

Approach **3**

## Positive Action in Recruitment and Promotion of Women Researchers

**1** Promotion of Women Faculty Members

Hiroshima University aims to develop women researchers who challenge social issues and succeed internationally. As a mid-term goal for the 3<sup>rd</sup> semester, its new objective is to increase the ratio of women faculty members to 20%, the ratio of women in management positions to 20%, and the ratio of women in high-level positions (professors, associate professors) to 20%. To achieve this goal, it has decided on the positioning of 10 women faculty members as strategic human resource placements.

**2** Implementation of “Women Only” Open Recruitment

Under the uniform management of the entire university's faculty human resources, Hiroshima University has understood that securing diverse personnel is a key aspect of placement and has strategically implemented measures regarding recruitment, such as establishing positions exclusively for “women faculty members.” Moreover, the promotion of positive action for faculty recruitment (hiring the woman candidate in cases when achievements and evaluations are deemed equal) was continued in 2018 as well.

**3** 2018 Women's Success Promotion Training

## Delta Kogyo Co., Ltd. Activities Report

**2018 Women's Success Promotion Training**

**Date/Time:** December 21, 2018 (Fri.); 9:00–16:00

**Location:** Training room at Delta Kogyo Co., Ltd.

**Instructor:** Kayoko Ishikawa. Sanno University

Continuing from two years ago, we asked Ms. Ishikawa of Sanno University to serve as the instructor.

**Participants:** 13 women (of whom three have reduced working hours).

**Training Objectives:**

- Understand the current status of one's own skills, views on work, and intentions underlying work
- Clarify one's own career vision and aims
- Independently aim for the development of one's skills by creating an action plan toward its realization.

**Schedule**

Time	Item	Note
9:00	<b>Orientation</b> <ul style="list-style-type: none"> <li>• Objectives and plan for how the training will proceed</li> <li>• Self-introduction within the team (assignment: using career trajectory)</li> </ul> <b>Changes in the environment and how one relates to them</b> <ul style="list-style-type: none"> <li>• Changes in the environment and our expectations</li> <li>• Strengthening antennae to respond to social changes</li> <li>• Expectations for oneself</li> </ul> <b>Deepening one's understanding of oneself</b> <ul style="list-style-type: none"> <li>• Why one should develop her career now</li> <li>• What the word “career” means</li> <li>• Analysis of the present state of career management</li> <li>• Taking an inventory of one's skills</li> <li>• Thinking about the meaning of work</li> <li>• Analyzing the direction of one's interests</li> <li>• Thinking about who/what one wants to become (assignment: using a self-examination sheet)</li> </ul> <b>Establishing one's views toward work</b> <ul style="list-style-type: none"> <li>• Why does one work?</li> <li>• What is work?</li> <li>• Dissatisfaction and problem awareness</li> </ul> <b>Goal-setting toward the realization of one's career vision</b> <ul style="list-style-type: none"> <li>• Strategy for career development</li> <li>• Label present</li> <li>• Affirmation</li> <li>• Creating action plan sheets</li> </ul>	Ice breaker  Lecture & Group Work  Individual Work & Group Work & Lecture  Lecture  Individual Work & Group Work & Lecture
16:00	<b>Summary</b> <ul style="list-style-type: none"> <li>• Q&amp;A</li> <li>• General comments</li> </ul>	

# 4

## International Development Center Activities Report

### 1. Organization of an Opinion-Exchange Session on Diversity Promotion/Management

- Date/Time:** September 14, 2018 (Fri.); 12:20–13:30
- Location:** International Development Center meeting room
- Participants:** 14 people (Two male and 12 female staff members)
- Details:** The progress status of the Initiative for the Implementation of the Diversity Research Environment (Collaboration Type) was shared and internal information was exchanged on the promotion of diversity and diversity management as a private enterprise. It was an excellent opportunity for discussions on diversity in the workplace.

### 2. Organization of Career Training for Female Staff Members

- Date/Time:** December 20, 2018 (Thurs.); 13:30–17:00
- Location:** Meeting room at Shinagawa Fukuracia
- Participants:** 12 female staff members
- Details:** The training was held for female staff members to consider their careers from the perspectives of work and life in the age of diversity, and it raised awareness of future career-building through the exchange of opinions by participants.

#### <Voices of the participants>

- I want to try to continue to think about my long-term career.
- I want to make my life fulfilling by balancing a career path within an organization and pursuing the development of my skills.
- I want to proactively involve myself in the creation of a work environment in which all colleagues, regardless of gender, each with his or her own background and circumstances, can feel that the environment in which to work is easy.
- I want to contribute to the creation of an even better work environment by making aggressive effort toward my work. I hope that there is also a training for men and managers.
- I was nervous during the group work; however, it was good that I could engage in unexpectedly deep discussions with my colleagues.

# 5

## Career Start Support Seminar for Women Students

- Date/Time:** December 14, 2018 (Fri.); 18:00–19:30
- Location:** Multi-purpose room 1 and 2, Student Plaza, Hiroshima University
- Details:** A seminar was held for Hiroshima University's women students with women graduates of Hiroshima University who work as instructors at Mazda Motor Corporation.
- Participants:** 11 people (nine students, two faculty members)

#### <Voices of the participants (excerpts)>

- I was able to assuage my doubts about whether I can balance childcare and work. I can now imagine what my life will be like after entering the company. Through the seminar, I was able to greatly understand the atmosphere and corporate culture of Mazda.
- I am now able to image what job hunting looks like and what my life will be like after starting to work, more so than before I joined this seminar. I was able to hear the strong passion for cars from the Mazda employees, and it left a strong impression.
- I was undecided about going to graduate school, but I feel that I strongly want to get involved in automobile manufacturing and was able to decide to go into workforce after graduation.
- It was good that I was able to gain a woman's perspective on business.





