

Providing opportunities for professional life to female employees

Percentage of women among executive officers (FY2024 results)

(Unit: persons)

Total number of executive officers	15
Of which, number of female executive officers	3
Percentage of women among executive officers	20%

Gender pay gap (FY2024 results)

	Gender pay gap (ratio of women's wages to men's wages)
All employees	79.8%
Full-time employees	88.2%
Part-time and fixed-term employees	136.3%

Reference period: FY2024 academic year (April 1, 2024 to March 31, 2025)

Wages: Includes base salary, compensation for overtime work, bonuses, and other payments; excludes retirement allowance, commuting allowance, and other allowances.

Full-time employees: Includes full-time faculty and staff; excludes assistant professors and research assistants.

Part-time and fixed-term employees: Includes employees other than those classified as full-time employees above; excludes temporary staff

Notes: Calculations include employees on unpaid leave due to childcare or similar reasons.

**Development of a Work Environment that Supports the Balance Between
Professional and Family Life (FY2024 Results)**

Percentage of women among executive officers (FY2024 results)

(Unit: years)

	(A)Male	(B)Female	(A)—(B)
Academic Staff	15.3	14.7	0.6
Teacher	18.0	14.6	3.4
Other Teaching Staff	7.8	8.0	-0.2
Administrative Staff	19.7	19.8	-0.1
Other Staff	1.5	2.7	-1.2
Total	8.9	8.2	0.7