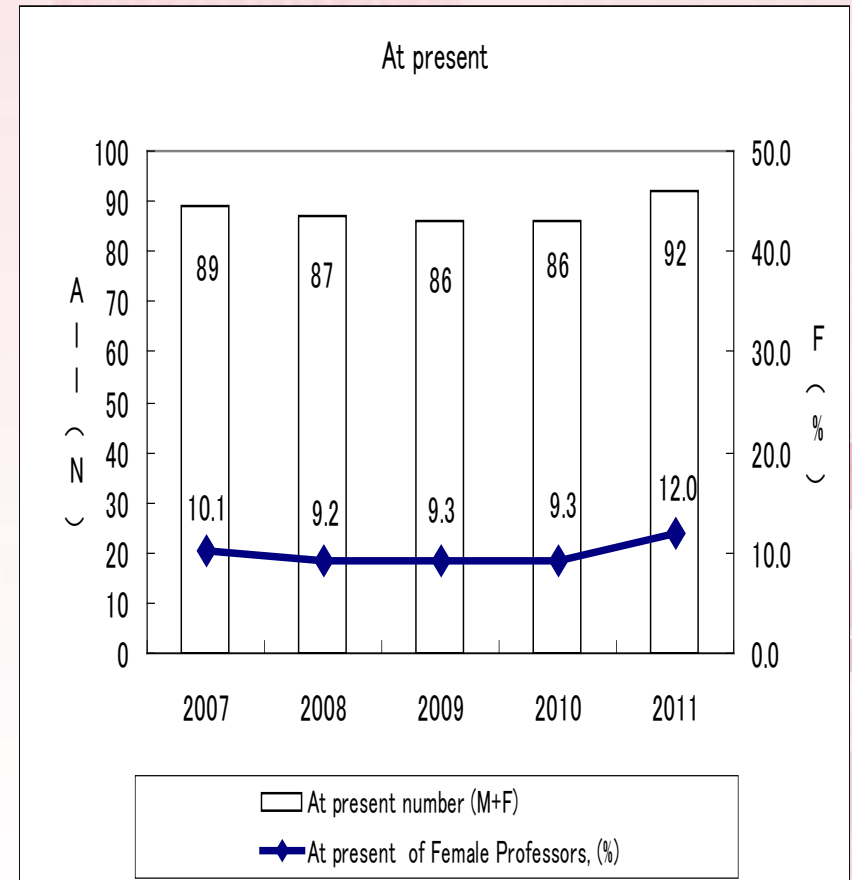
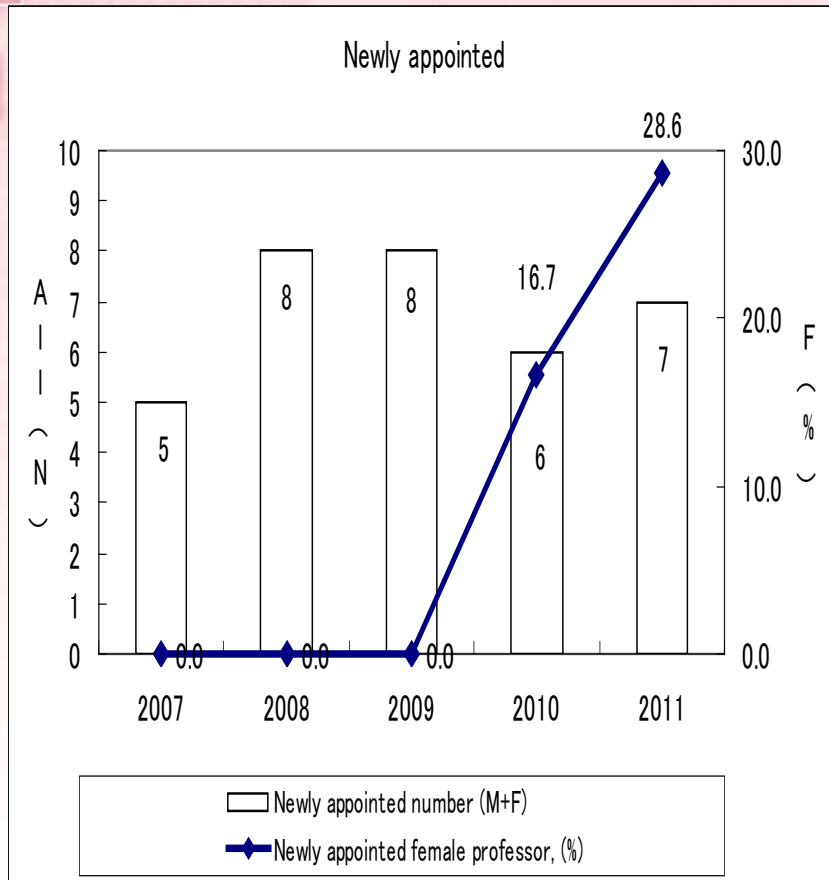


