

【理工学系】妊娠・出産・育児・介護・看護中の教員・研究員向け

「アシスタント配置プログラム」のご案内

妊娠・出産・育児・介護・看護によって、研究や学生指導に困難をきたしていることはありませんか。アシスタントに代替可能な補助的業務（ルーティンな実験、データや文献の整理、講義・演習の準備、事務等）を担ってもらえれば、研究や学生指導の時間を確保できる、妊娠中や産後の回復期に母体を保護できるという場合に、本学ではアシスタントを雇用する経費を支援します（なお、本事業は理工学系を対象としたものです。医歯学系の方は同様の事業「[研究支援員配備制度](#)」をご確認ください）。産休・育休・介護休中は、動植物や自然現象を対象とした研究等で休業中の測定等の中断による研究への影響を軽減するための、そうした測定等を依頼するアシスタント雇用も対象です。

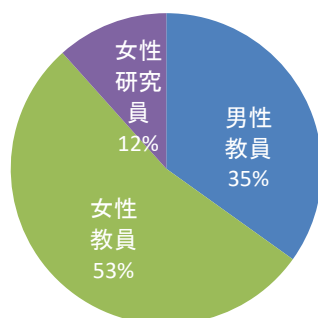
※なお、理工学系の「アシスタント配置プログラム」と医歯学系の「研究支援員配備制度」は、令和9（2027）年度に向けて、現在、制度統合を検討中です。詳細は、決まり次第、Slack や HP にてお知らせいたします。

<概要>

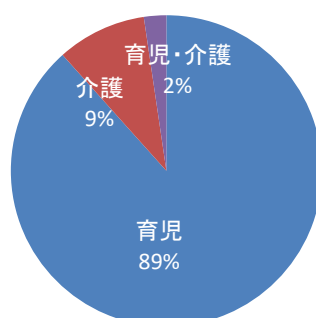
利用対象者	次の要件をいずれも満たす方。 ● 本学理工学系の教員、有期雇用職員および無期雇用職員のうち特任教員・研究員、または本学理工学系での研究を許可された日本学術振興会特別研究員（ただし DC は除く）・外国人特別研究員 ● 家庭の状況で、どうしても本人でなければならない（代わりが居ない）状況があって、育児もしくは家族の介護・看護に自身が主として携わる方。または妊娠中の方（詳細は募集要項をご参照）
支援内容	アシスタント（技術支援員・教務支援員・事務支援員・TA・RA・派遣スタッフ）の雇用経費として、前期 60 万円、後期 50 万円を限度に支援。（但し、複数年に渡り利用する場合は通算限度額あり） ※アシスタントの給与は、教育・研究支援業務の労働の対価として支払われるものです。 法令等を遵守し、ご対応いただきますようお願いいたします。
募集方法や審査	➢ 募集は年 2 回です。（前期分は 1～2 月、後期分は 7～8 月） ⇒令和8年度後期分は令和8年8月5日（水）17時締切。 ➢ お知らせは DE&I 部門（理工学系）Web サイト及び全学通知 Slack 等で行います。 ➢ 申請書に基づき、本事業の目的等を踏まえて審査し、採否並びに支援期間・支援上限額を決定します。

<利用状況> R3～R7 年度

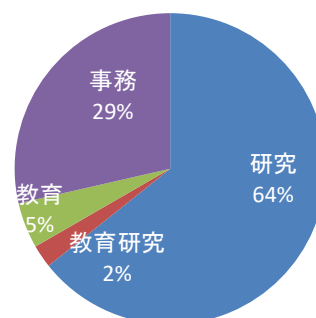
利用者内訳



利用要因別内訳



利用目的別内訳



アシスタントの勤務時間数と雇用月数の例

- 半期を通じて定期的に・・・
 - * 週 1 日(週 5 時間)×6 か月
 - * 週 2 日(週 8 時間)×5 か月
- 繁忙期や、保育園入園待機時期や慣らし保育時期等の育児に時間を割かなければならない時期に集中的に・・・
 - * 週 3 日(週 15 時間)×3 か月
 - * 週 5 日(週 30 時間)×2 か月

利用方法等、詳しくは

<https://www.gec.jim.titech.ac.jp/support/assistant/>

(DE&I 部門（理工学系）Web サイト)

【本件問合せ先】

社会連携・DE&I 本部 DE&I 部門
 (事務担当：ダイバーシティ推進課企画グループ
 メール：did.plan@adm.isct.ac.jp
 内線：2222，2221
 Slack ヘルプチャンネル：
[#helpー問い合わせーダイバーシティ推進課](#))

[Science and Engineering]

For faculty and research staff who are pregnant, have just given birth, or are managing childcare, caregiving, or nursing responsibilities

Temporary Assistant Program

Have you experienced challenges in conducting research or supervising students due to pregnancy or responsibilities related to caring for children or other family members?

