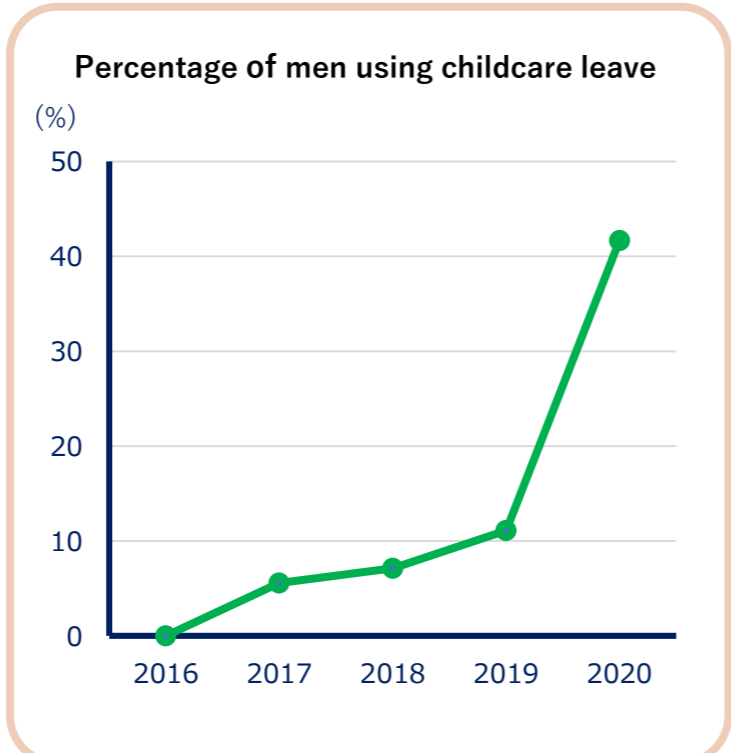
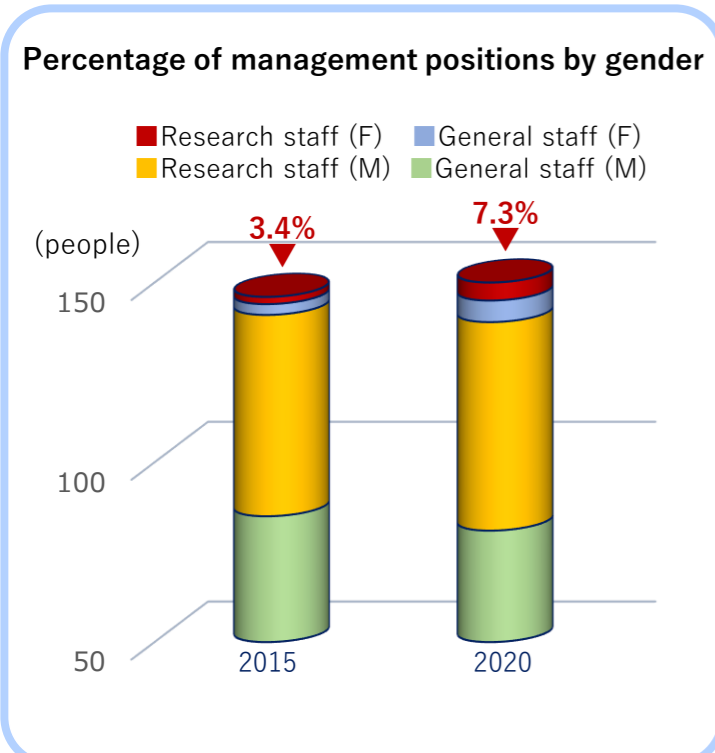
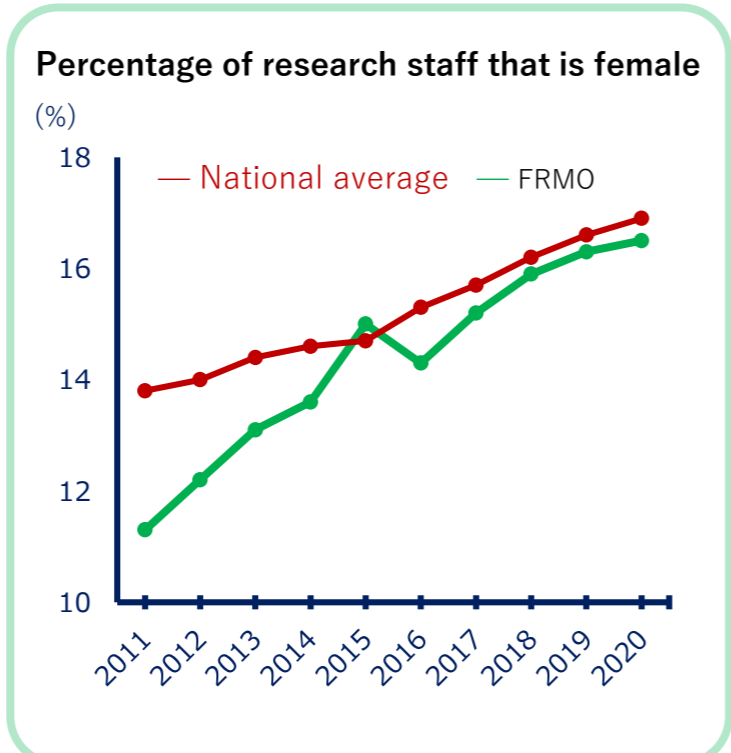
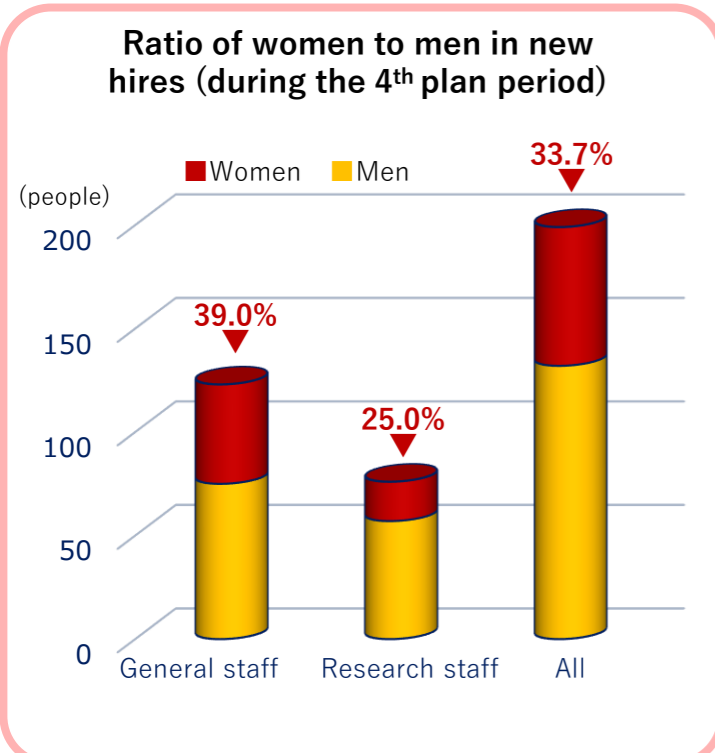


