For research education institutions: a checklist to help build a better work environment for women

The Ochadai Index

The Ochadai Index was created by Ochanomizu University to measure the level of support that research education institutions provide women researchers. This includes mentoring programs, child-rearing support, and promoting work-life balance. For each of the fifty items below, please circle the appropriate response (I-III) according to the situation at your institution. Your evaluation should be a general estimate. We hope this index will be a valuable reference in the future.

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1. School-ride apport system			1		No	_	
1. School-ride apport system			2	Established an external evaluation committee	No	Doing now	Yes
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		Organization			No	Doing now	Yes
					No	Doing now	Yes
					No		Yes
	1 School-wide support system				***************************************		***************************************
No.	consor mas support system						
1 Control a rest from profession (a.g. no mentings solubulated or activated past 5.00 p.m.) 16		Work system					
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Child*-rearing support 19 Created (independently or cooperatively) a day care for sick and recovering children No Cols wo You No Cols wo You Y							
Support for women researchers Paris Pari							
Support for woman researchers Research education support Research education support Research education support 20 Conated a facible work schedulic to support childr-enering 21 Conated a facible work schedulic to support childr-enering 22 Conated a facible work schedulic to support childreening 23 Conated a facible work schedulic to support childreening 24 Conated a reduced-horner system to support childreening 25 Conated a facible work support childreening 26 Conated a facible work support childreening 27 Conated a consultation system that considers children and childreening 28 Conated a consultation system that considers children and childreening 29 Research education support 20 Conated a childreening scholarship system for undergraduate and postgraduate stidents 30 Conated a childreening scholarship system for undergraduate and postgraduate stidents 30 Conated a mentioning system to assist women researchers who are raising children 30 Research education support 31 Research education support 32 Report for woman researchers 33 Research education support 34 Research education support 35 Research education support 36 Research education support 37 Research education support 38 Research education support 39 Research education support 30 Research education support 30 Research education support 30 Research education support 31 Research education support 32 Research education support 33 Research education support 34 Research education support 35 Research education support 36 Research education support 37 Research education support 38 Research education support 39 Research education support 30 Research education support 30 Research education support 30 Research education support 31 Research education support 32 Research education support 33 Research education support 34 Research education support 35 Research education support 36 Research education support 37 Research education support 38 Research education support 39 Research education support 30 Research education sup						Doing now	
Support for women researchers Research education support Created a telecommuting (work from home) or teleconferencing system 10						Doing now	Yes
Support for women researchers A Research education support Provided a reduced-hour system to support child-rearing system to support child-rearing system to support to the Next Generation 160 Deing row 7 Next 150 Greated a delecommuting (work from home) or toleconferencing system that children 160 Deing row 160 Deing row 160 Deing row 160 Greated a performance evaluation system that considers childbirth and children 160 Deing row					No	Doing now	Yes
Support for woman researchers			22	Created a flexible work schedule to support child-rearing	No	Doing now	Yes
Research education support Research education education support Resea	2. Support for women researchers	Research education support	23	Created a reduced-hour system to support child-rearing	No	Doing now	Yes
Research education support Research education su			24	Created a telecommuting (work from home) or teleconferencing system	No	Doing now	Yes
Research education support Research education support 27 Created a consultation service to support child-rearing and research No Doing row Ves			25	Made known the Action Plan to Support the Development of the Next Generation	No	Doing now	Yes
28 Created a child-rearing scholarship system for undergraduate students No Doing now Yes Have research assistants support women researchers who are raising children Na Doing now Yes Oracled a mentoring system to assist women researchers who are raising children Na Doing now Yes No Search Standard Standard Standard Na Doing now Yes Standard Standard Standard Standard Na Doing now Yes Standard Sta			26	Created a performance evaluation system that considers childbirth and child-rearing	No	Doing now	Yes
Planning room Planning roo			27	Created a consultation service to support child-rearing and research	No	Doing now	Yes
Created a mentoring system to assist women researchers No Deing new Yes			28	Created a child-rearing scholarship system for undergraduate and postgraduate students	No	Doing now	Yes
Hold seminars, etc., for career development of researchers who are raising children No Planning row Yes			29	Have research assistants support women researchers who are raising children	No	Planning now	Yes
