

2021 Support for Joint Research with a Female Principal Investigator (10 cases of research decided in 2021)

Principal Resercher	Name of Institution	Name of Faculty	Title	Title of Research	Company/Institution of Co-researchers
Nur Adlin Binti Abu Bakar	NUT	Science of Technology Innovation	Assistant Professor	The development of energy saving and zero-maintenance aquaria system using a biological DHS-USB system.	YAMAGUCHI・HATAMOTO・WATARI(NUT), ARAKI(NIT,NC)
OHTA Tomoko	NUT	Department of Nuclear System Safety Engineering	Associate Professor	Establishment of environmental radioactivity separation and measurement system for sustainable forest and water resource conservation.	SUZUKI(NUT), TANAKA(NIT,NC)
MIZOSHIRI Mizue	NUT	Department of Mechanical Engineering	Associate Professor	High-purity Cu patterning using femtosecond laser pulse-induced reduction and their application to the fabrication of microsensors with oxide surface treatment.	NAKAMURA(NIT,NC), KAMISAKA(Gifu univ.), MIYABE(Osaka univ.)
NISHIKAWA Masami	NUT	Materials Science and Technology	Associate Professor	Development of a photo-assisted MOD process with nano seed crystals.	MURAKAMI(NIT,NC)
Do Thi Mai Dung	NUT	Department of Nuclear System Safety Engineering	Assistant Professor	Ion beam irradiation effect on the cesium absorption of stainless steel coated silicon oxide.	SUEMATSU(NUT), UCHIDA(NIT,NC)
YAMAMOTO Maki	NUT	Department of Bioengineering	Associate Professor	Development of a bird repellent device using a laser beam and a moving silk gut, and a warning system for animals appearing in cities using AI.	KAMIMURA・WAKUI(NIT, NC), SAKAI(eTRUST), SHIRAI(CRIEPI)
KUO Yenling	NUT	Department of Mechanical Engineering	Assistant Professor	Microstructures and mechanical properties of additive manufactured Ni-alloys/ Al-alloys using different instruments.	AOYAGI(NIT,NC), NANKO(NUT)
FUJIWARA Ikuko	NUT	Department of Bioengineering	Associate Professor	Molecular fluctuations in the cytoskeleton senses the aging.	KAMIMURA(NIT,NC), HONDA(NUT)
NAMITA Maharjan	NIT, NC	General Education Department	Assistant Professor	Development of recycling and resource recovery technology using Black Soldier Fly Larvae for the production of value added products.	MURAKAMI(NIT,NC), YAMAGUCHI・HATAMOTO・WATARI(NUT)
HYODO Momoka	NIT, NC	General Education Department	Assistant Professor	International science and engineering students' beliefs about learning Kanji.	LEE IIZUKA・NAGANO(NUT)

Future plans We are looking forward to your participation.

The 2021 Exchange Meeting for Kosen joshi and Gidai joshi

Let's participate, Kosen joshi! Real stories of Gidai joshi

Nagaoka University of Technology women who are technical college (gidai joshi) alumnae share an online conversation with women technical college (kosen joshi) students. The gidai joshi will answer various kosen joshi questions, ranging from research interests to student life.

Date: September 18 (Sat.)

Venue: Online stream via Zoom

Lecturer: Gidai joshi

Target audience/participants: Kosen joshi who want to know about NUT

The Office for Gender Equality has been offering useful information related to the website to support next-generation researchers. Please take a look at the attractive contents, such as a collection of role models among the NUT alumnae.



Management Seminar for Female Researchers

Continued Pursuit of a Career as a Female Researcher

Date: October 8 (Fri.) 13:00-14:40 Venue: Online stream via Zoom Lecturer: Dr. Marie Oshima (Director, National Institute of Technology)
Target audience/participants: Researching and engineering women at partner organizations; teaching women at colleges of technology in Japan.

Announcement

Dr. Chizuko Ueno will be the lecturer for our symposium!