# 女性教員採用比率／在籍比率の推移

Newly appointed／At present (%) Female Professors  
(Natural Sciences)

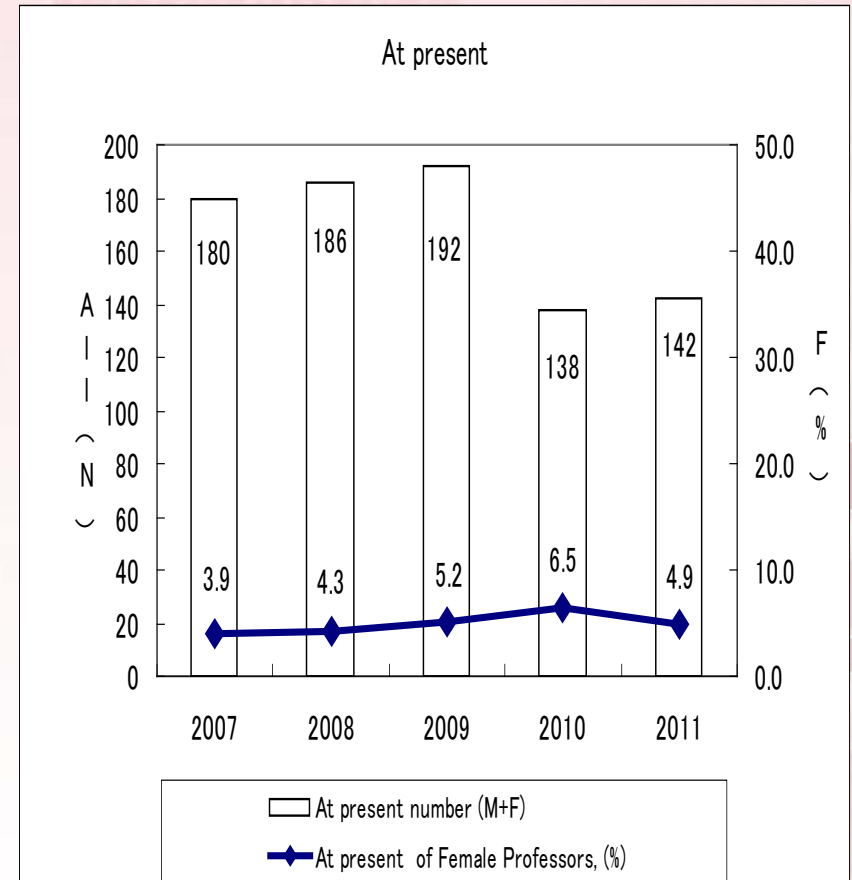
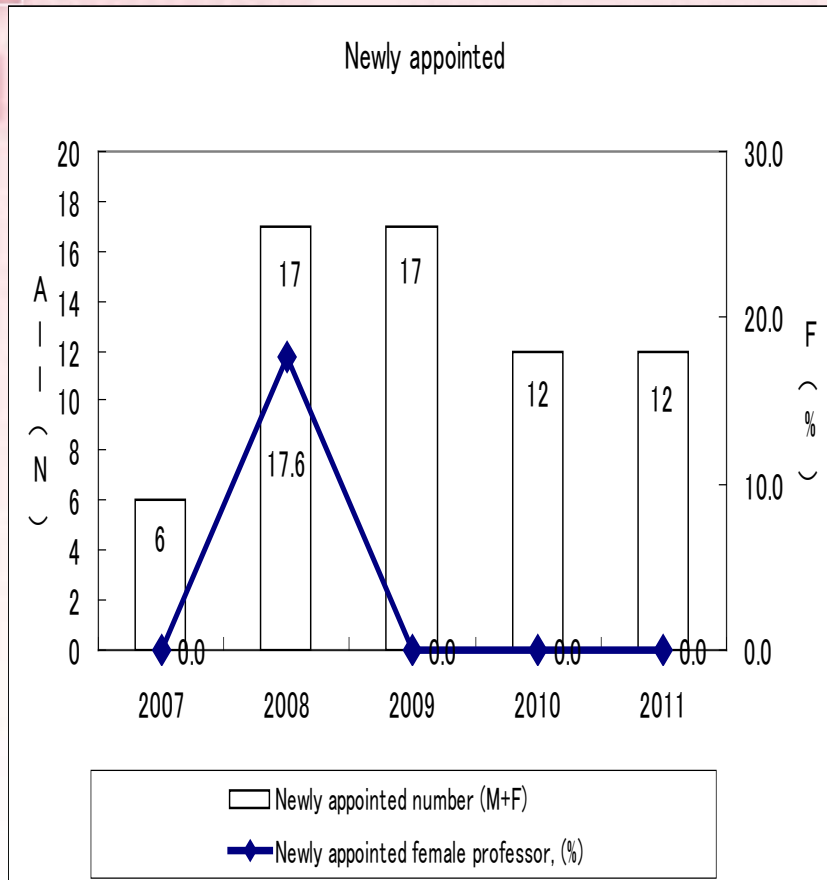


