

Action plan to support the development of the next generation and the advancement of women

To create a supportive work environment that enables faculty and staff to balance work and child-rearing, and to foster an employment environment where women can play an increasingly active role, we have formulated the following action plan.

1. Planning period from April 1, 2024 to March 31, 2029

2. Details of the Plan

Goal 1 Increase the proportion of female staff in administrative management positions to 15% or more.

<Measures>

April 2024– Support the formation of professional networks by conducting training sessions on career development tailored to each job level

April 2024– Host networking events between female managers serving as role models and female employees

Goal 2 Achieve a 75% utilization rate for annual paid leave.

<Measures>

April 2024– Conduct awareness campaigns to promote the use of paid leave, including regular internal announcements and appeals to managers.

April 2024– Review the period during which the right to reschedule leave is exercised.

April 2024– Monitor and encourage the use of paid leave on an individual basis.