

Career path of young scientists

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For sustainable development of geosciences, it is necessary to consider supporting and training system of geoscientists, especially for young geoscientists who hardly get permanent academic positions under recent condition surrounding Japanese young scientists. They are worrying about their carrier paths, with considering their work-life balances in parallel. Due to anxious of invisible future, some of them quit trying to become scientists when they face to life events such as childbirth and care of their children or parents, If this situation will continue still more, our academic field, geosciences, will reduce gradually. Therefore, I will introduce to them mental attitude required for geoscientists and successful role models, i.e., active senior geoscientists by doing continuous efforts.

Effort for Diversity Promotion, University of Tsukuba

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The University of Tsukuba promotes the gender equality based on the 3rd Basic Act for Gender-Equal Society and the 4th Science and Technology Basic Plan in Japan, recognizing our social role and responsibility to form a gender equal society. In 2007, the Committee on Gender Equality and the Office of Gender Equality were established, and 'Basic Principles and Policies on Gender Equality' has been enacted in 2008. For the three years from 2009 to 2012, a project of 'University of Tsukuba Style: Sustainable Support for Women Researchers' program was adopted as a strategic fund of a model of support for women researchers for Promoting Science and Technology. Therefore we endeavor to develop its environment of the gender equality. In April 2012, 'the Office of Gender Equality' was reorganized to 'the Office of Diversity', and 'Basic Principals and Policies on Diversity' was designed to become a university where human potential and diversity are respected and all stakeholders can experience pride and joy in their work. In March 2013, 'Action Plan of Diversity, University of Tsukuba' was designed, and in August, new project was adopted as 'Fund for supporting activities for female researchers'. In response, we are going on amplification of environment for gender equality and diversity.

We are promoting various projects based on following five purposes in 'Action Plan of Diversity (from 2013 to 2018)'.

1. Promotion for diversification in university management
2. Offering of assistance in the balancing of education, research, and work with family life
3. Expansion of diversity in next generation
4. Pursuit of awareness-raising activities targeting faculties, staffs, and students
5. Pursuit of gender equality through partnerships with the local community and international society

Workers during a Childbirth, Child Care, and Family Care can employ for tenured faculty members and secure of substitute teachers. The University also opened Au Work-Life Balance Counselling Room for such workers. For educational activity, we have held some seminar of awareness of diversity for managerial staff, and class of 'Work-Life I and II' for university student. Then, we have been focused 'Expansion of lower' that educate young generation (especially women) wanted to be scientist. As a result of these efforts, the ratio of women researcher has increased year by year at University of Tsukuba.

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Balance with caring for parents, caring for children, and studying-My experience in caring for my parents-

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Suddenly one day, if your parents are given half a year to live and you become care for your parents-. The caring for parents suddenly comes to you and may continue for a long time. When I was caring for my little children, my father was given half a year to live due to cancer. I will talk about my experience for caring for my father, caring for children, and studying in this session. Shall we think about caring for parents from each point of view regardless that you experienced or not?

Now my children are university and high school students. I will also talk about the difference of life-work balance between the childhood and adolescence.

An Encouragement of doing *Ikumen* and taking *paternity leave*

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The author has a confident to contribute to all male scientists, who have an idea of taking a *paternity leave*. We can learn many things and grow up ourselves by taking care of children. However, the time as to be a current parent especially for a small child is too short. Thus, male scientists should do *Ikumen* right now and take *paternity leave* if necessary.

The term parental leave includes maternity, *paternity*, and adoption leave. The minimum benefits are stipulated by Japanese law. Although such valuable supports are provided by the government, there are few people experienced *paternity leave*. One of the reasons is too worry about eyes of surrounding people such as colleagues and neighbors. Even they take *paternity leave*, they may have a hard time to take care of children. Parenting is different from repeating same things as just for feeding, substituting diapers, etc. It is an important work to bring up and to educate children, precious talented people in the near future. Praising, encouraging and smiling are the most important for education not only for children but also for all people. *Ikumen* experience will be sure to help your private life as well as academic and scientific works.

Now and Future Thailand's Family

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In Thailand, families reside with their family size either in cities or countryside. The family size in countryside is larger than one in cities. The marriage practice allows women to move into husband's family.

Family member are delegated household each other. Women do household: cooking, cleaning and washing. Instead, men do heavy work in their house. When children reach about 8 years old, they need to assist their mother and father like cooking and taking care of younger siblings. Most men of Thailand can cook and taken care of kids. Recently, the family likes to pay money to housekeeper to clean house and wash clothes. Some family's grandmother and grandfather are in house. They take care of kids when the parent goes to work out. Women worked in company or government ask maidservant to stay with her family. Maidservant will take care of baby and cooking for the host family. They get foods and salary about 20000 yen per month. Most of the maidservants are teenager and the maidservants are from Myanmar or Laos. However, recently women who graduate from colleges or universities become choosing to work for long period before marriage.