Call for Applications: Research Assistant and Technical Assistant Program for Researchers Coping with Childcare and Family Care (AY2027)
Under the MEXT "Initiative for Realizing Diversity in the Research Environment (Female Leader Development Type)"

1. Purpose

Nagoya University has been selected for the FY 2023 "Initiative for Realizing Diversity in the Research Environment (Female Leader Development Type)," a project funded by the Ministry of Education, Culture, Sports, Science and Technology (MEXT), Japan. Making effective use of this project, the Center for Gender Diversity at Nagoya University will actively promote support for female researchers and the advancement of gender equality.

As part of this initiative, we will implement the Research Assistant and Technical Assistant Program to support researchers in balancing their academic work with life events such as childbirth, childcare, and family care.

2. Program Overview

In principle, one Research Assistant (RA) or Technical Assistant (TA) will be assigned per eligible applicant. The RA or TA will performs research-related tasks, including data analysis, experiment assistance, and data preparation, under the supervision of the supported researcher.

【Eligibility for RA/TA】

(i) Research Assistant (RA): Graduate students enrolled at Nagoya University(Including special research students)

Technical Assistant (TA): Undergraduate students or research students (kenkyusei) at Nagoya University.

(ii) Remuneration:

Research Assistant (RA): 1,855 yen /hour

Technical Assistant (TA): 1,390 yen /hour

※The hourly wage may change due to revisions in the regulations.

※The hourly wage for the second term and beyond will also be supported.

（iii）RAs and TAs must be nominated by applicants (persons entitled to support). The applicant does not need to be the academic supervisor of the nominated students.

（iv）RAs and TAs may be employed starting from April 1, and must not have any concurrent employment with Nagoya University during the support period.

（v）TAs must have a valid “Permission to Engage in Activities Other Than Permitted under the Status of Residence”.

（vi）RAs and TAs employed under this system are hired on a contract that does not include overtime work. Under the terms of employment, no overtime work can be ordered.

（vii）RAs and TAs employed under this system are not permitted to go on business trips. While students are permitted to go on business trips, if the trip overlaps with the prescribed working hours of this system, the corresponding date and time must be taken as annual paid leave or an absence.

3. Support Details

All employment costs for RA or TA (up to 10 hours per week, with no overtime) during the support period, including employer contributions, will be fully covered.

* The research assistant or technical assistant is employed by the department to which the faculty members belong; therefore, the department is responsible for handling her/his employment procedures including recruitment and attendance management, etc. Regarding attendance management, inappropriate practices have been observed, so please be very careful.

*Please note that there is a budget limit, so be mindful of compensatory time off and overtime wages.

*It is possible to shorten the employment period and increase the number of weekly working hours accordingly.

4. Number of researchers entitled to be supported

Approximately 10 researchers

5. Support Period

From April 1, 2027 through September 30, 2027

6. Applicant Eligibility

Researchers*[1] employed by Nagoya University (regardless of gender) may apply for support if they are and fall into either of the following categories; provided, however, that they need support due to their spouse being employed or under medical treatment, etc.:

i. Pregnant, or raising a child in the fourth grade of elementary school*[2]or younger (excluding those on maternity/childcare leave)

ii. Providing care for a spouse or a relative within the second degree of kinship

*[1] Eligible researchers include full-time faculty, designated faculty, and research staff. Students are not eligible.

*[2] Grade level during the support period

*If you no longer meet the above conditions after the support has been approved or has begun, you will no longer be eligible for support; please notify the Gender Equality Section, Personnel Affairs & Labor Division, General Affairs Department (Email: kyodo-sankaku@t.mail.nagoya-u.ac.jp).

7. Application Procedure

Applications should be compiled and submitted via email by the administrative staff of each department.

[Submission Deadline] November 30, 2026, by noon

[Submit to] Gender Equality Section, Personnel Affairs & Labor Division, General Affairs Department
(Email: kyodo-sankaku@t.mail.nagoya-u.ac.jp)

[Documents to be submitted] The following documents

Applicants (entitled to be supported) must submit the following documents by email to the Staff of the Center for Gender Diversity (kyodo-sankaku@t.mail.nagoya-u.ac.jp). Please write “Research Assistant

and Technical Assistant Program (with your affiliated school/department and full name)" in your email title. If you do not receive a reply acknowledging receipt of your documents within three days (excluding Saturdays and Sundays), please contact the Center for Gender Diversity again for confirmation. The Center for Gender Diversity will examine the details of applications in order to screen applicants. Interview may be conducted during the examination process.

(1) Application for Use of Research Assistant and Technical Assistant Program for Academic Year 2025

(2) Documents required for verification of applicant eligibility

i. Documents regarding the reason for the need for support

Pregnancy: Copy of a Maternity Health Record Book

Childcare: Copy of a document proving the age of the child

Family care: Copy of Certification of Needed Long-term Care issued by a municipality

ii. Documents regarding spouse status

Employment: Copy of staff ID card, or copy of employee ID card with company name, etc.

Under medical treatment: Copy of the medical certificate or other document that shows the status of the medical treatment

Other: Document clearly explaining the need for support

(3) Copy of research assistant or technical assistant's student ID (both sides)

(4) If the research assistant or the technical assistant is an international student, a copy of her/his reesidence card (both sides)

* Please write "Research Assistant and Technical Assistant Program (with your affiliated school/department and full name)" in your email title.

* If you do not receive a reply acknowledging receipt of your documents within three days (excluding Saturdays and Sundays), please contact the Center for Gender Diversity again for confirmation.

* The Center for Gender Diversity will examine the details of applications in order to screen applicants. Interview may be conducted during the examination process.

8. Notification of Results

In December 2026

9. Other Remarks

- Supported researchers and their RAs/TAs must submit a report after the support period ends.
- Supported researchers must also submit records of research achievements (e.g., a number of papers accepted, a number of external funding, etc.) for reporting purposes to MEXT.
- Please make sure that tasks of a RA/TA don't affect their academic performance.
- Supported researchers are encouraged to actively participate in training, symposiums, etc. organized by the Gender Diversity Center.