Date: December 8 (Wed.) 13:30-16:30
Venue: Online stream via Zoom
Lecturer: Dr. Chizuko Ueno (Professor Emeritus of The University of Tokyo)

Details will be announced later.

[Edited and published by]

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[Editor Note]

For this issue's feature on paternity leave, we listened to the personal experiences of an employee working for eTrust Co., Ltd. It was impressive that he said, "A virtuous cycle will be created by being willing to do what one can do and by thanking each other for what they have done." Thank you very much for your cooperation!
(September 2021)



Toward an inclusive and diversified society in which nobody is left behind – the goals of SDGs



No.6

News Letter

Issued in September 2021

DIVERSITY



2019 MEXT (Ministry of Education, Culture, Sports, Science and Technology) Funds for the Development of Human Resources in Science and Technology, Initiative for the implementation of the Diversity Research Environment (Driving Type)

Changing "Paternity Leave" by Revising the Child Care and Family Care Leave Law When and how will it be changed? Points you should know

Today, as Japan's declining birthrate and aging population continue to progress, men's participation in childcare is expected. The revised Child Care and Family Care Leave Law was passed in June 2021 to enable both men and women to balance work and childcare, etc. The five points in the revision are presented at the right side of this page. The revision makes it easier for men to take childcare leave. For example, childcare leave can be split into a maximum of two periods: The application deadline is changed to two weeks before the leave. With a labor-management agreement, an employee can work during the leave period after coordinating with the employer. The revised law will be enacted from April 1, 2022.

point

1. The rules about taking childcare leave are more flexible.
2. Employer must confirm to employee about childcare leave arrangement.
3. Childcare leave can be booked for a maximum of two sessions per application.
4. Relaxed rules allow non-regular staff to take childcare leave.
5. Details about childcare leave takers will be published.

Report about completed FD Training Session: The Sixth Management Training for Implementation of Diversity Research Environment (FD Training Session) "The Mechanisms of Unconscious Bias and Inflammatory Comments on Social Media – What is wrong with offensive commercials and slips of the tongue?"



Lecturer: Dr. Kaku Sechiyama (Professor, Graduate School of Arts & Sciences, The University of Tokyo)

On June 23, 2021, we held management training for teaching and other staff members, including those in managerial positions at partner and cooperating institutions, to raise awareness of unconscious bias and to offer an opportunity for a change in mindset, which attracted 158 participants. Here is part of the training.

Unconscious Bias and Gender Roles Depicted in Criticized TV Commercials

In the 1970s, one food commercial was famous for its spoken content, "I (woman) do the cooking. I (man) do the eating." The commercial described the fixed gender roles that "cooking is a woman's job and earning is a man's job." Forty years later, another food commercial was roundly criticized for portraying a family in which the working mother was being swamped with housework and childcare and the father was almost always

absent.

Today, work-life balance is the mainstream life course rather than being a homemaker. Still, men's participation in housework and childcare has not increased rapidly. Women are unable to work as men do under circumstances in which only women do housework and care for children. How about men? During Japan's economic bubble era, an energy drink became famous for its catchphrase, "Can you fight for 24 hours?" Men were depicted in the commercial as overworked. This portrays the norm that a man must be the pillar of the family. The commercial is not funny because the issue of men's suicide has arisen. That pillar cannot bear the entire weight of the roof and is dying. People must realize men's burdens.

Individual Differences Exceed Gender Stereotyped Differences

Individual differences invariably exceed gender stereotyped differences. An important consideration is unconscious bias. For instance, when trying to help a slender woman who is about to carry heavy luggage, one finds that the slender woman lifts the luggage easily. Are you not assuming that a slender woman cannot carry heavy luggage? It is true that men and women have differences in strength, but the differences exist only in the statistical mean and distribution. In this case, the importance lies in whether the person can carry the luggage. It is not a matter of gender. This is what it means "individual differences exceed gender stereotyped differences." It does not deny women's femininity. However, it must not be denied that women are forced to play the role of a woman against their will. When addressing gender discrimination, if freedom from a sex distinction is not considered, then both genders will be regarded as equal when a man works outside and a woman does housework at home. Gender is a social product construct. It is not fixed. Men's participation in housework and childcare is a social issue. Unless the issue is resolved, men and women cannot be treated equally at work. Our society will not be sustainable, even if companies survive, unless we change the mode of working on the premise that men also do parenting and caregiving.

