

〈講 演〉

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若手・女性研究者支援プログラム
—明日の生命科学を拓く若い芽・女性の目—

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Fostering Program for Young Scientists and Female Scientists

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Abstract

A big tide of promotion for female researchers has risen in 2006, called the First Year or “Dawn” of promotion for female researchers: Japan’s 3rd Science and Technology Basic Plan has set the target to increase the ratio of female researchers to 25% by fiscal year 2010. Several funds and grants have started relevant to female researchers promotion, including funds for model programs to support female scientists, grants for support for returning to lab after maternity/childcare leave, and grants for outreach to school girls to promote interests in science and encourage taking science course. The Support Office for Female Researchers in Hokkaido University (*FResHU*) has been established and been functioning as a policy making unit as well as a one-stop contact point for female researchers in need. Hokkaido University has committed itself to a “*Triple Twenties Policy*”: by 2020, 20% of all staff in teaching and research positions should be women. To achieve this goal, the University has devised a “*positive action scheme*” which incorporates substantial incentives for faculties and departments to select and appoint women. In addition, the University will reach out to young women in High School, guiding and supporting their future study choices, to address the issue of female representation in science at the grass root or young sprout level.

The Office *FResHU* welcomes women scientists at any time: when in trouble, when facing a challenge, or simply when in need of information and *FResHU* company. The Office *FResHU* provides information and support throughout their career and life stages, and helps them to develop themselves to their full potential.

Key words: female researchers, support and promotion, positive action, diversity of human resource, gender equality.