

YAO CITY LIVELY PLAN (Revised Edition)

–The Third Gender Equality Master Plan–

(Overview)

March, 2021

Yao City

What Is a Gender-equal Society?

A society in which men and women respect each other's human rights and share responsibilities and in which every citizen is able to fully display his/her individuality and ability regardless of gender.

A Gender-Equal Society is defined in Article 2 of the Basic Act for Gender Equal Society as “a society in which both men and women, as equal members of society, are given opportunities to freely participate in activities in any fields of society and thereby equally enjoy political, economic, social and cultural benefits as well as share responsibilities”.

Yao City's Present Situation As Seen From Statistical Data

- With the growing elderly population (aged 65 or older), the City has been witnessing population aging with fewer children.
- The proportion of general households occupied by nuclear households shows a downward tendency as the number of general households increases.
- The female employment rate by age group declines at the stage of childbirth/childcare and rises again, forming a M-curve. However, the employment rate among women aged 30-39, the age group where the rate usually drops sharply, increased in 2015 compared to 2010, resulting in a gentler curve of the letter M in recent years.
- As compared to Japan's nationwide and Osaka Prefecture's female employment rates by age group in 2015, that of the City is lower in each age group.
- In terms of the employment rates for single and married women in 2015, the rate of married women is lower than that of single women, particularly among those in their 20s to 30s.
- The proportion of female members of the City's advisory councils, etc. is on a downward trend after peaking in FY2017, going down to 33.0% in FY2019.
- When looking at the present situation involving the division of roles in the family, 70.1% of women say in their responses to a survey that they are fully or mostly responsible for preparing meals and 66.2% say so for cleaning and laundry. The survey also showed that the proportion of women responding that they and their spouses (partners) share the responsibilities equally tends to be higher among double-income families. In areas of child-rearing and caregiving, such as education and disciplining of children, taking care of infants, and caring for elderly family members, men tend to perform a lower share of responsibilities.
- The proportion of the City's female employees holding management positions (assistant manager or higher positions) is on the rise year by year, recording 20.4% in FY2019, 5.3 percentage points higher than in FY2014.

- The shift in the securing of provision of early childhood education and care indicates an upward trend in the capacity of day nurseries and the number of children enrolled. Although the number of children on day nursery waiting lists had been fluctuating over the years, this trend was resolved in FY2019.

Purpose of Revising the Plan

With an aim to promote the creation of a city comfortable to live in for all, Yao City has been furthering its efforts toward building a gender-equal society. Such efforts include establishing a social environment that enables women to perform self-determination at various turning points in their lives, such as employment, marriage, childbearing, and rearing, and to play an active role in their workplaces, families, communities and other aspects of their daily lives while adopting various lifestyles. Preventing domestic violence, which is a material violation of human rights, and strengthening support systems for victims thereof also constitute part of such efforts.

This time, the City conducted a mid-term review of the YAO CITY LIVELY PLAN—The Third Gender Equality Master Plan—, which was formulated in 2016. The review was based on the socioeconomic situation and the movements of the Japanese government and Osaka Prefecture to date and was designed to further push forward the City's efforts toward realizing early a gender-equal society in which every citizen respects each other's human rights regardless of gender and is able to fully display his/her individuality and ability, thereby playing an active role while being full of life.

Direction to Be Taken by the Plan

Yao City upholds the following six fundamental principles in the Yao City Gender Equality Promotion Ordinance, enacted in December 2009. In compliance with these fundamental principles, this Plan defines the City's basic approach and course of action toward building a gender-equal society.

The fundamental principles of the Yao City Gender Equality Promotion Ordinance

- 1 Human dignity of men and women
- 2 Consideration toward social systems and customs
- 3 Equal participation in policy decision making
- 4 Compatibility of work and family life
- 5 Consideration toward health
- 6 International collaboration

While taking into account the 6th Comprehensive Plan for Yao City ~Happiness and Growth Plan to Create the New age of Yao, this Plan aims to build a gender-equal society in which all its members, regardless of gender, can actively participate.

The Plan thus respects and maintains the goal of its current version: "Toward a joint-participation society in which every citizen is able to play an active role while being full of life". By pursuing its efforts toward building a gender-equal society, Yao City will realize a society that respects diversity and enables all its members to design their lives according to the choices they made.

Duration of the Plan

The term of the Plan will be five years, commencing in FY2021 and ending in FY2025. This will,

however, be handled in a flexible manner in cases where it is deemed necessary to review the plan according to changes in social conditions, the progress of the Plan or other factors.

The System of the Plan

[Goal of the Plan]

Toward a joint-participation society in which every citizen is able to play an active role while being full of life

[Basic Objective]

I. Fostering an awareness toward building a gender-equal society

Basic Challenge 1. Fostering an awareness from childhood of gender equality

Basic Challenge 2. Raising awareness of gender equality in various fields of society [priority issue]

Basic Challenge 3. Improving consultation functions of a base facility for promoting gender equality

[Basic Objective]

II. Promoting an active role for women in every field of society

Basic Challenge 4. Promoting work-life balance (harmony between work and personal life) [priority issue]

Basic Challenge 5. Promoting gender equality in workplace

Basic Challenge 6. Promoting gender equality in community

Basic Challenge 7. Promoting participation by women in policy and decision-making processes

[Basic Objective]

III. Creating a society in which every citizen can live with peace of mind

Basic Challenge 8. Supporting life-long health

Basic Challenge 9. Eliminating all forms of violence

Basic Challenge 10. Promoting disaster risk reduction measures from the perspective of gender equality

Basic Challenge 11. Providing comprehensive support for people facing a variety of difficulties

* Basic Objective II will be positioned as a Plan with regard to Measures for the Promotion of Female Participation and Career Advancement in the Workplace (Municipal Promotion Plan), based on the Act on the Promotion of Female Participation and Career Advancement in the Workplace.

