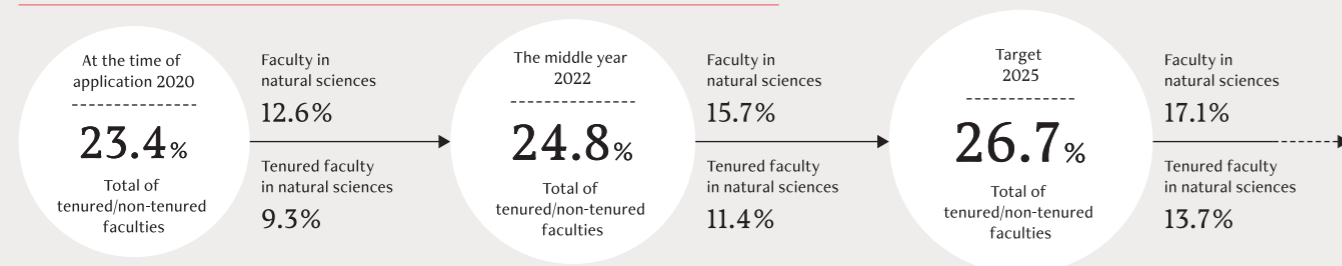


Improving the employment ratio of female researchers



History of gender equality at the university

May 2016

Established the committee for the promotion of gender equality

July 2016

Adopted the “Initiative for realizing diversity in the research environment (Distinctive features type),” a subsidy program for human resource development in science and technology

December 2016

“Ritsumeikan University Gender Equality Declaration” by the President
Established Research-Life Support Division for Promotion of Gender Equality

June 2017

Established “Research support staff system for life events” to support the balancing of research activities with life events such as childbirth, childcare, and nursing care

September 2018

Opened two on-campus nursery schools (Kinugasa Campus, Biwako-Kusatsu Campus) simultaneously

March 2019

Received the S rating (the highest rating) on the interim evaluation of the “Initiative for realizing diversity in the research environment (Distinctive features type),” a subsidy program for human resource development in science and technology

November 2020

Adopted the “Initiative for realizing diversity in the research environment (Advanced type),” a subsidy program for human resource development in science and technology

December 2020

Released the Chancellor’s statement “Toward the promotion of diversity and inclusion”

November 2021

Held the symposium “Diversity is not only positive from the human rights perspective but also for organizational growth: supporting researchers in their career path”

Creating Futures Program

2020-2025

Linking the career path of female researchers

Research-Life Support Division
for Promotion of Gender Equality,
Ritsumeikan University



[Contact]

Research-Life Support Division for
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Creating Futures Program

Ritsumeikan University has been selected by the Ministry of Education, Culture, Sports, Science and Technology for the program “Initiative for realizing diversity in the research environment (Advanced type)” since 2020 and has established various programs to support female researchers in their career paths and to develop female research leaders who can succeed internationally. We also hold awareness-raising seminars and symposiums, publish video contents introducing female researchers and a role model collection, and offer counseling on the career development of researchers.

Career development support for female researchers

Support program for female researchers for international collaborative research —global research leadership development program

As part of efforts to improve the research capabilities of female researchers and facilitate their promotion to higher positions, the program provides full or partial budgets for overseas travel expenses for female researchers and for joint research expenses with overseas universities and research institutions. The program also covers their childcare expenses during their overseas trip and nursing care expenses for family members during their absence from Japan.

- Category of international joint research leadership development:**
Up to 3 million yen will be provided.
*Research expenses: Up to 2.5 million yen *Expenses for care: Up to 500,000 yen
- Category of International joint research start-up:**
Up to 1.5 million yen will be provided.
*Research expenses: Up to 1 million yen *Expenses for care: Up to 500,000 yen

► Visit the website of Ritsumeikan University
Division of Research for applications for the 2023 academic year

Future associate professor program

Female researchers specializing in the natural sciences are invited to apply for female-only positions for tenure track assistant professors at the faculty/graduate school of natural sciences.

Recruitment support program for tenured female faculty members

When each faculty/graduate school implements open recruitment for tenured female faculty members (professors and associate professors) specializing in the natural sciences, the university will provide start-up financial support amounting 1.5 million yen when the female faculty member assumes her position.

(The implementation of the program starts upon the researcher's appointment in 2023).

Conducting awareness-raising seminars and symposiums

- November 2021** Held the symposium “Diversity is not only positive from the human rights perspective but also for organizational growth: supporting researchers in their career path”
- May 2022 - February 2023** Creating Futures program seminar series “Rethinking diversity” 5 times



Career advisor system “Counseling service for careers”

To enhance the research capabilities of female researchers and improving management skills for promotion to higher positions, experienced leaders of large research projects and those who have held management positions in faculties will provide counseling on improving research and education, career paths, and administrative management.

Career counseling (research, education, positions within the university)—Counseling to continue working and research
Office staff will also be present during the counseling.



Scan for more information ►



KAWAMURA, Ritsuko

- Head of the Diversity & Inclusion Promotion Division
- Former Dean of the College of International Relations, Former Trustee
- Professor, Faculty of International Relations



TANAKA, Hiromi

- Former Vice President, Former Head of the Research-Life Support Division
- Former Professor of Faculty of Information Science & Engineering



SOUMA, Yoshie

- Former Visiting Professor, AIST Honorary Researcher

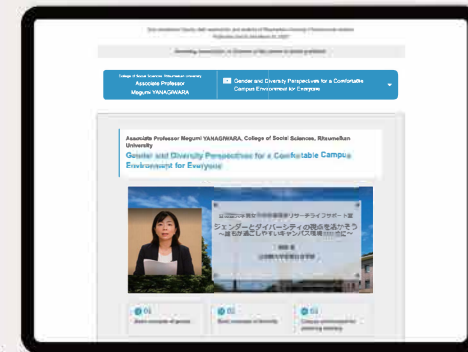
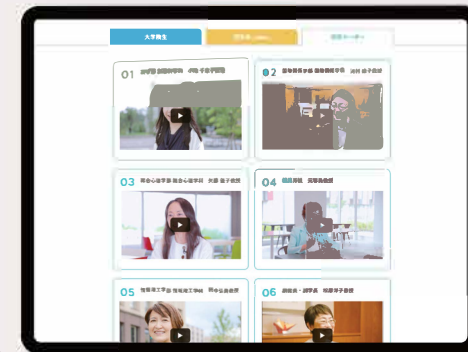


OKADA, Yutaka

- Head of the Research-Life Support Division for Promotion of Gender Equality
- Professor, Faculty of Life Sciences, Former Director of Division of Research

AY2022 Career advisers

Publications and online contents



- 1 From campuses across the world**
Information on research environment and work-life balance in other countries from researchers who have used an off-campus research program (Sabbatical)
- 2 “Work-Life at Ritsumeikan” Introduction of researchers' life at Ritsumeikan University**
Introduces those who have taken childcare leave, used on-campus daycare centers and temporary housing rooms, and attended the FD program.
- 3 Role model collection “Research Biyori”**
- Vol.05-07 Features on female research leaders

- 4 Videos introducing female researchers**
A series of videos introducing female research leaders and female science researchers of the university. Learn about thoughts on the type of experience those female researchers had, and their ideal image of young researchers.
- Research leader edition
- Associate professor edition



- 5 Career development for researchers: On-demand contents**
Publishes contents to promote the success of female researchers and a more diverse research environment.
- Gender and Diversity Perspectives for a Comfortable Campus Environment for Everyone