A. Raising awareness Raising awareness Hold seminars, etc., for career development of research assistants No Planning now Yes 13 Dispatch information via websites No Doing now Yes 14 Raising awareness Raising awareness Raising awareness Raising awareness A. Raised a wareness about male-female cooperative participation No Doing now Yes Yes 14 Raised awareness about male-female cooperative participation No Deing now Yes No Planning n			30	Created a mentoring system to assist women researchers	No	Doing now	Yes
Information support 1. Information support support support searchers who are raising children 1. No Planning now Yes 1. Information support support support support some researchers 1. Information support suppor			31	Hold seminars, etc., for career development of researchers who are raising children	No	Planning now	Yes
A. Raising awareness Raising awareness Raising awareness Raising awareness A. Raising awareness Raising awareness A. Raising awareness Raising awareness Raising awareness A. Raising awareness Raising awareness Raising awareness Raising awareness A. Raising awareness Raising awareness Raising awareness A. Raising awareness Raising awareness Raising awareness A. Raising awareness A. Raising awareness Raising awareness Raising awareness A. Raising awareness A. Raising awareness Raising awareness A. Raising awareness Raising awareness A. Rais			32	Hold seminars, etc., for career development of research assistants	No	Planning now	Yes
Information support (Building an information bank) Built a human resource data bank to support women researchers No Planning now Yes Cooperate with other campuses and institutions to support women researchers No Planning now Yes Created a network among women researchers No Planning now Yes Hold lectures on and off campus for middle school and high school girls No Planning now Yes Dispatch information (via DVD, website, booklet) on role models for school girls No Planning now Yes Hold symposiums and other events for middle school and high school girls No Planning now Yes Hold symposiums and other events for middle school and high school girls No Planning now Yes Information development Raising awareness Raising awareness of the need to appreciate diversity Raised awareness of the need to appreciate diversity No Doing now Yes Raised awareness of the need to appreciate diversity No Doing now Yes Raised awareness of the need to appreciate diversity No Doing now Yes Raised awareness of the need to appreciate diversity No Doing now Yes Raised awareness of the need to appreciate diversity No Doing now Yes Raised awareness of the need to appreciate diversity No Doing now Yes Raised awareness of the need to appreciate diversity No Doing now Yes Raised awareness toward realizing work-life balance No Doing now Yes			33	Dispatch information via websites	No	Planning now	Yes
Building an information bank (Building an information bank) 8 Dispatch information on role models to support women researchers 8 Dispatch information on role models to support women researchers 8 Dispatch information on role models to support women researchers 8 Dispatch information on role models to support women researchers 8 Dispatch information (via DVD, website, booklet) on role models for school girls 8 Dispatch information (via DVD, website, booklet) on role models for school girls 8 Dispatch information (via DVD, website, booklet) on role models for school girls 8 Dispatch information (via DVD, website, booklet) on role models for school girls 8 Dispatch information (via DVD, website, booklet) on role models for school girls 8 Dispatch information (via DVD, website, booklet) on role models for school girls 8 Dispatch information (via DVD, website, booklet) on role models for school girls 8 Dispatch information (via DVD, website, booklet) on role models for school girls 8 Dispatch information (via DVD, website, booklet) on role models for school girls 8 Dispatch information (via DVD, website, booklet) on role models for school girls 8 Dispatch information (via DVD, website, booklet) on role models for school girls 8 Dispatch information (via DVD, website, booklet) on role models for school girls 9 Dispatch information (via DVD, website, booklet) on role models for school girls 9 Dispatch information (via DVD, website, booklet) on role models for school girls 9 Dispatch information (via DVD, website, booklet) on role models for school girls 9 Dispatch information (via DVD, website, booklet) on role models for school girls 9 Dispatch information (via DVD, website, booklet) on role models for school girls 9 Dispatch information (via DVD, website, booklet) on role models for school girls 9 Dispatch information (via DVD, website, booklet) on role models for school girls 9 Dispatch information (via DVD, website, booklet) on role models for school girls 9 Dispatch information (via DVD,	3. Information support		34	Created booklets to support child-rearing	No	Doing now	Yes
Building an information bank 36 Dispatch information on role models to support women researchers No Planning now Yes			35	Built a human resource data bank to support researchers who are raising children	No	Doing now	Yes
Next-generation development Next-generation development No Planning now Yes No Doing now Yes No Doing now Yes Raised awareness among men of support for child-rearing No Doing now Yes Raised awareness about male-female cooperative participation No Doing now Yes Raised awareness of the need to appreciate diversity No Doing now Yes Raised awareness of the need to appreciate diversity No Doing now Yes Raised awareness toward realizing work-life balance No Doing now Yes			36	Dispatch information on role models to support women researchers	No	Planning now	Yes