Science Tokyo offers a financial support program to hire assistants who can help perform duties on behalf of faculty or research staff. By delegating particular tasks (routine experiments, organizing data and literature, preparing lectures and exercises, clerical work) to this assistant, you can secure more time for research or helping students. Reducing your workload can also aid in recovering and maintaining your health during pregnancy or after childbirth.

It is also possible to hire an assistant to temporarily replace a research staff member on maternity, childcare, or family-care leave, especially when their absence might negatively impact research due to data discontinuity, such as in studies involving plants or animals, environmental measurements, or other specific considerations.

Please note that only those hired through former Tokyo Tech campuses (hereinafter “Science and Engineering departments,” which includes all departments at those campuses) are eligible to apply for this program. Those hired through former TMDU campuses (Medical and Dental Sciences personnel) may apply for the [Research Support Personnel Assignment Activity](#).

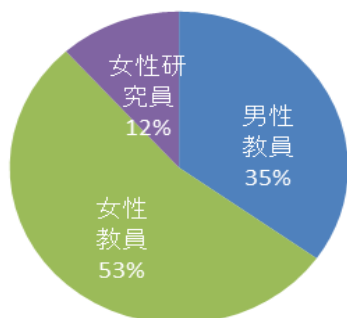
*Please note that the “Temporary Assistant Program” for Science and Engineering and the “Research Support Personnel Assignment Activity” for Medical and Dental Sciences are currently under consideration for integration by fiscal year 2027. Details will be announced on Slack and the website as soon as they are finalized.

Program overview

Eligibility	Applicants must satisfy the below requirements: ● Must be a faculty member (regular employee) of a Science and Engineering department, a fixed-term or permanent employee in a Specially Appointed Faculty or Research Staff position within a Science and Engineering department, or hold JSPS postdoctoral fellowship status (Excluding DC) ,with authorization to conduct research in Science and Engineering departments at Science Tokyo. ● The applicant a) has unavoidable family circumstances requiring them to be the primary caregiver for childcare or family care, or b) is pregnant. (More details of eligibility are explained in the application guidelines.)
Support provided	Up to JPY 600,000 for the spring semester and JPY 500,000 for the fall semester will be granted as the employment cost of an assistant (Technical Support Staff, Student Affairs Support Staff, Administrative Support Staff, TA, RA, or temporary staff). (Please note that a cumulative cap applies for multi-year usage.) *Assistant costs are paid as compensation for work performed in educational and research support duties. Please ensure compliance with all relevant laws and regulations.
Application and screening procedure	➤ Applications are called twice a year: from January to February for the spring semester, and from July to August for the fall semester. The deadline for the 2026 fallsemester is 17:00 onWednesday, August 5, 2026. ➤ Related announcements will be posted on the DEI Section website, via Institute-wide messages on Slack, etc. ➤ Recipients of the support will be selected based on screening of the application documents and in consideration of the objectives of the project.

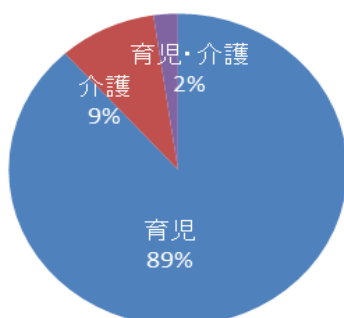
Support results from FY 2021 to 2025

Breakdown by 1) recipient



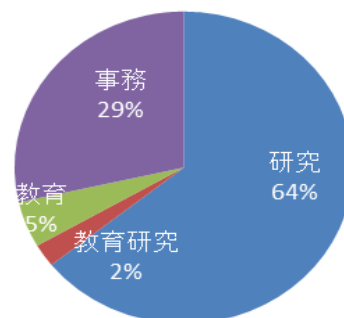
男性教員 Male faculty member
女性教員 Female faculty member
女性研究員 Female research staff

2) reason



育児 Childcare
介護 Family care
育児・介護 Childcare/Family care

3) work type



研究 Research
研究教育 Research/Teaching
教育 Teaching
事務 Administrative work

Examples of assistant work hours and employment period

- On a regular basis throughout a semester
 - * 1 day (total 5 hours) per week for 6 months
 - * 2 days (total 8 hours) per week for 5 months
- On an intensive basis during peak periods or when you need extra time for your child (when you are on a waiting list for a nursery school, during a trial period of a nursery school, etc.)
 - * 3 days (total 15 hours) per week for 3 months
 - * 5 days (total 30 hours) per week for 2 months

Visit the DEI Section website for details:

<https://www.gec.jim.titech.ac.jp/en/support/assistant/>

Inquiries: DEI Section, Office of Communications and DEI

In charge of administrative work: Planning Group, Diversity and Inclusion Division

Email: did.plan@adm.isct.ac.jp, Ext.2222,2221

Slack: [#help--問い合わせ-ダイバーシティ推進課](#)

(Jun 2026 edition)