

**The University of Tokyo**

# **Declaration of Gender Equality Acceleration**

**3 March 2009**

An abstract graphic design featuring large, overlapping organic shapes in bright orange and blue. The orange shapes are more prominent, resembling stylized petals or leaves. The blue shapes are partially visible underneath and to the right. The background is a light green gradient.

# Declaration

The University of Tokyo will take the following actions to accelerate gender equality based on the “U7 Joint Declaration on Gender Equality” (1 October 2008).

1. Actively welcome applications from women for teaching and research positions
2. Proactively recruit female researchers based on fair assessment
3. In principle, hold no official meetings after 5pm to achieve a better work-life balance



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## Background and Purpose

The 2006 revision of the “University of Tokyo Action Plan 2005-2008” focuses on “support for development of the next generation and improvement of the environment for gender equality.” In view of the university’s low percentage of female researchers, comprehensive university-wide efforts and support are needed to encourage talented women to choose and continue in careers in research.

As of May 2008, female researchers accounted for 9% of the university’s full-time researchers, an extremely low percentage for a university of Todai’s world standing. Acceleration of women’s participation in research is a matter that needs to be addressed urgently. The Todai Model Support Plan “10 Years to Establish a Career” in the Special Coordination Funds for Promoting Science and Technology of the Ministry of Education, Culture, Sports, Science and Technology (MEXT) which was adopted in 2007 established a numerical target for all newly employed researchers of 25% female researchers by March 2010.

The Joint U7 Symposium on Support for Gender Equality, which was held in the Gakushikaikan in 2008, was attended by the Presidents of the seven universities and the “U7 Joint Declaration on Gender Equality” was adopted. Based on the philosophy of this joint declaration, the University of Tokyo determined to draw up a declaration of action.

The University of Tokyo aims to lead the way in creating a pinnacle of global knowledge by assuring rich diversity rooted in equal opportunities. To this end, we will promote the activities of female researchers by implementing the three articles of the Declaration of Gender Equality Acceleration.

## Reference

# U7 Joint Declaration on Gender Equality

As a core multidisciplinary base of academia, we are committed to contributing to the creation of a genuinely equal, affluent and lasting society by the pursuit of world-leading creative research and the cultivation of internationally-minded individuals capable of solving problems from a broad perspective and diverse viewpoints.

In the 21<sup>st</sup> century, the foremost issue of academia is the solution of problems facing mankind concerning the global environment, energy resources, ethnicity and the social divide, and the conversion to a sustainable society. At this historical turning point, we need the participation and activities of diverse and talented individuals transcending nationality, race, gender and age. In Japan, men have long been the main driving force in higher education and the development of science and technology, but the promotion of internationalism and gender equality is essential for the solution of the foremost issue mentioned above and the raising of advanced research and education standards. The creation of an environment in which talented female researchers can work alongside male researchers is essential for academia to contribute to society through the creation of abundant knowledge and to attract the young people who will be the next generation of major players.

To promote gender equality in academic fields towards realization of a gender-equal society, our universities are earnestly engaged in wide-ranging consciousness-raising, utilization of female researchers, support for career continuation, improvement of the working environment by providing childcare facilities, etc., and provision of career guidance to junior and senior high school girls who will lead the next generation. In addition, the Japanese government determined the Third-Stage Basic Plan for Science and Technology in March 2006 in national policy, with the aim of developing advanced scientific and technical research through the active utilization of women. The plan incorporates promotion of efforts towards active recruitment of female researchers, including expansion of a system that enables female researchers to reach their full potential while balancing research with childbirth and childcare, the setting of a numerical target for newly hired researchers of 25% employment of female researchers overall in the natural sciences and disclosure of the level of achievement of that target. However, as was pointed out in the Program to Accelerate Women's Social Advancement of the Gender Equality Bureau of the Cabinet Office in April 2008, recruitment of researchers is one area (together with public servants and doctors) in which the participation of women has failed to make progress.

As advanced research and education institutions, we bear a major responsibility for people's views and the nature of the social system. At the same time, we are keenly aware of the obligation borne by universities towards realization of a gender-equal society and we will devote our wisdom and expertise to "active recruitment of female researchers based on fair assessment" and other such measures in a sincere effort to achieve this goal.

Research based on the free ideas of academia cultivates diversity and this diversity is an invaluable asset in attracting competent and gifted people from all over the world. We believe that the mission of academia as the bearer of knowledge can only be fulfilled in an environment in which talented individuals with innovative views and diverse backgrounds can come together and fully exert their potential.

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*(Translated by the University of Tokyo)*



東京大学  
THE UNIVERSITY OF TOKYO

Committee for Gender Equality