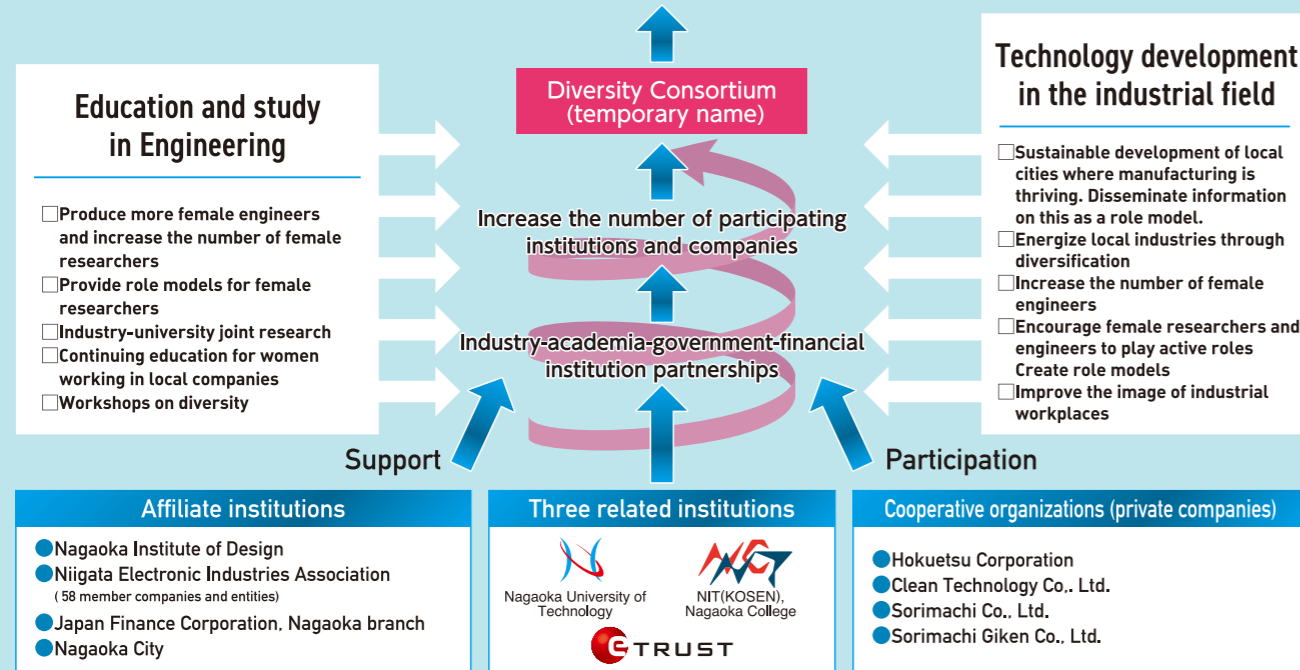


To Ripple through the Local Communities and Industries in Collaboration

Diversify education, study, and technology development in the industrial and engineering fields by female researchers and technical supporters



2019 MEXT (Ministry of Education, Culture, Sports, Science and Technology) Initiative for the Implementation of the Diversity Research Environment (Driving Type)

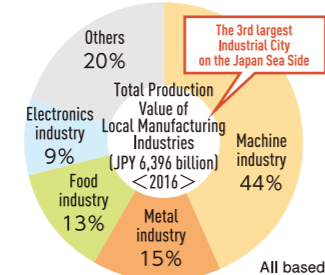
Develop and Assist Female Engineering Researchers in Local Cities Famous for Crafts and Manufacturing.



Characteristics of Local Industries / Facts and Challenges

"Nagaoka", a Traditional Industrial City

- Nagaoka is one of the most competitive industrial cities located along the coast of the Sea of Japan.
- It is an industrial cluster city made up of various industries, led by the iron and casting industries.
- Its machine and machining industries possess the most advanced technology in Japan.
- Many traditional manufacturing businesses with superior technology operate in the area.



- 97% of manufacturing businesses are small businesses (less than 100 employees)
- About 20% of employees in the city are engaged in manufacturing-related jobs. One in three workers is female, but the percentage of female managers is one of the lowest in national rankings. (Manufacturing Industry: 7%, reported by Teikoku Data Bank Niigata 2017)
- There are almost no female personnel in research and development jobs in machine, metal, and electronics parts industries

