

**Processes of the Action Plan Concerning Gender Equality Promotion in the Second Phase
of the Period for the Medium-Term Goals**

	Time of initiation by NINS as a whole						Implementation by each institute				
	Second Phase						NAOJ	NIFS	NIBB	NIPS	IMS
	2010	2011	2012	2013	2014	2015					
0. Establishment											
0.1. (Analysis of current status)	●										
0.2. (Overview of efforts made in the first phase)	●										
0.3. (Establishment of an action plan in the second phase)		●									
A. Awareness raising											
A.1. (Website)	●	●	●	●	●	●					
A.2. (Internal education)		●	●	●	●	●					
A.3. (Lectures)			●		●		2014	2014	2014	2014	2014
A.4. (Brochures)				●		●					
A.5. (General symposium)						●					
B. Reform of employment and evaluation system											
B.1. (Exclusion of period of maternity leave and child care leave from the term of office)		●					2007	2011	2011	2011	2011
B.2. (Taking maternity leave and child care leave into consideration in the evaluation)		●					2011	2011	2011	2011	2011
B.3. (Affirmative action)				●			2013	2012	2011	2010	2010
C. Promotion of application for employment											
C.1. (Clear indication of the promotion of gender equality)		●					2011	2009	2010	2010	2009

C.2. (Clear indication of consideration of maternity leave and child care leave)		●						2011	2011	2011	2011	2011
C.3. (Clear indication of affirmative action)				●				2013	2012	2011	2011	2011
D. Improvement of work support environment												
D.1. (Opinion and Consultation Desk)		●						2011	2011	2011	2011	2011
D.2. (Reduction of non-research work)			●					2012	2012	2012	2012	2012
D.3. (Academic Assistant System)			●					2009	2012	2011	2011	2011
D.4. (Promotion of employment)			●					2012	2012	2012	2012	2012
D.5. (Child care support at workplace)						●		2015	2014	2006	2006	2006

Note: ●: Implemented items; ○: Items to be implemented
Year written in black: year of implementation