We aim for a society that respects diversity.

Since 2007, we have been working to achieve gender equality. Since the 4th term (FY2016-2020), we have also been working to ensure work-life balance for our executives & employees.

National Research and Development Agency Forest Research & Management Organization The Diversity Promotion Measures



We aim to realize a diversity-rich society that is inclusive of a wide range of people, regardless of gender, age, nationality and disability, and in which all people feel happy. To that end, we are working to create an organizational environment in which people of various occupations can play an active role in diverse and flexible working styles.



Diversity Promotion Measures for the 5th Mid- to Long-term Plan (Apr. 2021 ~ Mar. 2026)

FRMO aims to be an organization where various people work in diverse and flexible styles and play active roles throughout.



“Kurumin” Mark certifies a corporation that supports childrearing.



Women researchers in various field

Efforts to promote diverse human resources

- ▶ Develop a diversity promotion system
- ▶ Use external advisors to promote diversity
- ▶ Raise awareness through diversity promotion seminars
- ▶ Increase the percentage of female recruits
- ▶ Increase the percentage of women in management positions
- ▶ Improve systems for hiring foreign employees
- ▶ Improve support systems for staff with disabilities
- ▶ Publicize diversity promotion efforts
- ▶ Disseminate the results of our efforts



Efforts to encourage male employees to take childcare leave (see back cover)

Promotion of Work-Life balance

- ▶ Flexible work arrangements for employees through telecommuting systems.
- ▶ Publicize and promote the use of childbirth, childcare and nursing care systems. Support for returning to work after leaves of absence.
- ▶ Improvement of work environment for male employees to take childcare leave



Career counseling

Temporary childcare system →

Support for career advancement

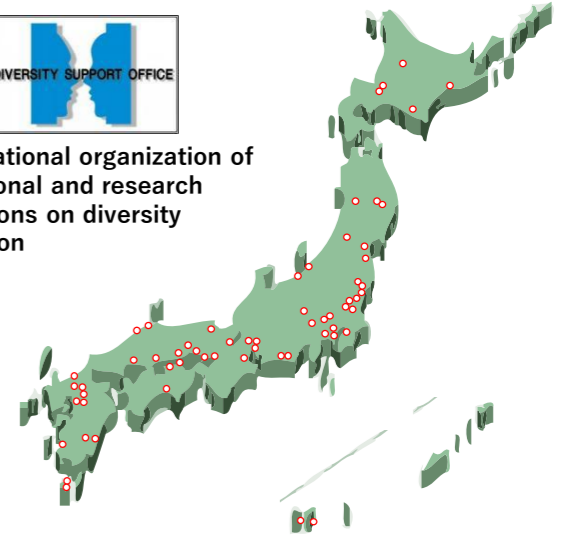
- ▶ Support for diverse career development of staff according to aptitude.
- ▶ Career counseling system and an inquiry counter for employees who have concerns about continuing to work.



DSO Newsletter



DSO: National organization of educational and research institutions on diversity promotion



Location of 20 participating institutions
Lead agencies: FFPRI, AIST, NIMS, NARO

Publication of guidebooks to raise awareness



Collaboration & cooperation with the local community & related org.

- ▶ Promotion of efforts through cooperation with educational and research institutions, local governments, and other related organizations
- ▶ Participation in the national organization of Diversity Support Office (DSO)



Diversity promotion seminars



Poster of research support



Temporary childcare rooms (Kyoto and Tsukuba)



Childcare