# Newly appointed/At present (%) Female Professors (Faculty of Science)

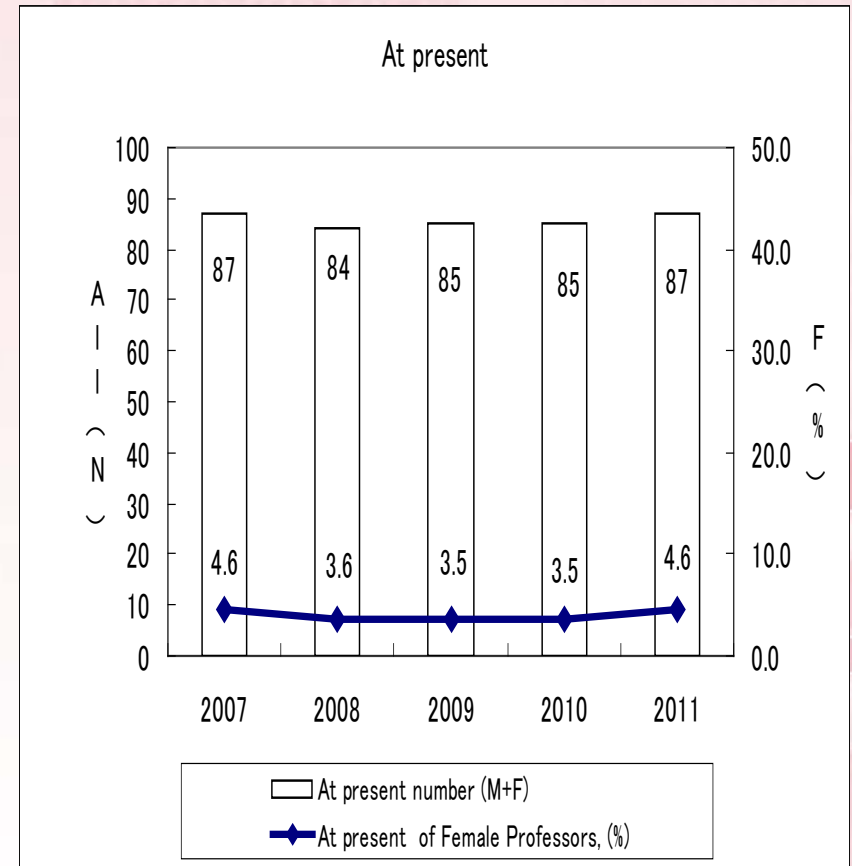
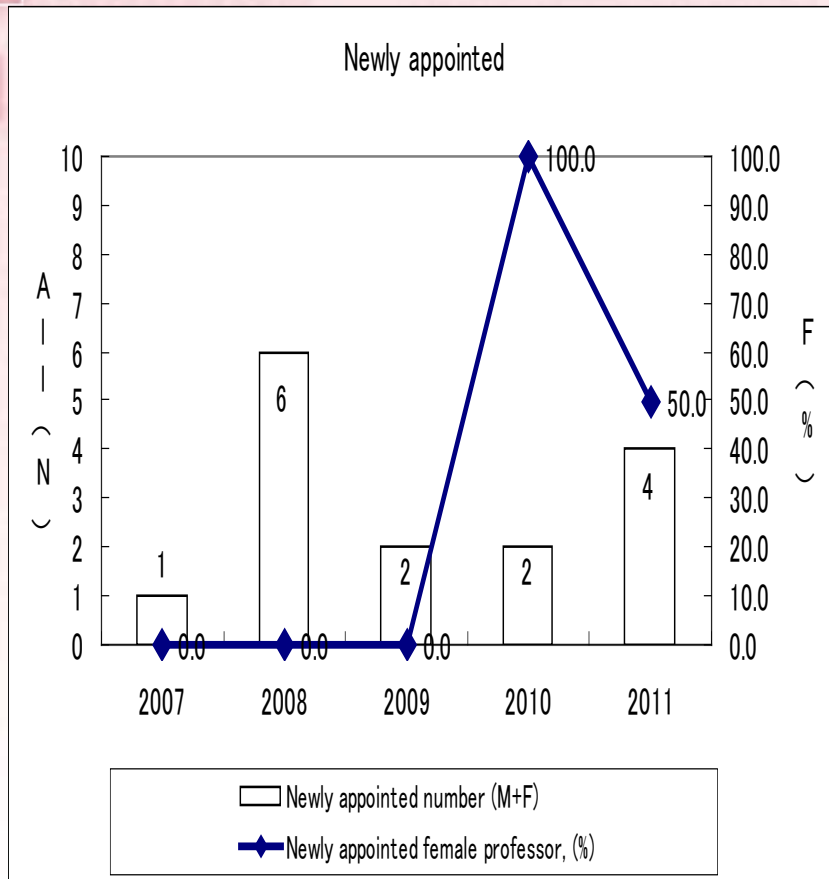




