

(1) Providing opportunities for professional life to female employees (FY2025 results)

① Percentage of women among newly hired employees

(Unit: persons)

Qualification	(A)Men	(B)Women	Total	Percentage of (B)
Academic Staff	16	5	21	23.8%
Teacher	1	0	1	0.0%
Other Teaching Staff	771	329	1,100	29.9%
Administrative Staff	5	7	12	58.3%
Other Staff	30	60	90	66.7%
Total	823	401	1,224	32.8%

③ Percentage of women among employees

(Unit: persons)

Qualification	(A)Men	(B)Women	Total	Percentage of (B)
Academic Staff	784	214	998	21.4%
Teacher	46	24	70	34.3%
Other Teaching Staff	2,163	961	3,124	30.8%
Administrative Staff	374	216	590	36.6%
Other Staff	67	401	468	85.7%
Total	3,434	1,816	5,250	34.6%

※"Other staff" includes Temporary Staff

⑥ Percentage of women among executive officers

(Unit: persons)

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

⑨ Gender pay gap

	Gender pay gap (ratio of women'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.

(2) Development of a Work Environment that Supports the Balance Between
Professional and Family Life (FY2025 Results)

① Difference in Average Length of Service Between Male and Female Employees

(Unit: years)

Qualification	(A)Men	(B)Women	(A) – (B)
Academic Staff	16.0	15.6	0.4
Teacher	18.0	14.9	3.1
Other Teaching Staff	6.1	6.5	-0.4
Administrative Staff	20.3	20.3	0.0
Other Staff	4.0	5.2	-1.2
Total	9.7	9.1	0.6