Nagaoka University of Technology	NIT(KOSEN), Nagaoka College	eTRUST Co., Ltd.
Objectives (Mid-term Objectives / Plans)	Objectives (Mid-term Objectives / Plans, Actions to take)	Objectives (Guidelines: Plans for business owners to develop human resources of the next generation)
<ul style="list-style-type: none"> To recruit female faculty members and promote them to managerial positions. To improve the working environment, making it easier to maintain healthy work-life balance <p>⇒ Percentage of Female Faculty Members: Approximately 15 % Percentage of Female Managers: Approximately 20%</p>	<ul style="list-style-type: none"> To actively recruit and promote female faculty members. To improve a working environment which makes it easier for female faculty members to perform their duties. To provide appropriate information about gender equality. To improve an environment which educates faculty members on better understanding the concept of work-life balance. 	<p>To create an ideal working environment for all employees which allows them to manage their work and housework while also performing to their full potential.</p>
Action Plans (Basic Plans for Gender Equal Society)	Action Plans (for Gender Equal Society)	Action Plans (Plans for business owners to develop human resources of the next generation)
<ul style="list-style-type: none"> To increase the number of female engineers and researchers. To promote gender equality in student life. To improve the working environment for faculty members. To make the above items known and apparent. 	<ul style="list-style-type: none"> To promote gender equality in higher education. To improve an ideal working environment for gender equality. To better educate our college faculty members about gender equality. To manage our college plans based on the idea of gender equality. 	<ul style="list-style-type: none"> To maintain employees' healthy life-work balance, to improve their working environment, and to facilitate their best performance. To recruit and increase the number of female researchers. To provide OJT with a senior worker whose age is close to that of a new employee. To train female researchers to be more competitive and survive in their field, based on behavioral studies.

DIVERSITY

Develop and Assist Female Engineering Researchers in Local Cities Famous for Crafts and Manufacturing.

Our Project

This program was selected as one of the 2019 MEXT Initiatives for the Implementation of the Diversity Research Environment (Driving Type). Female researchers and engineers are supported by the Japanese government.

It has four main objectives: (1) To improve working environments, taking into account female researchers' life events and work-life balance, (2) to train them to make their knowledge and skills more competitive, (3) to actively recruit them and support their comeback in the cases that they have left their research unfinished or quit their jobs because of their life events, and (4) to actively promote female researchers in institutions.

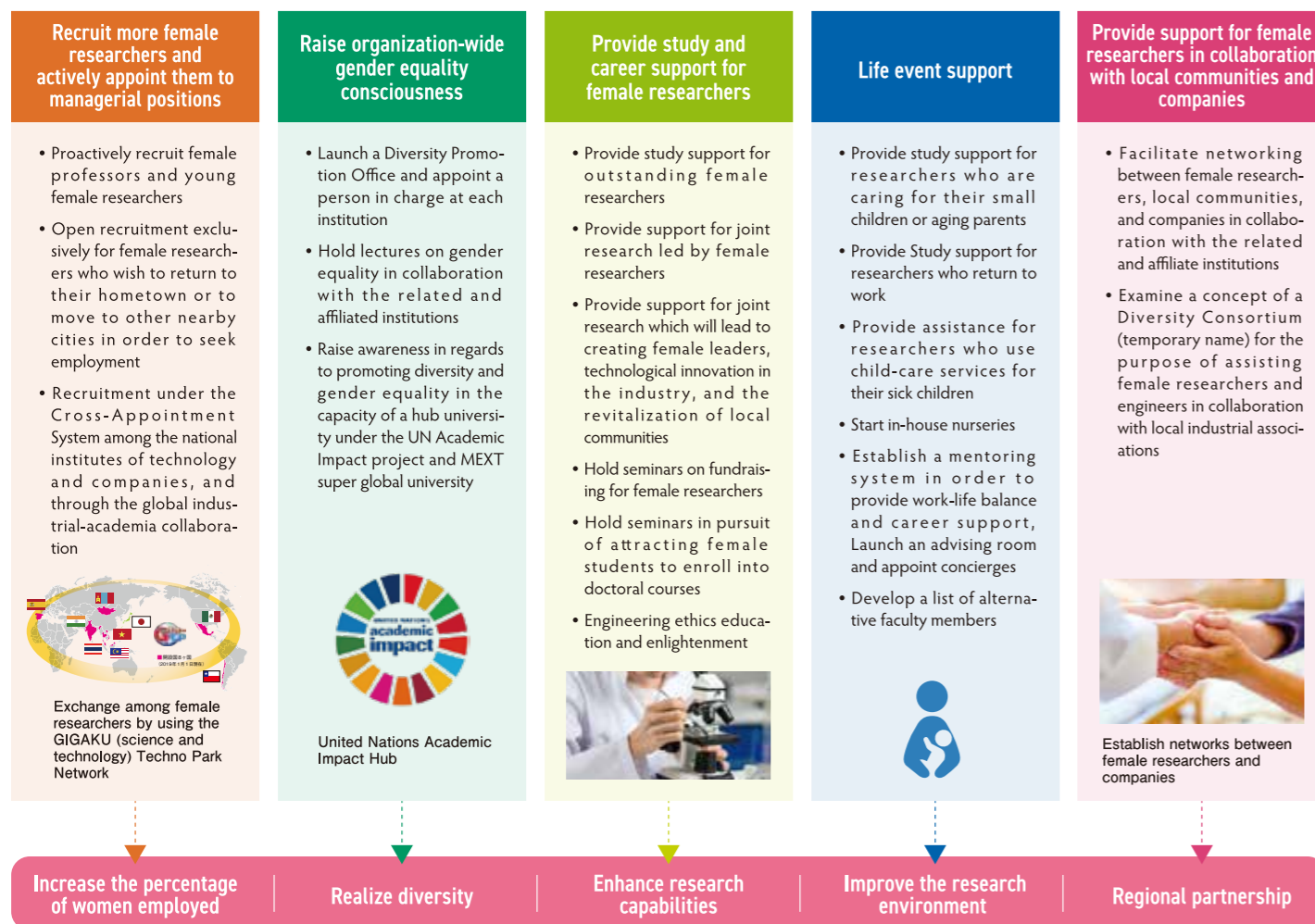
"Driving Type" means a project in which post-secondary and research institutions collaborate with business counterparts to facilitate female researchers' career success in their fields or regions, whether their institutions are involved in the project or not.