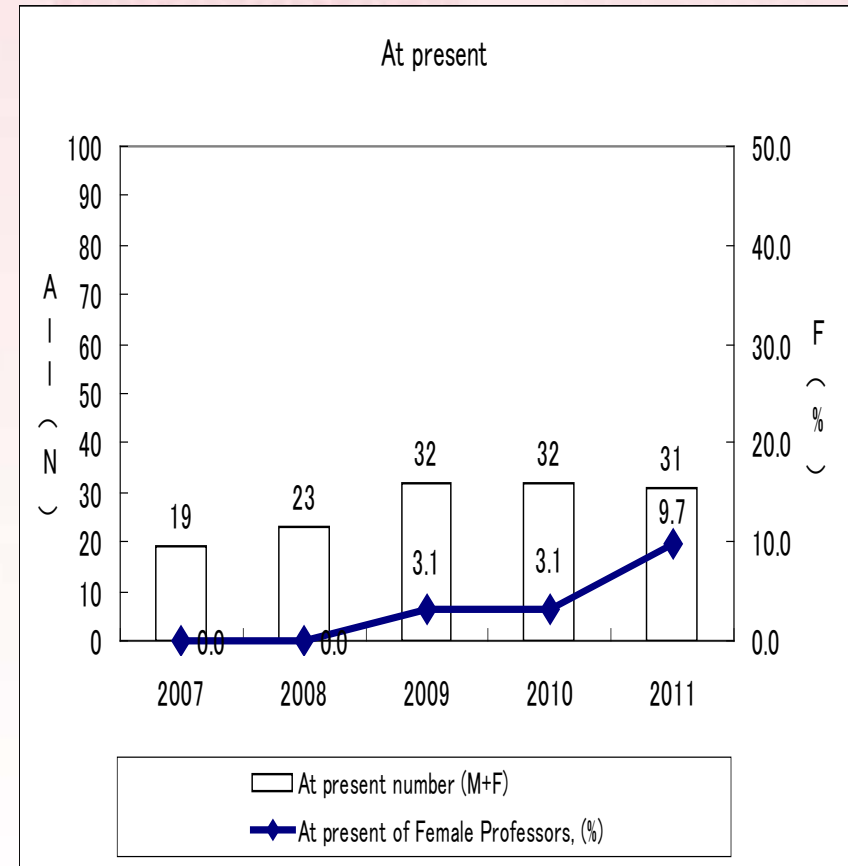
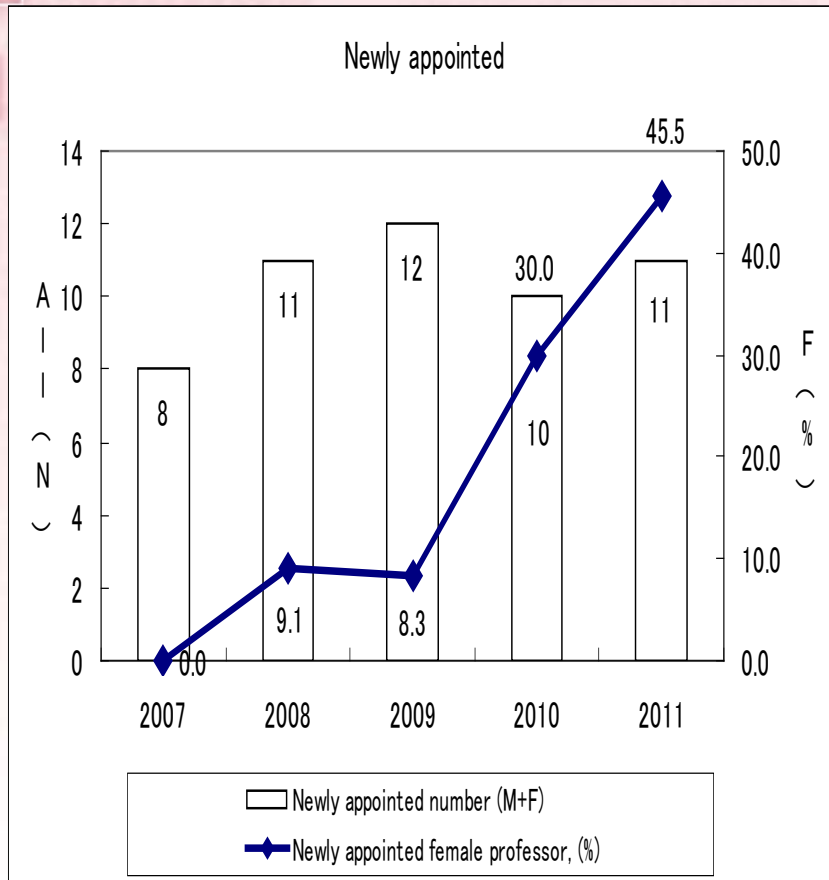
# Newly appointed/At present (%) Female Professors (Faculty of Engineering)



