

Guidelines to implement the “Support for continued research and return to make career-building compatible with childcare and nursing care project” for 2020

Center for Diversity, Accessibility and Career Development

1. Purpose of the project

Tsukuba University formulated a “Basic philosophy and policy on the promotion of diversity at Tsukuba University” and implements various measures to help all its teachers work without stress and exercise their abilities to the fullest degree, regardless of gender, nationality, age, or disability. As one of the measures to help them make work compatible with family life, the Center for Diversity, Accessibility and Career Development (hereafter referred to as the DAC Center) has been implementing its “Subsidy for expenses to employ a research assistant to make work compatible with childcare and nursing care project” since 2011, to support female researchers because childbirth and childcare tend to prevent them from continuing their research activities. Since 2016, the DAC has been implementing the “Support for making a return to research from life events project” and supporting researchers obliged to discontinue their research activities because of such life events as childbirth, childcare, and nursing care.

In 2020 we have decided to implement the “Support for continued research and return to make career-building compatible with childcare and nursing care project” as an integration of the above two projects, in consideration of the need for them.

2. Target persons

This project is intended for full-time teachers and researchers and Lecturer/Assistant Professors in Hospital (regardless of gender, marital status) of this university who fall into one of the following four categories and have difficulty in continuing research activities. (Those who were selected in the previous term in 2020 are not eligible)

- (1) Those who are pregnant.
- (2) Those who are taking care of a child younger than the sixth grade of elementary school (must be the main person parenting the child).
※Applicants must satisfy the requirement that if they have a spouse, they are employed full-time.
- (3) Those who are caring for a relative (whether they are living together or living separately) who is certified by the municipality as being in need of nursing care (excluding cases where the relative is in a nursing home).
- (4) Those who have other reasons equivalent to the above reasons (for example, those who are always engaged in caring for a relative because of injury, disease, or disability).

Notes:

- ◆As a general rule, research assistants cannot undertake research while the applicant is on maternity leave or absent because of childcare. Research assistants have to understand that they are not “agents” who conduct research while the applicant is absent but “research assistants” who perform research with the applicant.
- ◆In the event that research activities are greatly disrupted, please submit a request in advance because support is provided only if the management of employees can be transferred to another teacher.

Important notice

The subsidy from the Ministry of Education, Culture, Sports, Science and Technology that provided the money for this project has been terminated. We are now reviewing the cost of this project because we have to finance it from our school budget. Therefore, we will adjust the number of acceptances and rejections and amounts of support in accordance with the following criteria, if we receive a lot of applications. We request your understanding that we may turn down an application as a result of screening.

(1) Number of children, (2) age of the youngest child, (3) number of people in need of nursing care, (4) condition of people in need of care, (5) whether or not they live together, (6) application status for research fund, including scientific research expenses and schedule for submission of paper, (7) job classification, (8) existence of term, and (9) results of past applications to support project.

3. Support content

Support is provided for the following expenses deemed necessary for research.

(1) Labor expenses, (2) supplies expenses, (3) expenses for domestic travel, (4) expenses for foreign travel, (5) reward, (6) printing and binding expenses, (7) communication and transport expenses, and (8) miscellaneous expenses.

※ School rules of the university, including “Employment regulation for part-time workers of Tsukuba University” are applied to the expenditure for support content.

4. Application for support

Closing date for accepting application: Friday, September,25, 2020, at noon

The submission method will change from this year. Please click the below address to apply through an electronic system “u-Rad”.

(You can log in with unified authentication and ID.)

* You can download the application form (Form 1) from the address below.

URL:https://u-rad.sec.tsukuba.ac.jp/login/index.php?support_id=%2Bpcc4UYkplk3c052pA%2Bdww%3D%3D

A confirmation email will be sent after the application is complete. If you do not receive the email, you may not have been able to apply. In that case, please contact us.

5. Period of support

Support is available until February 28, 2021 after the decision on provision is made in 2020. However, support will terminate before the prearranged date, should the applicant lose his or her qualification as a subject eligible for support.

6. Decision on eligibility for support and support amount

- (1) We examine eligibility on the basis of the application for “Support for continued research and return to make career-building compatible with childcare and nursing care” (Form 1), and the manager of the DAC Center makes a decision on eligibility and the amount of support. We will notify the screening result to the applicant through the u-Rad system.
- (2) The period of support is one year.
- (3) The amount of support is **up to 150,000 yen** per person eligible for support.

7. Procedure after the decision on eligibility

Notification of the result: **Early-October 2020.**

- (1) Those who are provided with support must submit a report on “Support for continued research and return to make career-building compatible with childcare and nursing care” (Form 2) to the DAC Center through the u-Rad system as soon as the period of support ends.
- (2) As a general rule, those who are provided with support are not allowed to change the application content and support content.
- (3) However, when a change does occur to the application content, such as a loss of reasons for support, those who are provided with support must immediately notify the office in charge through the support section of their affiliation.

8. Expense burden

The necessary expenses of this project are paid from the school budget of the DAC Center.

9. Other items, and requests from the DAC Center

- (1) We may show the guidance of the diversity promotion project to the users of this project, on the assumption that they will extend cooperation to projects carried out by the DAC Center.
- (2) Persons benefiting from this project are not allowed to make use of the “Support for expenses for assistance to female and foreign managers project” and “Support for continued research and return to make career-building compatible with childcare and nursing care project” simultaneously, within the same year.
- (3) We may ask about research results on the basis of the report (Form 2) after the end of this support project, in order to write a report about this system.
- (4) Personal information submitted by the applicant is not used for any purpose other than the purpose mentioned in (1) and for this project, and it is stored and managed appropriately.

- (5) Applicants must ask the manager of the support section of their affiliation any questions they may have about the accounting process and office procedure.

10. Contact person for this project

Ms. Higuma (2256), E-mail: diversity@un.tukuba.a.jp

Center for Diversity, Accessibility and Career Development (DAC Center)

Reference: <http://diversity.tsukuba.ac.jp/?p=17528>