

The University of Aizu Action Plan based on the Law for Measures to Support the Development of the Next Generation and the Act on Promotion of Women's Participation and Advancement in the Workplace

The Public University Corporation, the University of Aizu will increase the ratio of female faculty members and female managers and create an environment in which faculty members and staff can balance work with child rearing, etc., allowing diverse faculty members and staff to fully demonstrate their abilities. In order to achieve this, the University will formulate an action plan as detailed below.

1. Plan Period

April 1, 2024 to March 31, 2027 (three years)

2. Issues of the University

- (1) The ratio of female faculty members at the University is low and needs to be increased.
- (2) Since the ratio of female managers is low, it is necessary to promote the development of candidates for management positions and the assignment of female managers.
- (3) The University will create an environment that facilitates the use of childcare leave regardless of gender.
- (4) In order to promote work-style reforms, the University will make it possible for employees to achieve work-life balance by encouraging them to take annual paid leave.

3. Goals and Initiatives

Goal 1: Maintain a female faculty ratio of at least 10%.

Details and Timing of Initiatives

- ① From April 2024: We will make appeals for the active recruitment of female faculty members at opportunities such as regular meetings of the Board of Executives and the Deans and Directors Council while also fostering awareness of the need to promote female advancement.
- ② From April 2024: On the "Employment Opportunity" pages of the University of Aizu website, we will clearly state that the University is promoting the active recruitment of female faculty members.

Goal 2: Aim for a female management ratio of at least 12%.

Details and Timing of Initiatives

- ① From April 2024: We will develop female faculty members and staff with strong organizational management skills by utilizing SD training programs, external managerial

training programs, etc.

② From April 2024: We will continue to ask the Fukushima prefectural government to send female managers to the University.

Goal 3: Aim for 100% of eligible faculty and staff taking childcare leave.

Details and Timing of Initiatives

① From April 2024: We will disseminate the information on the system through leaflets and the university website.

② From April 2024: In the event that a male faculty member and staff's spouse gives birth to a child, management personnel will conduct interviews with the male employee to encourage them to take special leave (spousal leave for childbirth, childcare leave).

Goal 4: Increase the number of annual paid leave days taken to an average of at least 10 days per person per year by March 2027.

(Reference)

The number of annual paid leave days taken in 2022:

average of 7.95 days (full-time faculty and staff)

The number of annual paid leave days taken in FY2022:

average of 9.41 days (part-time staff)

Details and Timing of Initiatives

(1) From April 2024: We will strive to create an environment in which employees can easily take consecutive annual leave by not scheduling events, meetings, etc. before or after consecutive holidays.

(2) From April 2024: Management personnel will monitor the use of leave by individual faculty members and staff and encourage those who have not taken many days of leave to take more.

*Management personnel: Employees in managerial or supervisory positions such as division directors who receive special duty allowances in accordance with Article 10 of the Regulations Concerning Salaries for Personnel of the Public University Corporation, the University of Aizu