

# Gender Equality in Shizuoka University

## ◆The Shizuoka University Charter for Gender Equality ◆

### Fundamental Principles

(July 16th, 2008)

The Basic Law for a Gender-Equal Society was enacted in June 1999. Japan positioned the realization of gender equality as a top-priority task in shaping the nation's social framework for the 21st century. The following five fundamental principles were set forth to promote equality between the sexes: (1) respect for the human rights of women and men; (2) review of the social systems and practices; (3) joint participation of women and men in planning and deciding policies; (4) balance of family life and other activities; and (5) international cooperation.

Creating a gender-equal society means eliminating gender-based prejudice and discrimination that have been ingrained in society. It means forming a society where both women and men are given equal opportunities to participate voluntarily in activities in all fields, as equal partners in society. It also means developing a society where women and men share responsibilities, and where both individuality and diversity are respected.

Japanese universities are still facing challenges in these various areas. Sexual harassment, academic harassment, the difficulty of balancing education, research and employment with family life, and the low percentage of women in teaching and managerial positions are among the many issues that still need to be addressed.

At this important turning point in history, Shizuoka University needs to enhance gender equality throughout the campus. This will assist us in ensuring respect for diverse values, incorporating these values in education and research, and advancing academic scholarship. It will also help us to contribute to the local community and to fulfill the responsibilities with which the community has entrusted us.

For these reasons, Shizuoka University affirms the following ten basic policies, and aims to further promote gender equality at the university based on them.

### Basic Policies

1. Develop a gender-equal education, research, and employment environment
2. Provide support for balancing education, research, and employment with family life
3. Create an environment that supports the development of the next generation
4. Advance measures to support female researchers
5. Increase the percentage of women in teaching and managerial positions
6. Expand and improve education, learning, and research that contribute to gender equality
7. Eliminate gender discrimination and promptly resolve any cases that may arise
8. Promote educational activities targeting faculty members, administrators and students to enhance understanding of gender equality
9. Form partnerships in the area of gender equality with the national government, Shizuoka Prefectural government and municipal governments as well as with corporations and other organizations
10. Foster international partnerships related to gender equality

In order to build a vitalized society, it is necessary to empower the potential of women, so that both women and men can lead balanced lives both professionally and personally. Since 2007, Shizuoka University has been involved in various activities in order to promote gender equality, such as setting up the office of Gender Equality Vice President, conducting questionnaires to examine details of the situation in the university, holding symposiums to encourage females to be researchers, and so forth.

In 2008, the "Gender Equality Office" and the "Gender Equality Committee" were established, and the "Shizuoka University Charter of Gender Equality" was adopted. In the following year, an "action plan" was put in place.

Please take a look at our quarterly newsletter or our homepage. We are eager to hear all of your comments and suggestions.

**Gender Equality Office**  
April, 2012

Shizuoka University has been working towards supporting female researchers, and was one of the organizations selected by the MEXT (Ministry of Education, Culture, Sports, Science and Technology) Program to Support Research Activities of Female Researchers (2008-2010 edition "On-Demand Support for Female Researchers and their Families") as well as the MEXT Program to Support Research Activities of Female Researchers (2013-2015 edition of "The Bridge for Tomorrow Rainbow Plan"). Since then, the university has been trying to enhance gender equality throughout the campus.

## The On-Demand Support for Female Researchers where they and their Families can Shine

The 4 Pillars (including 27 approaches)

Goal 1: Increase the percentage of female faculty to 18% by 2010

Goal 2: Increase the percentage of female faculty to 15% by the end of 2008

### I. Raise Awareness

### II Improve the Research Environment Demand Support "Select Menu"

- (i) Support research activities
- (ii) Support childcare and care of elderly relatives
- (iii) Improve the employment system

### III. Expand the range of things female researchers do

- Conduct out-of-university lectures
- Expand the mentor systems to include more female graduate students
- Coordinate efforts with the attached schools
- Hold encouragement seminars for female students



The counselor  
will support you

### IV. Promote Gender Equality throughout the University

- \* Improve the functions of the Gender Equality Committee
- Strengthen the Gender Equality Office

Items marked with an asterisk (\*) are projects we are still working on.

Other efforts apart from our existing plans:

- Care of schoolchildren after school during spring and summer vacations at the Hamamatsu Campus
- Introduction of a system that allows female researchers to get hired faster
- Each Department can apply to prioritize a female researcher during the hiring process, and with the President's approval and necessary expenditures, the extra personnel expenses for her will be partially covered.
- Public communication of the Gender Statistics. We display the data of the percentage of female students and faculty in each department.