Participants' comments (from responses to our questionnaire)

- I was able to have a perspective that many problems are solvable by allocating tasks appropriately without bias.
- I became aware that many prejudices exist in systems used in the world of reality as well as the world of commercials.
- Actually, I have been fed up with every domestic affair and am running away from them. Every time I tried to talk about the division of tasks, I suffered a setback because of always being told that "The one who can do should do." Because this is a good opportunity for negotiation, I will try harder at it again.

A Daddy's Childcare Diary

First-time Childcare: It's Tough. That's Why You Should Do It TOGETHER."

Mr. A (fictitious name)
eTrust Co., Ltd.



When and how long did you take childcare leave?

I took childcare leave for about three months immediately after my wife gave birth in spring of this year. I wanted to reduce my wife's burden because it was her first childbirth. I also wanted to have awareness as a father by looking after the child soon after delivery. The reason for the length of the leave is that I thought a three-month involvement would be sufficient to get used to childcare.

How about preparations for taking leave and the reactions of people around you?

When my wife entered the second trimester, we discussed whether I should take leave and how long the period should be. The next day, when consulting with people at my company, I received warm reactions. By contrast, some of my friends were more worried about my career. I felt that paternity leave had not yet permeated.

How about during childcare leave?

We did not share housework and childcare, but the one who was able to do it was willing to do it flexibly. However, during the crying at night stage, we made time for rest, with my wife taking care of the baby during the night and my care during the day to avoid exhaustion of both of us. My wife was glad, saying, "That was the most helpful to me."

What message can you give to those who want to take childcare leave in the future?

Having realized how hard housework and childcare are, I understand that some mothers experience "postnatal depression." It was tough, and I feel for that reason that we were able to deepen our bond by overcoming it as a married couple. Something rewarding and enjoyable will happen when each does what they can do and shows appreciation for what the other did. With regard to income, you have unemployment insurance. Please, go ahead and consult with your company. Everyone has different values. It might be a good idea even for those not thinking about taking leave to discuss matters with your partner first without determining roles by gender.



Three Institutions Newly Participate in Implementation of Diversity

This project was launched to build a "diversity consortium" to promote regional diversity using the network of industry, academia, government, and financial institutions. Our mission is the diversification of education, research, and technology development in engineering and industrial fields with participation by female researchers and engineers.

We are seeking companies and organizations who agree with the intent as "cooperating institutions." With three newly participating institutions, the network is expanding further.

Newly participating institutions (3 institutions)

- THE TAIKO BANK, LTD
- TAKANO Social Insurance Labor and Social Security Attorney Office
- Niigata Doboku Joshi Kaigi

Today, we have 19 cooperating institutions (as of August 2021)

NAGAOKA City Nagaoka Institute of Design NIIGATA INSTITUTE OF TECHNOLOGY Niigata Electronic Industries Association Japan Finance Corporation NAGAOKA Branch THE TAIKO BANK, LTD. Hokuetsu Corporation Clean Technology Inc. Sorimachi Co.,Ltd. Sorimachi Giken Co., Ltd. Bourbon Corporation KOBAYASHI CO.,LTD KUBOSEI ELECTRIC Corporation NAKATSUYAMA NETSUSHORI.co.,ltd. Arisawa mfg Co.,Ltd. Sakata Ltd. TAKANO Social Insurance Labor and Social Security Attorney Office Niigata Doboku Joshi Kaigi

"The Second Questionnaire Survey on Work-life Balance" implemented

We conducted an internet survey of teachers, staff members, employees, and graduate students belonging to the partner organizations during May-June 2021. It was aimed at grasping the current situation and challenges for the realization of work-life balance by asking questions. Those questions include whether their working environments are those in which they are actively engaged in research activities or work, have a balance of public and private life, and want to continue working; and whether they are worried about balancing with life events (pregnancy, childbirth, parenting, caregiving, etc.).

