

Institute of Science Tokyo General Employer Action Plan based on the “Act on Advancement of Measures to Support Raising Next-Generation Children” and the “Act on the Promotion of Women’s Active Engagement in Professional Life”

1. Implementation period: April 1, 2025 - March 31, 2028 (3 years)

2. Challenges for Science Tokyo

- (1) Increasing the ratio of female faculty remains a priority.
- (2) The number of male employees taking childcare leave, etc. is low.
- (3) There is a need to deepen understanding of Diversity, Equity & Inclusion (DE&I).

3. Goals

Goal 1 Increase the ratio of female faculty to 22%

Action Plan

From April 2025

- To actively address the current low ratio of female faculty, we will conduct recruitment exclusively for female candidates and proactively disclose information on the number of female faculty members.
- To accelerate their advancement, a system for promoting female faculty to senior positions will be implemented, alongside efforts to foster female leaders. Additionally, we will enhance the visibility of appointed female faculty and analyze their career trajectories.

Goal 2 Increase the rate of male employees taking childcare leave, etc. to at least 50%

- * Childcare leave: Includes both long-term and short-term leaves for childcare purposes stipulated in the Institute regulations.

Action Plan

From April 2025

- Enhance support based on the needs of Institute members to promote work-life balance.
- Publicize various support systems at Science Tokyo, including childcare leave and other leaves related to childcare, through the “Work-Life Balance Guidebook.”

Goal 3 Enhance training on DE&I promotion for all Institute members

Action Plan

From April 2025

- Conduct awareness-fostering training for faculty and staff to create an environment where different backgrounds and perspectives are respected and diversity is utilized fairly.