

The Basic Act for a Gender-Equal Society states, “ it has become a matter of urgent importance to realize a Gender Equal society in which men and women respect each other ’ s human rights and share responsibilities, and every citizen is able to fully display their individuality and ability regardless of gender. ” and “ it is positioned as the most important issue in determining the framework of 21st century Japan ” . Based on this Act, we are moving towards a society that offers opportunities in which all people are able to express their own abilities regardless of gender, and can participate on an equal footing across a range of sectors.

At Kyushu University, since our foundation in 1911, we have constantly respected creativity and diversity, and have strived to increase knowledge, based on an uninhibited academic environment. In line with the 'Kyushu University VISION 2030,' we announced the 'Kyushu University Diversity, Equity & Inclusion Promotion Declaration' in March 2022 (<https://www.kyushu-u.ac.jp/en/university/approach/diversity-equity-inclusion>). This declaration affirms our commitment to promoting equal opportunities in education, research, and employment, respecting diversity, and creating an inclusive environment.

As a business plan of general business operations based on the Act on Advancement of Measures to Support Raising Next-Generation Children, Kyushu University has implemented “ Action plan for the Advancement of Measures to Support Raising Next-Generation Children in National University Corporation Kyushu University ” . This is to support faculty and administrative staff so that they can balance their work and parenting. Furthermore, the University has formulated the "Kyushu University General Employer Action Plan" in accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace, in accordance with the laws promoting women ’ s success in their professional lives, to foster further advancement of women in the workplace. For more details, please visit the Office for the Promotion of Gender Equality website (<https://danjyo.kyushu-u.ac.jp/about/next.php>).

System for promoting gender equality

In AY 2004, the University established the Office for the Promotion of Gender Equality, which has been continuously supporting the planning and implementation of specific measures related to the promotion of gender equality, as well as engaging in public relations and awareness-raising activities.

Since AY 2014, the University has strengthened its gender equality promotion system by appointing dedicated faculty members specializing in gender studies, career development, and related fields. Currently, the Office for the Promotion of Gender Equality is organized into three divisions: the Planning, PR, and Environmental Improvement Division; the Student Education Division; and the Female Researchers' Support Division. These divisions are engaged in initiatives such as raising awareness of gender equality among faculty and staff, supporting work-life balance, improving the work environment, providing gender education for students, increasing the enrollment of female students, promoting the recruitment of female researchers, and supporting the career advancement of female researchers.

Ministry of Education, Culture, Sports, Science and Technology subsidized project

