

Osaka University Gender Equality Declaration



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Thirty years since the Equal Employment Opportunity Law, April 1st of this year marked the enactment of the Act Concerning Promotion of Women's Career Activities. There is a continued need to realize a society in which all individuals have equal opportunities, regardless of their gender. Osaka University, echoing its strong tradition of community engagement from its schools of spiritual ancestry, Kaitokudo and Tekijuku, will exert its full potential to nurture human resources and support a vibrant civil society by continuing to promote gender equality.

Under the Osaka University Basic Plan for Promoting Gender Equality (2014), the university has enacted measures to promote work-life balance among its staff, such as building nursery schools on campus. Still, there is much work to be done to overcome the significant obstacles women face in academia. Osaka University is committed to tackling these issues in line with the university's mission to educate future generations and innovate for a better society.

To further our efforts for gender diversity, Osaka University will aim to create an optimal environment where diverse knowledge is shared and advanced by talented individuals, one suitable for a world-leading comprehensive research university. This goal will be accomplished through the cooperation of our entire university community and through initiatives in education, research and organizational management.

Here, Osaka University declares its university-wide Action Plan for Promoting Gender Equality, our contribution to fostering a diverse and spiritually prosperous world.

Action Plan for Promoting Gender Equality

Osaka University aims for diversity in education, research and work, moving toward this goal through continuing internal improvements. Under the "OU (Osaka University) Vision 2021" targeting our 90th anniversary in 2021, the Action Plan for Promoting Gender Equality will be implemented with the following three priorities.

1. Strengthen support for individuals to balance study, research, work and family

Enhance the vibrant education, research and work environments at Osaka University so students and staff members may better reach their full potential at all stages of their lives while enjoying work-life balance.

2. Increasing female students, senior academics and administrative staff members

Develop a sustainable and progressive system to train female students, female staff members, and female senior staff members to promote gender equality, thus educating female leaders who will contribute to the creation of a better society.

3. Raise awareness among staff members of the importance of realizing a diverse environment

Cooperate with local and international society to raise awareness among staff members, emphasizing the importance of diversity and the university's actions to promote diversity. Foster an environment of study, research and work based on mutual respect, in which all individuals are free and equal to pursue their work and study regardless of gender, nationality, disability or sexual orientation.