## 6 Hands-on Science Course for Women High School Students

- **Date/Time:** March 9, 2019 (Sat.); 12:30–17:00
- **Location:** School of Integrated Arts and Sciences, Hiroshima University
- **Participants:** 39 people
- **Details:** A hands-on science course was implemented in which women high school students could independently experiment and learn. The course was three-parted, consisting of a core course in which everyone participated, a sub-course that the students chose freely, and a question/consultation corner that everyone joined. Topics were prepared to enable the women high school students to realize that familiar things are also a part of science and therefore increase their interest in sciences. Moreover, an opportunity was provided for participants, instructors, staff members, and women university students to interact to enable the students to familiarize themselves with women who are involved in the world of science.
  - Core course: Mycorrhiza —Terrestrial plants are symbiotic bodies with fungi—
  - Sub-course 1: Stimulating a human brain —Transcranial magnetic stimulation—
  - Sub-course 2: Exploring basins
  - Sub-course 3: Looking at the world of microscopic atoms using computer simulation
  - Question and consultation corner



## 7 Bus Tours for Women Students to Visit Companies (Company Tour)

Support the career launch of women university and graduate school students by visiting various companies where women are succeeding and experiencing discussions with women employees. The details are below.

### Mazda Motor Corporation

- **Date/Time:** January 18, 2019 (Fri.); 9:00–17:00
- **Location:** Mazda Motor Corporation headquarters (Fuchu, Aki District, Hiroshima Prefecture)
- **Details:** Introduce the development site, lecture and discussions with women employees
- **Participants:** 16 people

#### <Voices of the participants>

- Any question we asked was met with a kind response, and it was helpful for me to think about my future.
- It was very enjoyable to learn about the development process of automobiles and actually touch the parts. I was able to learn that the engineers are making various efforts to realize safe and comfortable driving.
- It was a meaningful experience, as the women employees kindly gave us advice about various concerns that are unique to women, such as ease of working.
- Although what I am currently learning in university is not directly related to work, there are many things that will be useful as basic knowledge, and I felt that I want to be conscious of this, show interest in a broad range of knowledge and skills, and acquire such skills. I think that it was a good opportunity to reevaluate my attitude toward my daily life.
- It was very good that there were many opportunities to speak with the women engineers. Because they answered questions about not only work and their university experiences but also their daily lives, and I was able to better imagine my own future. Thank you for a very meaningful experience.





## Teijin Limited

■ **Date/Time:** February 22, 2019 (Fri.); 11:30–17:30

■ **Location:** Teijin Limited Iwakuni Development Center (Iwakuni City, Yamaguchi Prefecture)

■ **Participants:** 9 people

■ **Details:** Tour of the Center, Lectures (about Diversity Promotion), Discussions with Women Researchers

### <Voices of the participants>

- I was glad that I heard about things that I'd never known before, such as the unique value of working in companies, the variation in lifestyle in comparison to a research life, and being given opportunities to do what I want to do.
- I want to study more about my subject and enjoy my research.
- The seminar about diversity was very interesting. When choosing a company in the future, I will look for brands such as Nadeshiko.
- Regarding job-hunting, it was really good to hear the stories from a perspective that is unique to women.



## Otsuka Pharmaceutical Co., Ltd.

■ **Date/Time:** March 19, 2019 (Tues.); 8:15–20:00

■ **Location:** Otsuka Pharmaceutical Co., Ltd. Tokushima headquarters (Tokushima City, Tokushima Prefecture)

■ **Participants:** 16 people

■ **Details:** Facility Tour (Human Resource Development Institute), Presentation of Company Overview, Job Introduction by women researchers, Discussions with women researchers

### <Voices of the participants>

- It helped me think about my future goals in 5-10 years.
- I enjoyed hearing from the women researchers at work, which made me grasp image of what their job/private life looks like.
- It was precious opportunity to listen to the real voices from the employees, which gave me clear image of my career paths.
- It brought me more detailed idea of how I can put my research into practice. I have determined to think about my research as what I should acquire as knowledge instead of a tool for experiment.



## 8 Long-Term Internships

Category	Affiliation	Dispatch Site	Implementation Period
1	Hiroshima University Graduate School of Education Researcher	Overseas and other organizations	June 20–August 28, 2018
2	Hiroshima University Graduate School of Letters D2	Domestic company (publishing/media)	July 31–October 12, 2018
3	Hiroshima University Global Career Design Center Special Researcher	Domestic company (manufacturing industry/machinery)	October 1–December 27, 2018
4	Hiroshima University Global Career Design Center Special Researcher	Domestic company (service industry)	November 26, 2018–February 22, 2019
5	Hiroshima University Graduate School of Education D2	Domestic or other company	January 7–March 8, 2019
6	Hiroshima University Graduate School of Biomedical & Health Sciences D3	Overseas university	January 15–March 15, 2019

### <Voices of the participants>

- I was able to learn deeply about the principles and core essences that serve as guidelines to return and retrace my steps when engaging in an effort. I was able to learn these not as knowledge, but as experience.
- By learning new skills, I was able to strengthen my specialized practical skills. I also learned that teamwork is very important in order to realize an entire system.