

National University Corporation, Ehime University the 1st Term Action Plan for Promoting Women's Career Activities

National University Corporation, Ehime University develops an action plan in order for women to be able to maximize their abilities, develop their career and to be active as managerial staff under the Act for Women's Career Activities Promotion.

1 . Duration of Plan: From April 1st, 2016 to March 31st, 2019

2 . Challenges We Face:

We can be satisfied with the number of women-employees and their continuing work, but have less number of female managerial staff.

- Generally, the rate of women's employees meets a certain level, and the gender gap is small in years of continuous employment, however the parentage of female managerial staff is still low.
- We have less number of women who pursue the goal of being managerial staff.
- The environment to promote the appointment of women in managerial posts has not been perfectly prepared.

3 . Quantitative Goal

We aim to make proportion of women in managerial post more than 13%.

4 . Content of Approach

Raising Awareness on Career of female workers who are one step short of being managerial staff

We have started to hold seminars, study sessions or workshops since April, 2016.

Raising Awareness of managerial staff on a work-life balance and diversity managements

We have started to hold seminars, study sessions or workshops since April, 2016.

Decreasing the non-scheduled working hours

We have promoted "No- overtime Working Day" since April, 2016.

We have tried to raising awareness for leaving at the fixed time since April, 2016

We have been dealing with commoditizing and decentralizing of work for employees in the administrative divisions since April, 2016.

Information Disclosure of Our Current Condition about Women's Career Activities Promotion

As of March 1st, 2016

- ① Proportion of women in managerial post : 8.6%
- ② Proportion of female faculty and staff member in all employees : 54.4%
- ③ Difference of the average service years between men and women : 64.8 %
- ④ Average overtime hours per month of faculty and staffmembers: 15.3 hours