



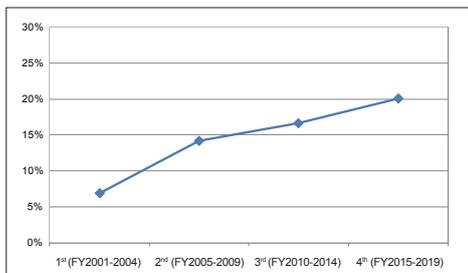
Promotion of Diversity at AIST

For an environment where employees can manifest their maximum abilities

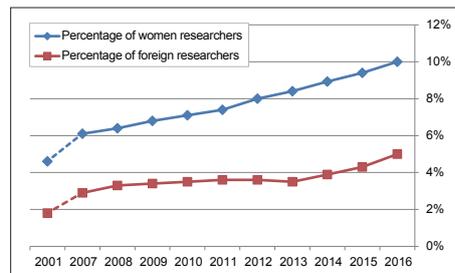
Diversity is essential in order to maximize working performance of various human resources, and to accomplish AIST's mission of "strengthening its function as an open innovation hub." AIST aims to provide an environment where diverse employees of different gender, age, and nationality create various values and ideas, and where all employees can manifest their abilities to the maximum. For promoting diversity, various support measures are provided such as for recruitment of women researchers, for foreign researchers, for work-life balance, and for career development. Along with these internal activities, AIST is trying to expand collaboration with other research institutes, universities, government, and local government.



Shigeko Togashi
Vice-President



The shift in percentage of women researchers employed during each period (As of April 1, 2016)



The shift in percentage of women and foreign researchers (Based on data of April 1 of each year)

[Diversity promotion]

Recruitment support of women researchers

To promote diversity at AIST, we have set the ratio of recruitment of women researchers, and proceed with recruiting of excellent women researchers. In the period of the 4th Medium- to Long-term Plan (FY2015-2019), we have set a goal of employing 18% or more of women researchers in the cumulative recruitment during the period. To attract female students, we provide opportunities to raise awareness of AIST, such as events and tours of AIST laboratory, job recruitment meetings and distribution of brochures and booklets.

Support for foreign researchers

In order to receive various human resources with diverse nationalities and backgrounds, AIST promotes active recruitment of excellent foreign researchers. At the AIST International Center (AIC), we intend to uphold the activities of foreign researchers at AIST, through support of their daily lives and by providing a place of cultural exchange and English seminars. Also, we provide useful information about working at AIST through English newsletters.

Making work-life balance come true

AIST is addressing to make a better working environment where the employees can keep working while raising children,

as well as while nursing their family. In FY 2015, we promoted AIST's system of encouraging a well-balanced life of working while child-raising and nursing at AIST's regional research bases. "Telecommuting" is considered as one of the ways of supporting child-raising researchers, and telecommuting at AIST is now on trial.

Career development

We assist career development of women researchers by presenting role models (seniors as reference models) and by providing a training course. In addition, AIST provides various counseling services to employees, such as career counseling through which they can receive appropriate advice.

Collaboration with other research institutes, universities, government, and local government

As the presiding organization of the Diversity Support Office (DSO) in which 19 domestic research and educational institutions participate, AIST provides a framework to regularly exchange opinions, and promotes collaboration. Our collaboration activity was awarded a prize from the Working Women's Empowerment Forum.



General Affairs Headquarters

Diversity and Equal Opportunity Office

Innovation from the promotion of diversity

URL : <https://unit.aist.go.jp/diversity/>
E-mail : diversity-web-ml@aist.go.jp
TEL : 029-862-6418 (from outside Japan: +81-29-862-6418)
FAX : 029-862-6882 (from outside Japan: +81-29-862-6882)

[Outline]

The Diversity and Equal Opportunity Office aims to provide all employees an environment where they can manifest their abilities to the maximum. It comprehensively promotes the utilization of diversity, or the diverse qualities of gender, age, nationality, etc. of employees by providing recruitment and performance support for women and foreign researchers, and by providing assistance for work-life balance and for career development.



[Director]
Yukari Ide