

*Ministry of Education, Culture, Sports, Science and Technology Japan  
adopts this project as female researchers promotion model in FS2006*

# The Multi Career Path Support Model for Female Researchers



Faculty of Science  
Japan Women's University

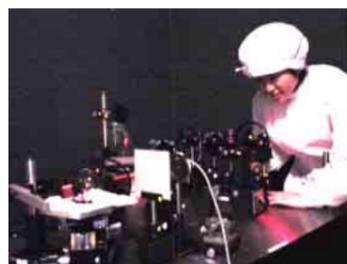


*Japan  
Women's  
University*



*2006-2008*

*Power of women shapes  
the future of science and technology*



*since  
1901*





# Outline of the project



The purpose of this project is two-fold: first "to provide comprehensive support for female researchers who pursue both childbirth and care, and academic activities" and second "to increase the opportunities where female researchers can play an active and a greater role"

To achieve this purpose, we will make use of the three core means.

- (1) Support through a ubiquitous-type of research;
- (2) Human resources support;
- (3) Survey follow-up and project planning.

It aims to increase the number of female researchers at work, by boosting activities of female researchers in projects such as industry-university collaboration and demonstrating that female researchers can play an active part in various places.

In addition, this project targets not only the current working population, but the next generation. By holding an educational science class for children and various symposiums, scientific puzzles can be transformed into pure curiosity among them, that could create a positive cycle of raising future female researchers.

小館香椎子

**Kashiko KODATE**

Professor of Japan Women's University.  
Member of the Science Council of Japan.

## We support tomorrow's female researchers and engineers



Activities of the Multi Career Path Support Model for Female Researchers



# Seize the chance !

## Good news for female researchers and engineers

### "Support for model activities to promote female researchers"

proposed and supported by the Japanese government as part of Competitive Research Grants for the Promotion of Science.

To create an environment where female researchers can fully demonstrate their abilities, the government decided to select potential model cases and provide funds, through which the model could assist female researchers in balancing their research activities and childbirth and care.

Target : Researchers at universities, inter-university research institutes, national research organizations, and independent administrative agencies  
(natural sciences, or inter-disciplinary areas between natural sciences and humanities/ social sciences)

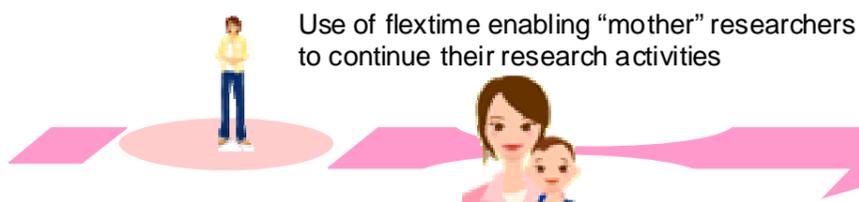
Period : three years in principle

Budget : \$180-450 thousand/year. ( including indirect expenses)

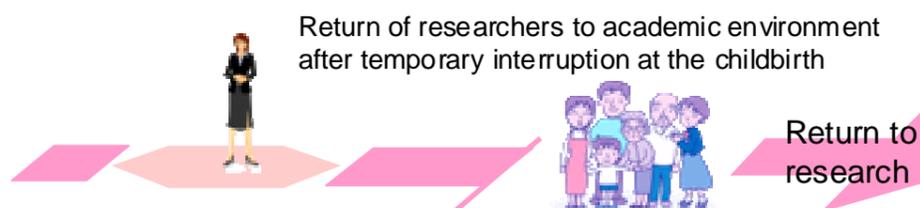
# Selection by the government

## Multi Career Path Support Model for Female Researchers - the project adopted by Japan Women's University

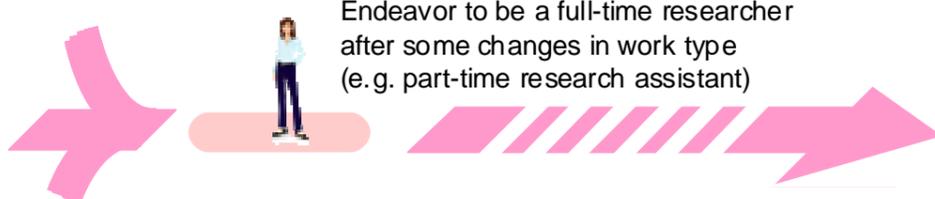
### Continuous career path model



### Intermittent career path model



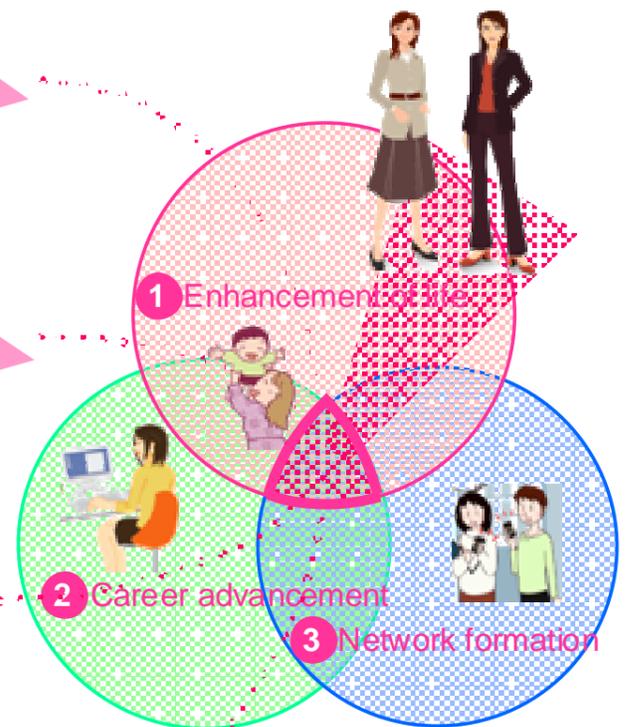
### Flexible career path model in various occupational categories



### Various career path models



### An increase of female researchers in number



### Three pillars

#### Support for developing ubiquitous research

- Research support by part-time research assistants
- Construction of remote-controlled experiment system and video conference
- Implementation of child care at nighttime

#### Human resources support

- Promotion of model researchers using e-portfolio
- Delivering a counselling center
- Promotion of industrial-academic-government complex
- Setting up of NPO

#### Investigation and planning

- Questionnaire for female researchers and alumni
- Results analysis and its feedback to each section of the support system
- Planning and organizing symposiums
- "Science laboratory" for children



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