To execute "Project to Develop and Assist Female Engineering Researchers in Local Cities Famous for Crafts and Manufacturing", Nagaoka University of Technology is playing a leading role in this effort in collaboration with National Institute of Technology (KOSEN), Nagaoka College and eTRUST Co., LTD. Through the corroboration, we will set up support systems for female researchers and educate all people involved in the project.

We aim to create an ideal working environment where people with diverse backgrounds can study and work together.

Commitment of Three Related Institutions toward Diversity Initiatives

Five principles



Introduction of a Support System

1 Financial support for joint research led by female researchers working at the three related institutions.

Conditions : Joint research in which a woman belonging to each of the three related institutions is responsible as a principal researcher.

Joint research conducted by members from at least two related institutions

Researchers of other universities and companies are allowed to join.

Men are also allowed to join the joint research.

2 Assigning research supporters for researchers who are caring for their small children or aging parents.

Targets : Researchers who are pregnant, have children in the 6th grade or under, or are caring for relatives (regardless whether they are living together or separately) who are certified as being in need of care by the municipal government

Contents : Assign research supporters who help do tests and data analysis

Application : On regular basis (about twice a year) and possible to apply for anytime, in case of emergency.

3 Extending research grants for researchers who are returning to work.

Targets : Researchers who terminated their research activities for three months or more in total. Men are also eligible.

Contents : Start-up research grants, assistance for attending conferences and paper submission, and so on.

4 Usage fee subsidy system holiday and night-time childcare, programs for both sick and convalescent children, and after-school programs.

Targets : Female and male researchers who can neither take care of their children at home by themselves nor ask their spouses for help because they cannot leave their work or their partners have to look after other family members.

Contents : Partial subsidy for their childcare fee is provided when an eligible person uses one of the childcare services above.

5 Internship programs for female researchers.

Targets : Female researchers who are associate professors or in an equivalent or lower position.

Contents : Given an opportunity to work with an ideal female senior manager in Japan based on her research field or job title, one can learn management skills through on-site observation, keeping notes and records, self-reflection, and so on.

6 Mentoring system for female researchers.

Targets : Female associate professors or those who are in lower positions.

Contents : Senior researchers both inside and outside of the affiliated institutions take the role of a mentor and consult one another to improve the female researchers' research conduct and other work-related activities (e.g., self-improvement as a researcher, working environment adjustment, work-life balance improvement, continuation of own research activities)

7 Holding lectures for female students and campus tours exclusively aimed towards prospective female faculty members.

Targets : Students

Contents : To regularly set up lectures by guest female researchers as role models, tea parties with alumnae, and/or campus tours for prospective female faculty members.

For more details on the contents and conditions of this support, please contact:

- Section for Research Environment Diversity, Nagaoka University of Technology: Diversity TEL : +81-258-47-9911
- General Affairs Department , National Institute of Technology(KOSEN), Nagaoka College TEL : +81-258-34-9313
- Administration Department, eTRUST Co., Ltd. TEL : +81-258-21-2500



Launch an advising room jointly run by three related institutions

When researchers, faculty members, and employees face life events (e. g., deliveries, child-rearing, elderly care, etc.), we sincerely help them solve their problems with managing work and housework, as well as maintaining a healthy life-work balance. With the permission from a person asking us for a help, it is possible for us to introduce her / him to organizations or groups specialized in their problems both inside and outside of her /his institution.

Venue : Room 707, 7F, Synthetic Research Building, Nagaoka University of Technology (Available as a lounge)
Contact : Email : wlb_soudan@vos.nagaokaut.ac.jp TEL : 0258-47-9911

