

Background and Aims of this Declaration (supplementary explanation)

In Japan, the realization of a gender-equal society in which individuality and ability can be fully utilized regardless of gender is an important issue that must be tackled. In 1999, the Basic Law for a Gender-Equal Society was enacted. This law states that in all fields of society we must actively work to ensure respect for the human rights of men and women, consideration of social systems or practices in society, and opportunities for men and women to jointly participate as equal members of society in planning and deciding policies of the State, local governments or private organizations, in order to realize a society in which roles in family life and outside the home are compatible.

The University of Yamanashi Charter declares that in this university, respect for individual dignity, the pursuit of truth and academic freedom, and actively accepting diverse cultures and values are important, and that responding to the demands of our changing society, the university will pursue knowledge and deep expertise, become the core of the region, and be a place to train human resources who can contribute to world peace and human welfare.

To achieve this, based on the "University of Yamanashi Personnel Policy for Securing Diverse Faculty and Staff" (established in 2011), the following goals were set: "Active recruitment and promotion of female faculty and staff based on fair selection and evaluation", "securing opportunities for faculty and staff to demonstrate their individual abilities regardless of age," "active recruitment of foreign faculty and staff," and "providing a comfortable working environment that considers female faculty and staff." Regardless of age, gender or nationality, we have hired and promoted employees so that excellent human resources can be utilized, and have endeavored to create a comfortable working environment. From 2012, the Ministry of Education, Culture, Sports, Science and Technology's Science and Technology Human Resources Development Subsidy "Female Researcher Research Activity Support Project" was adopted, and through the "Sakuya Co Blooming Flower Project," centered in the "Female Researcher Support Office" we have developed on-demand support for female researchers at various life stages such as childbirth, child-rearing and long-term care situations.

Furthermore, the "Gender Equality Promotion Office" was established in January 2015 based on the activities of the "Female Researcher Support Office," aiming to improve both the working environment for staff and the study environment for students.

The goal for the middle-term third-period planning period from 2016 is to revitalize education and research activities by creating a diverse faculty structure, including excellent young, foreign, and female faculty members.

At our university, we are still in the process of developing an environment in which diverse human resources, regardless of gender, can enthusiastically develop an academic culture based on diverse values and free ideas, and fully demonstrate their abilities. Gender equality in all aspects is necessary to accelerate this process.

With these factors in mind, the University of Yamanashi considers the acceleration of gender equality to be an urgent and important issue for university management, and by formulating an action plan for the next five years so that all members of the university can fully demonstrate their abilities we aim to fulfill the social responsibility that we should bear as an incorporated national university.