

Waseda University

Action Plan based on the Act on Advancement of Measures to Support Raising Next-Generation Children

We have formulated the following Action Plan to allow all faculty and staff to fully exercise their potential by providing a convenient working environment in which all faculty and staff can attend to both their work and childcare.

1. Action Plan Time Frame Three years from April 1, 2021 to March 31, 2024

2.Details

Goal 1. Promote the realization of work-life balance among female faculty and staff, the University will implement effective awareness-raising activities and provide and disseminate useful information.

Measures

1. Host and encourage participation to training programs, lectures, social gatherings, and seminars designed to raise awareness regarding gender equality among faculty and staff.
2. Organize information regarding work-life balance support systems for faculty and staff and utilize public information platforms for dissemination.

Goal 2. Promote the creation of an environment where all faculty and staff can engage with their work in a healthy and lively manner.

Measures

1. Conduct awareness-raising activities to promote understanding of taking paternity leave and childcare time among male employees and conduct public awareness activities as part of initiatives to create an environment where faculty and staff can easily engage in childcare.
2. Regarding employee "no overtime days," in addition to establishing standards designated by division or section, thoroughly implement flexible application that can separately accommodate individuals' work situations.