In this survey, which is the second following 2019, we used almost identical question items to those of a questionnaire survey to analyze changes over the years. We also prepared new question items about the influence of the spread of COVID-19 infection and the recognition of this project.

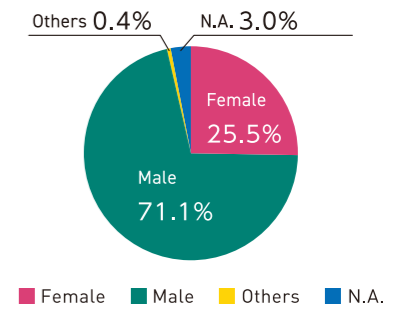


Figure 1. Percentage of respondents by gender

Purpose: To grasp the current situation and challenges hindering the realization of work-life balance

Participants: Teachers, staff members, and graduate students of three partner institutions

Survey method: Web survey

Survey organization: Nikkei Research Inc.

Survey period: May 24, 2021 - June 16, 2021

Main questions:

- Challenges in balancing work and research
- Family circumstances
- State of parenting/caregiving
- Influence of COVID-19
- Gender equality, diversity promotion

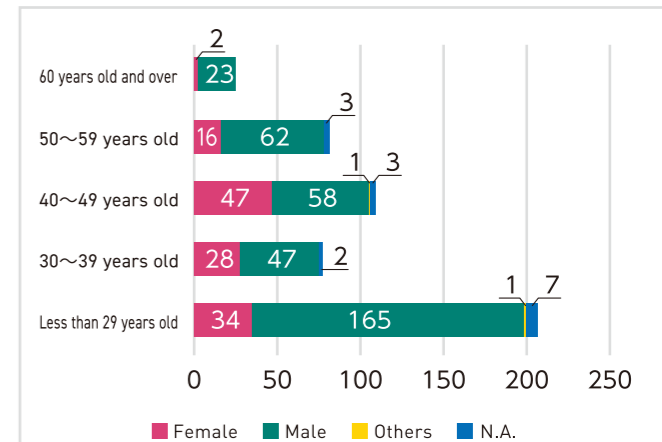


Figure 2. Age composition of respondents by gender

The survey results will be published in "The 2021 Activity Report" to be released in March 2020 and on the website of Nagaoka University of Technology Initiative for the Implementation of a Diverse Research Environment.

Thank you for your cooperation in the questionnaire.

Nagaoka University of Technology Registered in the Prefectural Project "Happy Partner Companies"



Niigata prefecture registers and supports companies and other entities that improve the working environment for both men and women in support of comfortable work and work-life balance. Niigata prefecture is actively engaged in developing and promoting women workers through "Happy Partner Companies."

Recently, Nagaoka University of Technology was designated as "Happy Partner Companies". The university was also approved for "Ikumen Support Plus" and "Childcare Support Plus," which give recognition to companies that actively engage in creating a working environment in which male employees can easily participate in parenting. We will try harder to improve the support system.

Reporting

Role Model Seminar
(A seminar hosted by National Institute of Technology, Nagaoka College)

Think Freely About Future Paths -From mekajo to healthcare solution-

Date: June 16 (Fri.) 16:20-17:30

Venue: National Institute of Technology, Nagaoka College

Lecturer: Ms. Karen Toyoshima (MSD Co., Inc.)

Number of participants: 21 people (8 students and 13 others)



The seminar was held mainly for women undergraduate and postgraduate students of the National Institute of Technology, Nagaoka College and Nagaoka University of Technology. We heard Ms. Toyoshima's personal experiences from being a mekajo (a mechanical woman student) to now being actively working in a global healthcare company.