

General employer action plans

(The Act on Promotion of Women's Participation and Advancement in the Workplace)

Meiji University
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Draw up an action plan as follows based on the Act on Promotion of Women's Participation and Advancement in the Workplace to increase the number of female researchers, foster top class researchers, and increase the ratio of female managers. Firstly, increase the ratio of female faculty members out of the total number of faculty members as a foundation during this plan period to achieve the above long-term goal. Simultaneously, strive to nurture potential managers from among the clerical workers.

Notice

1. Plan period Four years from April 1, 2016 to March 31, 2020

2. Plan details

Goal 1 Achieve a female faculty member ratio of 20%, and female faculty member recruitment ratio of 25%.

<Measures>

Implement the following measures based on the project plan for the "Support project for female researchers' research activities (Organizations)."

- Organizing the Center for Gender Equality and Diversity and promotion of activities
- Analysis of questionnaire responses from all faculty members
- Discuss reconciliation support measures and environmental improvements
- Promote awareness raising activities regarding gender equality and diversity

Goal 2 Achieve 15% ratio of female clerical managers.

< Measure 1 – Recruitment >

Implement the following measures so as to prevent any employee from having to resign due to life-related event, and secure excellent human resources with the potential to be managers in the future.

- Proactive promotion about enriched childcare support system
- Present role models for female managers at explanatory meetings for recruitment
- Establish a system to increase student satisfaction regarding recruitment activities

<Measure 2 - Human resource development>

- Review the promotional exam system to increase the number of potential employees to become managers.
- Conduct training in work-life balance and diversity management to raise awareness at work.

End