

## Yamaguchi University Supports Work-Life Balance!

At Yamaguchi University, we actively promote diversity among university members (students, and academic and other staff). At the same time, we are committed to maintaining a work environment where everyone can demonstrate their individuality and abilities to the full. In order to achieve this, the Diversity Promotion Office is proceeding with various initiatives toward achieving work-life balance, such as promoting gender balance. Please take a look at the university website for more information.

<http://www.yamaguchi-u.ac.jp/diversity.html>

### Support Regarding Research

#### Research Assistant Program

This system enables academic staff who experience a life event to appoint undergraduate and graduate students as research assistants. It is available for female academic staff at Yamaguchi University, and male academic staff at Yamaguchi University whose spouses are researchers at universities, etc.

#### Support System for Returning to Research Activities

This system supports academic staff at Yamaguchi University who returned to work less than one year ago after taking time off because of a life event, by providing partial assistance with the expenses required for research activities. It is available for female academic staff, and male academic staff whose spouses are researchers at universities, etc.

#### Female Researcher Mentor System

The Mentor System is mainly intended for use by newly appointed female academic staff. It matches them up with academic staff (mentors) with whom they can discuss various doubts and concerns they may have regarding education, research, and university life.

#### International Student Supporter System

The goal of this system is to support research activities through language skills. We can introduce researchers to international students whose native language is English, Chinese, or Korean, and appoint the students to carry out support work for research activities using their native language.

### Support Regarding Child Care and Nursing Care

#### Day-Care for Schoolchildren: Yama-Me Classes (Yoshida Campus)

During elementary schools' summer, winter, and spring vacations, we run "Yama-Me classes" to provide faculty members and students with an on-campus day-care service for their children while they are off school. We also offer a wide array of programs led by academic staff and students.

#### Tanpopo Nursery School (Kogushi Campus)

We provide an on-campus nursery school for staff who belong to the Medical School and affiliated hospitals, so they can work with peace of mind.

Basic day-care: 90 children  
Day-care for post-illness children: 3 children

#### Corporate-Led Day-Care Centers

We have made day-care services available by signing service contracts with some local corporate-led day-care facilities. (Three facilities are available.)

#### Financial Assistance System for Using Day-Care Facilities, etc. for Sick Children

Under this system, if faculty members' children use day-care facilities for sick children, partial assistance will be provided to help with the fees. (The system is available for faculty members who are enrolled in mutual aid or social insurance. If they have a spouse, they are eligible if their spouse is currently employed.) You need to register beforehand to use the system.

#### Lending On-Campus Nursery Spaces

We have on-campus child care spaces that we lend to faculty members to use for day-care for their children. Users arrange the caregivers at their own expense. The Diversity Promotion Office can also introduce caregivers.

#### Long-Distance Nursing Care Support

Services are available through a support group we have signed a corporate contract with.

##### [Counseling]

We offer counseling on everything related to nursing care by email, over the phone, or face-to-face.

##### [Agency Services]

Specialist staff offer support such as looking after parents who live far away.

#### Counseling System

A counselor who specializes in clinical psychology is available for Yamaguchi University faculty members to talk to about anything, including home life. You can also use the system just to feel refreshed.

Monday 9:00 to 17:00  
Wednesday 9:00 to 17:00



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