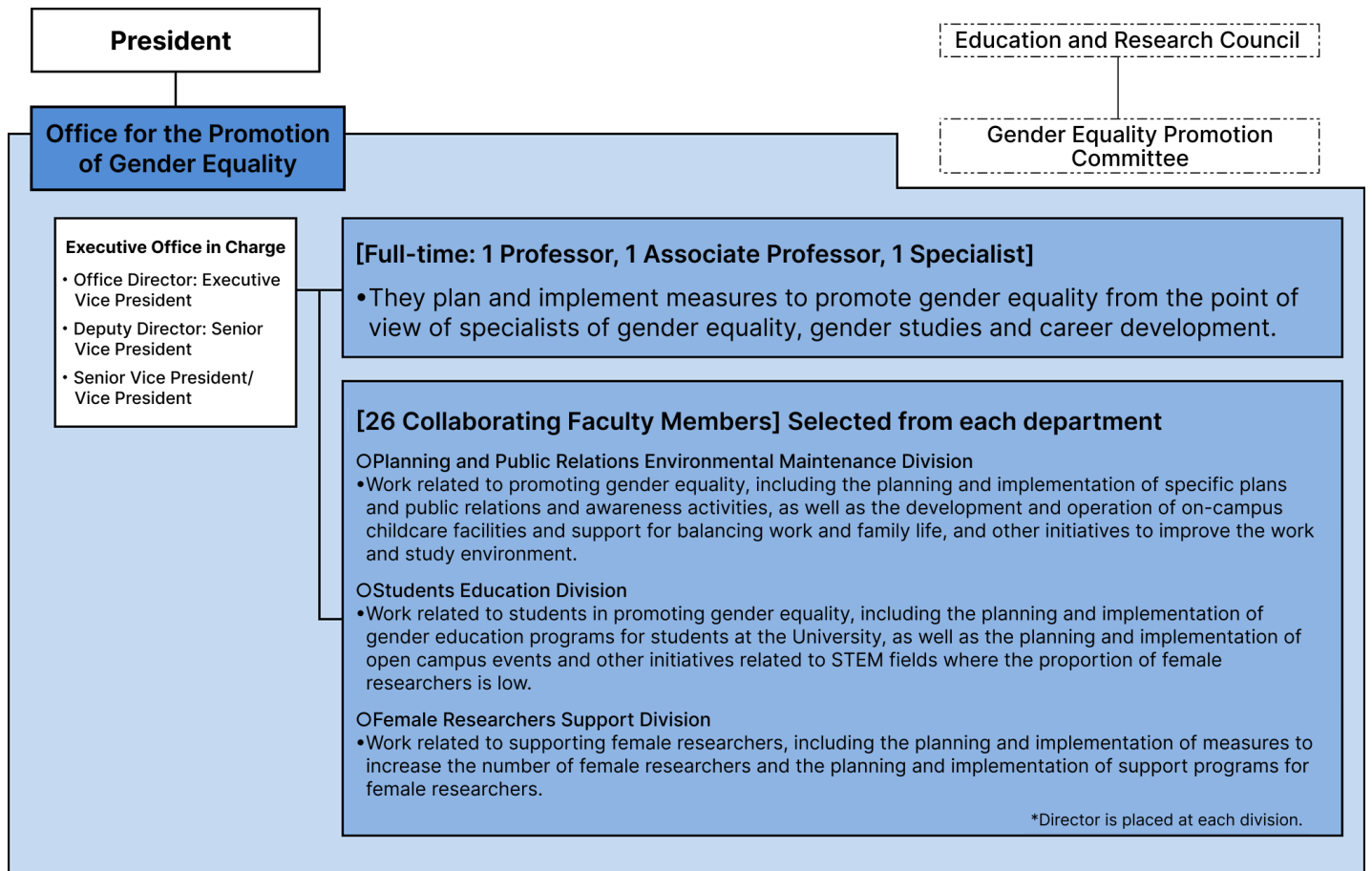
In AY 2007, the University was selected for the “ Fostering Project of Female Researcher Support Model ”, a program providing financial support for human resource development in the field of science and technology. The work-life balance support system began operations. When the University was selected for the “ System for Fostering Female Researchers to Accelerate Reforms ” in AY 2009, we took this opportunity to establish Kyushu University ’ s unique system to hire and foster outstanding female faculty members. We have new female only faculty positions, international recruitment for females only and we are conducting a highly transparent two-step screening. Up until March 2019, 50 female faculty members took up their new post and are active in their roles.

In AY 2015, the University was selected for inclusion in the Initiative for Realizing Diversity in the Research Environment (Distinctive Features Type), a program providing financial support for human resource development in the field of science and technology. Through this program, we are improving the environment to support female researchers in balancing work and personal responsibilities such as a System of Employment of Faculty Members with Accompanying Spouses. In addition, we are undertaking initiatives to raise awareness among male faculty and administrative staff, enhance the research capabilities of female researchers, visualizing their activities, expanding their numbers, and encouraging the appointment of female researchers to senior posts.

In AY 2019, the University was selected for inclusion in the Initiative for Realizing Diversity in the Research Environment (Advanced Type) and started Diversity and the Super Global Training Program for Female and Young Faculty (SENTAN-Q). This targets young female young faculty members with a promising future and helps them to develop the highest level of practical research and educational abilities in the world. Fiscal year 2024 marked the final year of the subsidized project; however, it has continued as an independent initiative of the University since fiscal year 2025. In September 2025, the 7th cohort was selected, and to date, a total of 67 individuals from the 1st to 7th cohorts have participated in the training program.

In AY 2021, the University was selected for inclusion in the subsidized program entitled, “ Initiative for Realizing Diversity in the Research Environment (Survey and Analysis Type) ” (Period: AY 2021 - 2022). Along with the Tokyo Institute of Technology, we conducted international surveys regarding the promotion of female researchers ’ activities based on the Women's Empowerment Index.

