

Hiroshima University Action Plan Based on the Act on the Promotion of Female Participation and Career Advancement in the Workplace (Third Phase)

Hiroshima University has formulated the following “Hiroshima University Action Plan Based on the Act on the Promotion of Female Participation and Career Advancement in the Workplace” to ensure that women can fully demonstrate their individuality and abilities, as well as to create a more comfortable environment in the entire workplace.

1. **Period** Four years from April 1, 2026 to March 31, 2030

2. **Content**

Goal 1: To raise the percentage of female faculty to approximately 22%

(Specific efforts)

(April 2026–)

- Conducting open recruitment of faculty limited to women
- Promoting the recruitment of female faculty under the medium- to long-term faculty recruitment plan
- Setting a target for the percentage of female faculty employed, and periodically announcing the percentage within the university
- Providing opportunities for female faculty to interact with each other and supporting their networking

Goal 2: To raise the percentage of women in managerial positions to approximately 30%

(Specific efforts)

(April 2026–)

- Raising awareness among employees in managerial positions to support the career development of their female subordinates
- Raising awareness among mid-career employees to encourage career development toward managerial positions
- Introducing women in managerial positions on campus as role models
- Establishing a system that provides for consultation and support regarding women’s health-specific needs

Goal 3: To maintain the high usage rate of childcare leave among female employees
(over 90%)
To increase the usage rate of childcare leave among male employees to 50%

(Specific efforts)

(April 2026–)

- Actively disseminating information on childcare support programs and promoting their use
- Providing opportunities for faculty and staff who are raising children or planning to do so to interact with one another, with participation from those who have taken childcare leave or used work-life balance support programs
- Promoting the use of systems that enable flexible work arrangements after returning from childcare leave, such as limits on overtime work, staggered working hours, and teleworking