



## Introduction

The Working Group on Gender Equality Promotion in the Graduate School of Information Sciences has published a newsletter to inform you of useful information to create a safe working environment for all of you.

In this first issue, we will introduce the leave system and support system for childbirth, childcare, and nursing care, as we have received many questions from female faculty members of the Graduate School. Although we cannot tell you everything, we have prepared this newsletter with the aim of providing you with a guide that will help you find your way around.

We also offer information on systems that are available to both genders. Please take a moment to read it.

## The leave System

The QR code on the right is a link to the University's regulations (or the URL at the bottom, local access only).

“Part 4: Human Resources, Chapter 2: Employment Regulations” includes the following contents.

- Regulations on concerning working hours, holidays, and leave, etc.

**POINT!** Chapter 8 contains the types of leave and the number of days etc.

- Regulations on Child Care Leave, etc

**POINT!** Male employees' leave for childcare purposes was expanded in April 2022.

- Regulations on Nursing Care Leave, etc.

[http://www.bureau.tohoku.ac.jp/kitei-etsuran/reiki\\_taikei/r\\_taikei\\_01\\_04\\_02.html](http://www.bureau.tohoku.ac.jp/kitei-etsuran/reiki_taikei/r_taikei_01_04_02.html)



## Childbirth and Childcare Support

The QR code on the right is a page about the pregnancy, childbirth, and childcare support system of the Headquarters Office Organization (or the URL at the bottom).

In addition to information on leave and benefits, there is also information on work restrictions before and after childbirth.

Please check this pregnancy, childbirth, and childcare support systems page not only for women but also for men who work with women.

<https://c.bureau.tohoku.ac.jp/jinji-top/external/a-4-kosodate/>



## Support for Balancing Life Events and Research

The QR code on the right is for the TUMUG support projects page (or the URL at the bottom, audio will play). To ensure that researchers do not have to give up their research because of life events such as childbirth, childcare, or nursing care, support is available to help them balance their research. There are also systems available for men to obtain and use.

<http://tumug.tohoku.ac.jp/>



## Conclusion

Each person has a different way of life and thus needs various cares. That is why an environment where it is easy to ask for advice from those around you is an important element of a good workplace.

We hope this newsletter will help you create such a wonderful workplace.

The Working Group on Gender Equality Promotion is looking for topics you would like to see covered in the next and subsequent editions of this. Please feel free to let us know to the WG members around you.

## Contact

GSIS Gender Equality Promotion Working Group (✉ [is-danjo@grp.tohoku.ac.jp](mailto:is-danjo@grp.tohoku.ac.jp))  
Working Group Leader Toshiyuki Sugawa (Assistant Dean, GSIS, Tohoku University)