Project organization chart of the Promotion of Gender Equality of Kyushu University



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Research support

A variety of research grants are provided to promote securing research time and revitalizing research activities for busy researchers, especially those affected by life events such as childbirth, child-rearing, and caregiving.

- 1. Support for employment of research assistants
- To prevent delays or interruptions in research due to life events such as childbirth, child-rearing, and caregiving, financial support is provided to researchers who have difficulty securing research time, to hire research assistants.
- Support for researchers returning from childbirth and child-rearing
- Research funding is provided for research expenses to help researchers smoothly resume their research activities after a break due to childbirth and child-rearing.

Work-life balance support

1. On-site nursery

To improve the work and study environment for university staff, the Himawari Daycare Center (Hospital Campus) and the Takenoko Daycare Center (Ito Campus) have been established. The nurseries were opened as non-registered day-care facilities to assist staff members and students of the University who cannot find places for their children in state nurseries on returning from maternity leave.

The nurseries can be used not only on a monthly basis, but also to provide temporary care.

An outline of each nursery is given below. (<https://danjyo.kyushu-u.ac.jp/facility/>). Please see the On-site Nursery page on the Gender Equality website for details of fees, etc.

*Himawari Nursery (Hospital Campus)

Eligibility:	Children aged from 57 days up until they enter primary school, who are being brought up by a staff/faculty member or student.
Details of care:	Details of care: Basic care (7:00-18:00), extended care (18:00-20:00), Temporary care (7:00-20:00), children recovering from illness (7:00-18:00)
Capacity:	68 children

*Takenoko Nursery (Ito Campus)

Eligibility:	Children aged from 57 days up until they enter primary school, who are being brought up by
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	a staff/faculty member or student.
Details of care:	Basic care (7:00-18:00), extended care (18:00-20:00), temporary care (7:00-22:00)
Capacity:	51 children

2. Baby sitter support

The University issues “ childcare dispatching business discount coupons ” . This covers a part of the fee for using a baby sitter and it is to support faculty and administrative staff to balance work and parenting.

Please check the office for the Promotion of Gender Equality website for more details.

(<https://danjyo.kyushu-u.ac.jp/info/sitter.php>).

Research support

*Spouse Accompaniment Employment System

The System of Employment of Faculty Members with Accompanying Spouses was introduced in FY 2017. The purpose was to recruit and retain truly outstanding researchers by hiring husbands and wives who are both researchers who wish to live together at the same time or consecutively. Please refer to the office for the Promotion of Gender Equality website for more details. Inquiries can be made to the Human Resource section of your department as well.

*Remote working system

Among faculty members who are applicable for Discretionary working hours for specialist employment (including fixed-term faculty members, faculty members with annual salary schemes, and special fixed-term faculty members), a new system which allows them to work remotely was established since April 1, 2020. The purpose is to support them in their work-life balance by lessening the workload during pregnancy, child-rearing and care giving. Please refer to the office for the Promotion of Gender Equality website for more details. Inquiries can be made to the Human Resource section of your department as well.

*Regarding expenses related to babysitting services and related expenses, associated with attending conferences or similar events.

For more details, please refer to the Office for the Promotion of Gender Equality website. Inquiries and applications can also be directed to the relevant office in each department.

*Support for business trip expenses for accompanying children

For more details, please refer to the Office for the Promotion of Gender Equality website. Inquiries and applications can also be directed to the relevant office in each department.

Office for the Promotion of Gender Equality (Researcher Support) Website

<https://danjyo.kyushu-u.ac.jp/support/recruitments.php>

Public relations activities

At the office for the Promotion of Gender Equality, since October 2006, a “ Newsletter ” (“ SANKAKU ” -revised name since AY 2021) has been published and distributed to inform people about the office activities and to increase awareness of faculty, administrative staff and students on campus. Furthermore, since March 2016, an academic newsletter “ Polymorfia ” has been issued to spread information which contributes to the promotion of diversity by accepting posts from off-campus in addition to introduction of activities on-campus. Regarding the details of activities in general, the office for the Promotion of Gender Equality website also has information in addition to what is mentioned above.

Want to know more

Office for the Promotion of Gender Equality, Kyushu University <https://danjyo.kyushu-u.ac.jp/en/>

Contact

Employee Support Section, Human Resources Division, Human Resources Department 092-802-2262 ext.:90-2262