

Meiji University Basic Plan for Promoting Gender Equality

Enforced on December 1, 2016

I. Basic Philosophy

Ever since its founding in 1881, Meiji University (hereinafter, “the University”) has advocated – under the guiding principles of “Rights and liberty,” and “Independence and self-government” – a philosophy of acknowledging every individual’s rights and freedoms in society, while nurturing a spirit of autonomy based on academic independence.

Its education policy, which is based on ensuring “individuality,” pursues the philosophy of being a “university that empowers its alumni,” and the University has long fostered diverse human resources who have themselves contributed to cultural growth and the welfare of mankind. Furthermore, the University has long embraced gender equality and diversity, exemplified by being amongst the first to open the doors to higher education for women to take up careers in society, and as a result, producing Japan’s first female lawyer, court judge, and Chief Judge of the High Court.

The Basic Law for a Gender-Equal Society that came into effect in 1999 places the greatest importance on creating a gender-equal society, in which we all mutually respect human rights, share responsibilities, and allow the full expression of individual characteristics and abilities regardless of gender. Furthermore, the Act on Promotion of Women’s Participation and Advancement in the Workplace, which came into effect in 2016, is designed to improve the work environment, so that women can exercise their full potential and participate as actively in the workplace as they desire.

Accordingly, the University established the Meiji University Basic Plan for Promoting Gender Equality (hereinafter, the “Basic Plan”) based on its founding principles, current legislation, and University regulations, etc., so as to contribute to the University’s education, research, management, and operation, as well as social development, while cooperatively promoting gender equality and diversity with due consideration for the societal changes affecting all members of Meiji University Incorporated and its affiliated academic institutions.

II. Basic Policies

The University promotes the Basic Plan under the following basic policies from the perspective of gender equality and diversity.

1. Establishment of education and research system to promote gender equality and diversity
2. Proactive promotion of work-life balance
3. Raising awareness and promoting understanding

4. Fostering the next generation of female researchers
5. Nurturing female leaders for the decision-making process
6. Cooperation with the community, etc.
7. Response to internationalization

III. Action Plans

Action plans are drawn up as follows to attain these basic policies.

1. Establishment of education and research system to promote gender equality and diversity
Proactively hire female faculty members, teachers, researchers, and staff based on fair and objective evaluations to promote gender equality and diversity within the education and research system. Aim to achieve 20% more interns in the enrollment ratio, and 25% more in terms of hiring ratio, especially for full-time female faculty members (excluding assistants).

2. Proactive promotion of work-life balance

Strive to harmonize the balance between education, research, work and private lives regardless of age and gender, etc., promote enriched childcare support and improve the environment for nursing care support, etc., while also proactively tackling improvements for more diverse work styles.

3. Raising awareness and promoting understanding

Symposiums and seminars, etc. to be held regarding “gender equality” and “diversity & inclusion” specifically for faculty members, etc., with the aim of heightening awareness across all parties concerned by showing the issues to be tackled as “All Meiji.”

4. Fostering the next generation of female researchers

Strive to promote interest in and understanding of education and research by providing career path consultations and presenting role models, etc. to nurture the next generation of female researchers with an abundance of potential. Work to broaden the base of female researchers through developmental measures, such as open campus and collaboration programs, etc. in cooperation with the University’s Graduate School, and affiliated high schools, etc.

5. Nurturing female leaders for the decision-making process

Measures are being implemented to boost the ratio of female officials in the corporation and university, and as clerical managers, by setting up a support system, etc. to facilitate women’s active participation as leaders through an executive initiative to promote gender equality and diversity in the decision-making process for university management and operation. With regard to the clerical managers in particular, the target is 15 percent in terms of female employees.

6. Cooperation with the community, etc.

As the university campus the its affiliated high schools are located in Chiyoda, Suginami, and Nakano wards in Tokyo, as well as Kawasaki and Chofu cities, measures to promote gender equality and diversity are promoted in cooperation with each of the local administrative bodies, and other universities, companies, and organizations, etc. in each area, so as to contribute to the development of society and the region.

7. Response to internationalization

As a university selected for the Top Global University Project, we are establishing an education and research system with the capacity to respond to changes in global society, and to promote gender equality and diversity from an international perspective with due consideration for foreign researchers and students.

IV. Implementation Period

This Basic Plan is to be implemented from fiscal 2016 through fiscal 2019.

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