

Hiroshima University Action Plan Based on the Act on the Promotion of Female Participation and Career Advancement in the Workplace (Second 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, 2022 to March 31, 2026

2. **Content**

Goal 1: To raise the percentage of female faculty to approximately 21%

(Specific efforts)

- Conducting open recruitment of faculty limited to women (April 2022– (ongoing))
- Promoting the recruitment of female faculty under the medium- to long-term faculty recruitment plan (April 2022–)
- Setting a target for the percentage of female faculty employed, and periodically announcing the percentage within the university (May 2022–)
- Providing opportunities for female faculty to interact with each other and supporting their networking (April 2022– (ongoing))

Goal 2: To raise the percentage of women in managerial positions to approximately 21%

(Specific efforts)

- Raising awareness of employees in managerial positions regarding the development of female subordinates (April 2022– (ongoing))
- Raising awareness of mid-career employees regarding promotion to managerial positions (April 2022–)
- Introducing women in managerial positions on campus as role models (April 2022– (ongoing))

Goal 3: Raising the annual paid leave usage rate to at least 40% per employee (per fiscal year)

(Specific efforts)

- Promoting the systematic use of annual paid leave such as by identifying the actual status through surveys on the use of annual paid leave and by setting targets within departments (April 2022–)
- Developing an environment that facilitates the use of leave (e.g., by adjusting work schedules) (April 2022–)
- Encouraging employees to take leave in combination with consecutive national holidays and long vacations. (April 2022–)