

Osaka University Basic Plan for Promoting Gender Equality

Approved by Gender Equality Promotion Committee on April 18, 2012

I. Basic Concepts

Osaka University has a basic philosophy of ‘Promoting Diverse Personnel’ which aims to further increase the quality of research and education at the University by empowering diverse personnel, particularly women. Promoting gender equality is its core concept.

Osaka University will actively support all members of the University in order to help maximize their full potential, regardless of gender, as well as make various efforts to remove barriers which may hinder a healthy work-life balance.

In order to provide an environment for all members of Osaka University to immerse themselves in study and/or work, the University will define this plan to further promote gender equality while inheriting its basic philosophy.

II. Background and Issue

FY2005	Established ‘Working Group to Discuss Gender Equality’
FY2006	Formulated ‘Basic Idea for Promoting Diverse Personnel at Osaka University’
FY2007	Declared ‘Osaka University Principles for Gender Equality’
FY2010	Established the ‘Gender Equality Promotion Committee’, the ‘Office for Diversity Promotion in Human Resources’ and the ‘Gender Equality Promotion Office’

Osaka University has taken a number of measures to promote gender equality since FY2005. The University has achieved significant results such as establishing the ‘Research Support System’, providing nursery schools on campus and acquiring ‘KURUMIN’ Certification based on ‘Act on Advancement of Measures to Support Raising Next-Generation Children’. Osaka University will take measures to achieve a healthy work-life balance and further increase the adoption and promotion of female researchers and staff.

III. Measures to Implement Gender Equality

1. Raise Gender Equality Awareness

Raising gender equality awareness is the starting point of all related measures concerning this issue. In addition to the support of female researchers, Osaka University will make efforts to raise awareness in all members at the University, including male employees and students. The University will achieve this by setting the following goals and measures:

- (1) Utilize and enhance seminars for newly-appointed teachers and staff by explaining measures toward gender equality, including an explanation of this plan
- (2) Educate the next generation of female researchers such as junior and high school students, undergraduate and graduate students and young researchers
- (3) Hold symposiums and seminars on gender equality
- (4) Actively implement PR activities on gender equality

2. Promote the Participation of Female University Staff and Students

Preparing an environment where all members of the University are able to fulfill their potential, regardless of gender, is a fundamental condition for gender equality. Osaka University will positively promote participation and increase the ratio of women at the University. The University will:

- (1) Increase the ratio of female academic staff in leadership positions in research and education, including the promotion of recruitment and the promotion of female professors and associate professors by utilizing a specialized faculty appointment system, etc. (ryuho-post)
- (2) Make efforts to increase the number of female academic staff employed so that they account for 20% of the staff within the University during the term of this plan
- (3) Promote the participation of female staff in decision-making matters
- (4) Include the following words in the open recruitment of academic staff, 'we would particularly welcome applications from female researchers'
- (5) Disclose the ratio of women (academic staff/graduate school students) in each department
- (6) Transmit information about role models

3. Promote the Balance of Work/Study and Childbirth, Child and Elder Care, etc.

- For the Realization of Work-life Balance -

Work-life balance is an essential condition in order to achieve gender equality. Osaka University will comprehensively support all members of the University to balance work/study and their lives. The University will:

- (1) Strive to enhance the Research Support System
- (2) Make proposals toward the enhancement of nursery schools on campus from the perspective of gender equality
- (3) Create an environment to promote the balance of work/study and life by presenting an individual in a leadership role and using their work/study and life as a model for others
- (4) Develop an environment to encourage child and elder care leave, including male employees
- (5) Promote work efficiency by reviewing and improving work and/or duties

4. Develop a Working and Learning Environment related to Gender Equality

The opportunity to be able to immerse oneself in an environment conducive to working and learning is an important issue for gender equality promotion on campus. Osaka University will further implement efforts to create an improved working and learning environment. The University will make efforts to:

- (1) Enhance the counselling system related to career planning and the balance of work/study with child and elder care
- (2) Increase support for female university staff including 'support for medical checkups for pregnant woman', 'free electric breast pump rental service' and 'female rest areas'

5. Collaboration and Interaction with External Organizations and Sectors

Collaboration and interaction with external organizations and sectors will help activate such efforts as well as promote gender equality in the local community. To this end, the University will aim to create a synergistic effect and make effective approaches toward gender equality. In order to achieve this, we aim to:

- (1) Strengthen collaboration with local authorities such as Osaka Prefecture
- (2) Deepen collaborations with other universities and various academic societies as well as build networks
- (3) Collaborate with other universities to further encourage female junior and high school students to choose science fields as their major at university
- (4) Share information and pursue collaboration with universities and research institutes that implement support projects for female researchers. This will be achieved through the participation of joint symposia with other universities etc.

6. Promotion System Improvements

For the promotion of gender equality, an enhanced system is essential. Osaka University will further enhance the promotion system, which was initially strengthened in FY 2010, along with reinforcing collaboration with all departments. Through the implementation of this plan, we aim to:

- (1) Enhance the activities of the Gender Equality Promotion Committee and the Gender Equality Promotion Office
- (2) Enhance efforts in all departments such as plans to establish working groups for the promotion of gender equality

IV. Implementation Term and Evaluation

1. This plan will take place over four (4) years from FY2012 to FY2015.
2. An interim evaluation will be conducted in FY2014 in order to assess progress.