# Newly appointed/At present (%) Female Professors (Faculty of Agriculture)



# Newly appointed/At present (%) Female Professors (Organization of Advanced Science and Technology)



# Acceleration Program

## Newly Appointed Female Professors (2010年度～2011年度) To be Appointed (2012年度～2014年度)

### Newly Appointed

2010年度	職名 (official title), 人数 (number)
Science	講師 (Lecturer), 1名
Advanced Science & Technology	助教 (Assistant Professor), 1名
Agriculture	教授 (Professor), 1名
2011年度	職名 (official title), 人数 (number)
Science	准教授 (Associate Professor), 1名
Science	助教 (Assistant Professor), 1名
Advanced Science & Technology	助教 (Assistant Professor), 3名
Agriculture	助教 (Assistant Professor), 2名

### Appointment

2012年度	8 名
2013年度	3 名
2014年度	1 名

### ○Appointed by the Acceleration Program

2010年度 3名

2011年度 7名

### ○ Appointed by other ways

2010年度 4名

2011年度 3名

### ○Career Development Program for Female Post doctoral Researchers

#### 【育成研究員制度】

2010年度3名 (→Professor ; 2名)

2011年度2名 (→Professor ; 1名)

# 加速プログラムにより女性教員を採用した神戸大学 への支援

(Government Support for Kobe University Newly Appointed  
Female Professors  
by the Acceleration Program)

## Financial Support for Kobe University—

As a general rule, a maximum of ¥40 million (about \$500 000) for the first year and ¥80 million (about \$ 1mln) per year from the second year onward

### Including :

employment expenses, initial research grant, fees for mentor,  
travel expenses to attend international conferences, etc.