## Bridge for Tomorrow "Rainbow Plan"

1. Hold regular meetings, construct a network of female researchers, and raise awareness
  2. Spread our university's support programs to other collaborating organizations
  3. Each collaborating organization will set a numerical goal for the percentage or the number of female researchers hired
  4. Aim to hire female researchers in every collaborating organization within our planned period through support programs such as the "Dual-Career Support"
  5. Improve the environment of research activities, focusing on female researchers' health maintenance
  6. Conduct joint-research by making a network among female researchers
  7. Each collaborating organization will set a "goal of achievement" concerning the female researchers
- Collaborating organizations are as follows:

#### 1) Raise awareness and enlightenment

- a. Conduct symposiums and seminars
- b. Hold gatherings of the leaders of the collaborating organizations and female researchers
- c. Present data analysis and consider measures

#### 2) Promote Work/Life Balance (WLB)

- a. Spread WLB to the collaborating organizations of the supporting projects
- b. Support health issues and caring of the aged

#### 3) Improve the research ability and expand the range of activities

- a. Improve the research ability
- b. Hold gatherings with students and members of society

#### 4) Hire Female Researchers

- Encourage female researchers to be hired (career-foundation support)
- Boost career training
- Make opportunities to nurture future administrators

#### 5) Ways and systems of promoting gender equality

- a. Share information with collaborating organizations and hold gatherings
- b. Launch the "Shizuoka Prefectural Female Researchers Network"



Shizuoka University aims to promote gender equality stipulated in the Shizuoka University Charter for Gender Equality during the mid-term goal of 2016 to 2018. We will continue to enhance gender equality to realize even better work, study, and research environments for everyone.

## Upcoming Agendas

We will enhance gender equality through the following 5 agendas

- Improve the leave system for childbirth, childcare and caring for family members
- Advance a consultation system, with support for conference attendees, nursery and parent's cafe, etc.

### Agenda2

Improve the work environment in order to promote Work/Life balance.

- Develop a faster hiring system for female researchers and educators
- Create a promotion system that doesn't disadvantage women
- Provide information (introduce role models, etc.)

### Agenda1

Hire more female faculty and administrators.

- Seminar
- Newsletter
- Website

### Agenda5

Raise awareness and promote gender equality under the leadership of the president

**STEP UP!**

**A University with  
a good study and work  
environment for all!**

### Agenda3

Advance studies and research in gender equality, and strive to improve students' study environment.

- Offer gender-related interdisciplinary courses and subjects
- Provide career-foundation education

### Agenda4

Collaborate with the local community to enhance gender equality.

- Open up after-school daycare facilities to the local community
- Collaborate with local public organizations (hold gender equality seminars, etc.)

The gender equality promotion projects we have worked on so far have been focusing on making a good environment for studying and doing research for both males and females. It is a versatile project and a model for regional core universities. We will continue to promote gender equality as one of the built-in features of the PDCA cycle, expand the system we have built, and with a stronger promotional system, strive to become a dynamic university.



女性の持つパワーを呼び起こせ!!  
社会で輝く女性になるために



Gender Equality Seminar

Counselling for Girl's students  
at Open Campus of Faculty of  
Engineering



Faculty Seminar

Hamamatsu daycare for  
elementary students during summer  
and spring vacation



Nursery and parent's cafe  
"Takenoko"

### The Shizuoka University Gender Equality Promotion Organizational Chart

4. Approve the action plans

3. Discuss details of the action plans

**President**

Planning Conference

Education and Research Council

2. Makes suggestions for the action plans

**Gender Equality Committee**  
(established in April, 2008)

#### 《Constituent Members》

- Chairperson: Vice President
- Committee members: representatives of each department, along with additional members elected by the President

#### 《Main Tasks》

- 1) Stipulate basic policies
- 2) Design action plans
- 3) Analyze and evaluate
- 4) Stipulate guidelines for enlightening and publicizing
- 5) Participate in other gender equality-related project

連携

**Gender Equality Office**  
(established February, 2008)

#### 《Constituent Members》

- Head of the Office: Vice President
- Members of the Office: full-time faculty, personnel sector staff, and other cooperating faculty

#### 《Main Tasks》

- 1) Collect data, conduct questionnaires
- 2) Hold seminars, issue newsletters, update the homepage, direct enlightening activities, publicize events
- 3) Conduct other support systems
- 4) Organize and run the counseling system
- 5) Operate the "Working Conference"
- 6) Collaborate and cooperate with outside organizations

1. Design action plans (with necessary working groups)

5. Carry out  
action plans



**National University Corporation  
Shizuoka University  
Gender Equality Office**

836 Oya, Suruga-ku, Shizuoka City, Shizuoka-ken, 422-8529

TEL: 054 (238) 3052, 4346 FAX: 054 (238) 3274

e-mail: takenoko@adb.shizuoka.ac.jp

homepage : <http://www.shizuoka.ac.jp/sankaku/english.html>

Shizuoka University is registered as the Shizuoka Prefectural "Gender Equality  
Society Creation Declaration Office".