

TABLE OF CONTENTS

* COSMOS Work Book *

	Page
I . Why do women researchers need support? The Objectives of Supporting Women Researchers	2
II . What are the results and effects of supporting women researchers? The Results and Effects of Supporting Women Researchers	3
III . How should women researchers be supported? Implementation Procedure	4
IV . Understand and grasp the current conditions and plan the support methods Step 1 PLAN (Planning)	6
V . Implement the support activities according to the plan Step 2 DO (Implementation)	10
VI . Check the status and effects of the support Step 3 CHECK (Grasping the status and effects)	28
VII . Reassess the support methods Step 4 ACT (Adjustments and improvements)	29
VIII . When the support for women researchers is sufficient After the Environment Is Arranged	31

Appendix: The Ochadai Index

