

## Information on the Participation and Empowerment of Women

### Overall

	Male/female wage gap (AY 2023)	Full-time Faculty and Staff (Tenured)	83.4%
		Faculty and Staff (Non-tenured)	104.6%
		Overall	60.7%

Period covered: AY 2023 (April 1, 2023 to March 31, 2024)

(Notes and clarifications)

- Waseda University's wage structure is the same for men and women.
- Among "Full-time Faculty and Staff (Tenured)", the number of female full-time staff has increased. However, female full-time staff have lower salaries than male full-time employees because women have fewer years of continuous service than their male counterparts. Age distribution is also a factor, as we have made efforts to increase female participation by recruiting female full-time staff during and immediately after graduation. This has resulted in a gender gap in the average annual wage.
- For men, the ratio of "Full-time Faculty and Staff (Tenured)" and "Faculty and Staff (Non-tenured)" is 1 to 3, while for women, the ratio is 1 to 7. Although the University is actively recruiting women as "Full-time Faculty and Staff (Tenured)", the above difference in the number of male and female employees, combined with the fact that the ratio of "Full-time Faculty and Staff (Tenured)" is higher for men, who have relatively higher wages, means that there is a difference in the average annual wages of men and women overall.

### Faculty

#### 1. Hiring

	Proportion of females among new hires (AY2023)	Tenured (Full-time)	24.6%
		Non-tenure-track (Full-time)	32.4%
		Part-time	25.6%

#### 2. Continuous Employment/Work Style Reform

	Average number of years of service among females (with males at 100%) (as of May 1, 2024)	Tenured (Full-time)	83.9%
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### Administrative staff

#### 1. Hiring

	Proportion of females among new hires (AY2023)	Permanent (Full-time)	34.4%
		Contract	80.0%

#### 2. Continuous Employment/Work Style Reform

	Average number of years of service among females (with males at 100%) (as of May 1, 2024)	Permanent (Full-time)	70.5%
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#### 3. Evaluations/Promotions

	Proportion of females among senior administrators (as of December 1, 2024)	Director level	21.7%
		Associate Director level	17.9%
		Section Manager level	11.7%
		(Total)	14.2%

\*This English translation is intended for reference purposes only. Should any discrepancies or doubts arise between the Japanese and English versions, the Japanese version will prevail.

Waseda University