

Waseda University

Action Plan based on the 2015 Act on the Promotion of Women's Participation and Advancement in the Workplace

Waseda University is developing as a truly global university and respects diversity and the promotion of equal participation of men and women in the workplace. The University has formulated the following Action Plan to create an environment where women can maximize their potential in education, research, and the workplace.

1. Action Plan Time Frame Five years from April 1, 2016 to March 31, 2021

2. Tasks of the University

- 1) Improve the ratio of female full-time (tenured) faculty
- 2) Improve the ratio of female senior administrators

3. Goals and Details of Initiative

Goal 1: Raise the average percentage of female hires among full-time (tenured) faculty to 20% by AY2020.

Details of Initiative:

Begins April 2016

- Establish quantitative targets (number of hires) for each faculty and affiliated school hiring faculty.

Begins June 2016

- Coordinate quantitative targets set by faculties and affiliated schools across the entire university and aim to achieve these targets through the PDCA cycle within the subsequent time frame of the Action Plan.

From AY2016 to AY2020

- Examine positive actions throughout the entire university for hiring female faculty.
- Publicly release results of annual achievements.

Goal 2: Raise the ratio of female senior administrators to 15% by AY2020

Details of Initiative:

Begins in April 2016 and continues each academic year

- The 'Training Program to Encourage Diversity and More Participation by Female Staff' will be deployed.
- Seminars and lectures will be provided that aim to reform awareness towards female promotions to the senior administrator level.
- The ratio of female managers shall be raised to that higher than the year before, and the number of women who experience being a leader in the workplace will be increased.