# 加速プログラムにより採用された女性教員への支援

## Support for Newly and Previously Appointed Female Professors

### For Kobe University

→employment expenses (3 million yen or 1/2 of employment expenses)

### For Newly Appointed Female Professors

→initial research grant(1st year 1.5 million yen, 2nd,3rd year 1 million yen)

→fees for mentor (¥200 000 every year, for 5 years)

### For All Female Professors in the Program ( Faculties of Science, Engineering and Agriculture)

→ travel expenses to attend international conferences

→fees for English proof reading



**HOW TO MAKE IT WORK?**

**RESPOND TO THE SOCIETY  
NEEDS**

**Science, Sustainability and Gender**

和

Natural

Adults

Male

Society

Socials

Kids

Science

Female



和

Natural

Adults

Male

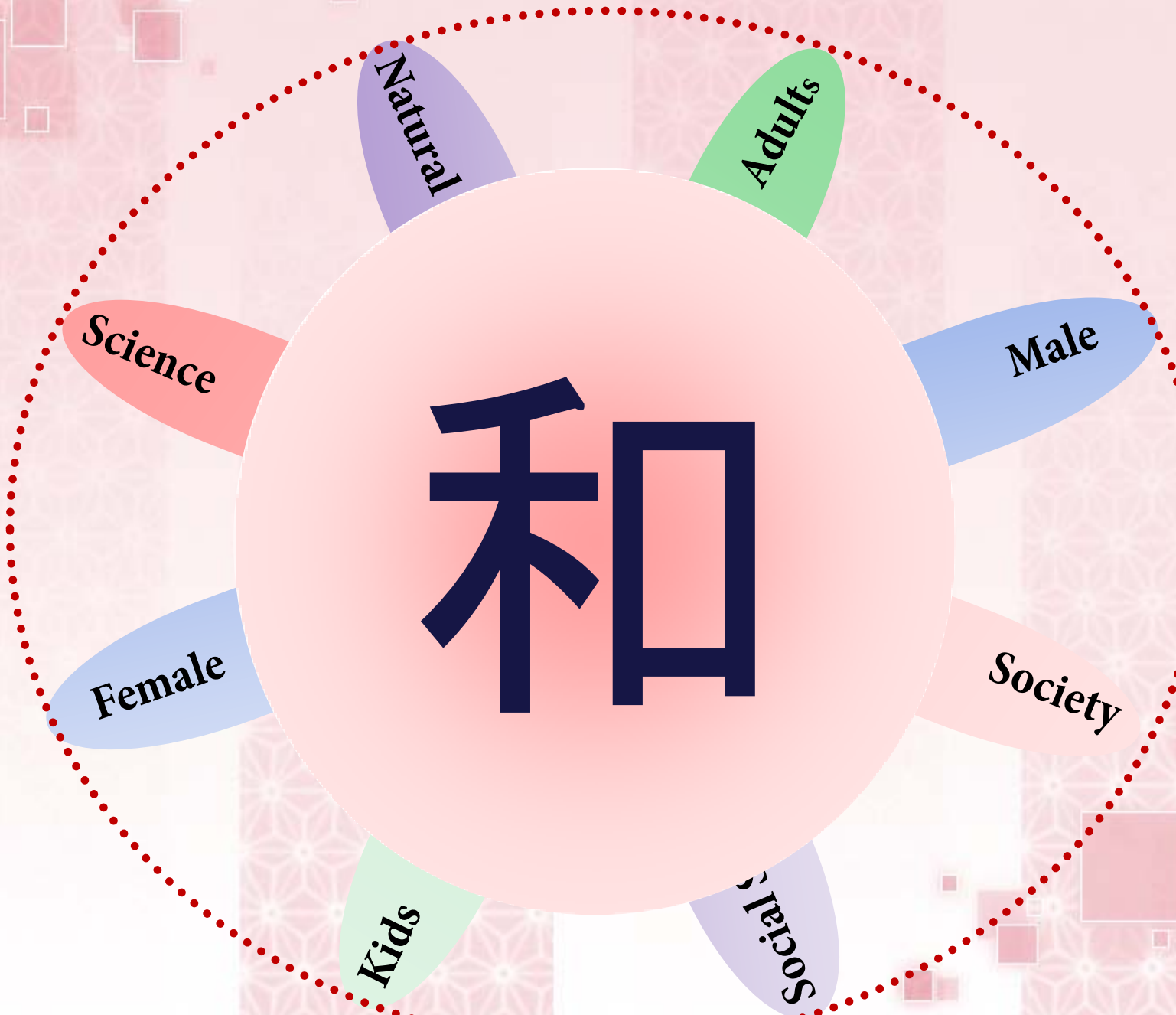
Science

Female

Society

Kids

Socials



*Thank you !*