Next-generation development Next-generation development Next-generation development Dispatch information (via DVD, website, booklet) on role models for school girls No Planning now Yes Hold get-togethers for role models and middle school and high school girls No Planning now Yes Hold symposiums and other events for middle school and high school girls No Planning now Yes Inform all staff about support for women researchers (via e-mail, notice boards, etc.) No Planning now Yes Hold seminars and study meetings related to child-rearing No Doing now Yes Created measures to prevent harassment No Doing now Yes Raised awareness among men of support for child-rearing while working No Doing now Yes Raised awareness about male-female cooperative participation No Doing now Yes Raised awareness of the need to appreciate diversity No Doing now Yes Raised awareness toward realizing work-life balance No Doing now Yes			37	Cooperate with other campuses and institutions to support women researchers	No	Planning now	Yes
A. Raising awareness 4. Raised awareness among men of support for child-rearing 4. Raised awareness about male-female cooperative participation 4. Raised awareness of the need to appreciate diversity 4. Raised awareness toward realizing work-life balance			38	Created a network among women researchers	No	Planning now	Yes
At Raising awareness 41 Hold get-togethers for role models and middle school and high school girls 42 Hold symposiums and other events for middle school and high school girls No Planning now Yes 43 Inform all staff about support for women researchers (via e-mail, notice boards, etc.) No Planning now Yes 44 Hold seminars and study meetings related to child-rearing No Doing now Yes 45 Created measures to prevent harassment No Doing now Yes 46 Raised awareness among men of support for child-rearing No Doing now Yes 47 Raised awareness of support for child-rearing while working No Doing now Yes 48 Raised awareness about male-female cooperative participation No Doing now Yes 49 Raised awareness of the need to appreciate diversity No Doing now Yes 49 Raised awareness toward realizing work-life balance No Doing now Yes	4. Raising awareness	Next-generation development	39	Hold lectures on and off campus for middle school and high school girls	No	Planning now	Yes
4. Raising awareness Raising awareness 4. Raising awareness Raising awareness 4. Raising awareness 4. Raising awareness Raising awareness 4. Raisin			40	Dispatch information (via DVD, website, booklet) on role models for school girls	No	Planning now	Yes
4. Raising awareness Raising awareness Raising awareness 4. Raised awareness among men of support for child-rearing 4. Raised awareness among men of support for child-rearing 4. Raised awareness among men of support for child-rearing while working 4. Raised awareness about male-female cooperative participation 4. Raised awareness of the need to appreciate diversity 4. Raised awareness toward realizing work-life balance 4. Raised awareness toward realizing work-life balance 4. Raised awareness of the need to appreciate diversity 4. Raised awareness toward realizing work-life balance 4. Raised awareness toward realizing work-life balance			41	Hold get-togethers for role models and middle school and high school girls	No	Planning now	Yes
44 Hold seminars and study meetings related to child-rearing No Planning now Yes 45 Created measures to prevent harassment No Doing now Yes 46 Raised awareness among men of support for child-rearing No Doing now Yes 47 Raised management awareness of support for child-rearing while working No Doing now Yes 48 Raised awareness about male-female cooperative participation No Doing now Yes 49 Raised awareness of the need to appreciate diversity No Doing now Yes 50 Raised awareness toward realizing work-life balance No Doing now Yes			42	Hold symposiums and other events for middle school and high school girls	No	Planning now	Yes
4. Raising awareness Raising awareness Raising awareness Raising awareness 45 Created measures to prevent harassment 46 Raised awareness among men of support for child-rearing 47 Raised management awareness of support for child-rearing while working 48 Raised awareness about male-female cooperative participation 48 Raised awareness of the need to appreciate diversity 49 Raised awareness toward realizing work-life balance No Doing now Yes Raised awareness of the need to appreciate diversity No Doing now Yes No Doing now Yes		Raising awareness	43	Inform all staff about support for women researchers (via e-mail, notice boards, etc.)	No	Planning now	Yes
4. Raising awareness Raising awareness Raising awareness Raising awareness 45 Created measures to prevent harassment 46 Raised awareness among men of support for child-rearing 47 Raised management awareness of support for child-rearing while working 48 Raised awareness about male-female cooperative participation 48 Raised awareness of the need to appreciate diversity 49 Raised awareness toward realizing work-life balance No Doing now Yes Raised awareness of the need to appreciate diversity No Doing now Yes No Doing now Yes					No	Planning now	Yes
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49 Raised awareness of the need to appreciate diversity No Doing now Yes 50 Raised awareness toward realizing work-life balance No Doing now Yes							
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Women-friendly work environment scale				
Overall rating	Total points			
Α	80~100			
В	60~79			
С	40~59			
D	20~39			
E	0~19			

