

Providing opportunities for professional life to female employees

Percentage of women among executive officers (FY2025 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 (FY2025 results)

	Gender pay gap (ratio of women's wages to men's wages)
All employees	79.0%
Full-time employees	87.5%
Part-time and fixed-term employees	137.6%

Reference period: FY2025 academic year (April 1, 2025 to March 31, 2026)

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 (FY2025 Results)

Difference in Average Length of Service Between Male and Female Employees

(Unit: years)

	(A)Male	(B)Female	(A)—(B)
Academic Staff	16.0	15.6	0.4
Teacher	18.0	14.9	3.1
Other Teaching Staff	9.0	9.2	-0.2
Administrative Staff	20.3	20.3	0.0
Other Staff	1.5	2.9	-1.4
Total	9.7	9.1	0.6