* Basic Challenge 9 will be positioned as a Basic Plan concerning the Implementation of Measures for the Prevention of Spousal Violence and the Protection of Victims (Municipal Basic Plan), based on the Act on the Prevention of Spousal Violence and the Protection of Victims.

To build a gender-equal society in which all people, regardless of gender, can actively participate, it is essential that every single citizen deepens his/her understanding of gender equality and diversity.

Bearing this in mind, the basic objectives of this Plan were prepared by taking over the content of its current version while reviewing the structure of that version and positioning “Fostering an awareness toward building a gender-equal society”, which forms the basis for promoting gender equality, as Basic Objective I. Organized in such manner, the plan aims to implement the fundamental principles.

Basic Objective I. Fostering an awareness toward building a gender-equal society

In order that all citizens can choose their own lifestyles and live lives true to themselves while fully displaying their individuality and ability in all aspects of society, such as family, community, workplace, and school, the City will dispel a stereotyped perception for gender roles and foster a perception that enables citizens to choose diverse lifestyles regardless of gender and to respect and acknowledge each other. The City will also conduct public relations and awareness-raising activities in an easy-to-understand manner through various opportunities so as to help everyone increase his/her awareness of gender equality. In addition, the City will promote education and learning from childhood in schools and all other fora to advance gender equality, thereby fostering awareness among citizens over the course of their lives.

Basic Challenge 1. Fostering an awareness from childhood of gender equality

The City will strive to enhance home education and learning opportunities that help children grow up liberally regardless of gender.

1 Fostering an awareness from childhood of gender equality

Basic Challenge 2. Raising awareness of gender equality in various fields of society [priority issue]

Aiming to deepen citizens’ understanding of gender equality, thereby building a society that enables people from whatever backgrounds and circumstances to fully display their individuality and ability, the City will work to raise citizens’ awareness of respect for human rights and gender equality.

Furthermore, the City will strive to promote understanding toward LGBTs by providing correct knowledge and information on gender and sexual diversity so as to realize a society in which all citizens, regardless of gender, can actively participate while living lives true to themselves.

2. Raising awareness of gender equality (promoting understanding of diversity)

Basic Challenge 3. Improving consultation functions of a base facility for promoting gender equality

Through Yao City Gender Equality Center Sumire, a base facility for promoting gender equality, the City will endeavor to raise awareness and disseminate information while improving the Center's consultation activities.

3 Improving the functions of the base facility for promoting gender equality

Basic Objective II. Promoting an active role for women in every field of society

Building a gender-equal society requires the provision of equal opportunities and treatment in employment and a comfortable work environment for men and women. The City will also work to create an environment in communities that enables every citizen to play an active role while displaying his/her individuality and ability.

Basic Challenge 4. Promoting work-life balance (harmony between work and personal life) [priority issue]

While supporting companies, etc. in their efforts to achieve work-life balance, the City will also strive toward establishing a work environment where men and women will be able to share family responsibilities and building social momentum to that end, thereby encouraging men to actively participate in family responsibilities.

4. Promoting understanding of work-life balance
5. Promoting efforts by business operators, etc.
6. Providing support in balancing work and family life, such as child-rearing and caregiving (support aligned with various ways of life)

Basic Challenge 5. Promoting gender equality in workplace

The City will urge business operators to promote securing equal opportunity and treatment between men and women in workplaces, thereby enabling women to be successful there by fully demonstrating their abilities.

7. Providing support in obtaining employment, re-entering employment, starting up a business, etc.
8. Promoting the creation of an environment for diverse work styles
9. Developing female human resources (empowerment) and conducting initiatives based on the Act on the Promotion of Female Participation and Career Advancement in the Workplace (support for women in taking on challenges)
10. Securing equal opportunity and treatment between men and women in workplace

Basic Challenge 6. Promoting gender equality in community

To respond to diversifying challenges and needs in communities, we need to secure diverse human resources. The City will influence all residents to become pillars of their communities so that each community member can fully demonstrate his/her individuality and ability and play an active role.

11. Promoting an active role for women in community groups, etc. (creating an environment that facilitates participation)

Basic Challenge 7. Promoting participation by women in policy and decision-making processes

Grasping the situation involving the appointment of women to its advisory councils, etc., the City will influence them to promote such appointment. The City will also take the lead in working to expand the area of responsibility of its female employees and to actively appoint them to management positions based on the City's Plan of Action for Specified Employers.

12. Promoting participation by women in policy and decision-making processes

Basic Objective III. Creating a society in which every citizen can live with peace of mind

To address such issues as domestic violence (DV), a material violation of human rights, the City will endeavor to foster social awareness that DV and any form of harassment will never be tolerated, to establish consultation systems, and to provide education and raise awareness from childhood so that no one will be involved in dating DV as a perpetrator or victim.

In addition, in order to promote gender equality in every field of society, the City will further its efforts to promote life-long health, perform disaster risk reduction initiatives from a gender-equal perspective, and establish an environment where those facing more complex challenges because of being women can live with peace of mind.

Basic Challenge 8. Supporting life-long health

To create an environment, during the period from pregnancy to childbirth, where women can become pregnant and give birth without anxiety, the City will strive to improve its maternal and child health policy, including consultations and guidance relating to pregnancy, childbirth, and child-rearing. It will also make efforts to promote life-long physical and mental health regardless of gender and improve sex education.

13. Maintaining and promoting life-long health

Basic Challenge 9. Eliminating all forms of violence

Violence tramples on human rights, is in no way tolerated, and poses a social problem. The City will conduct educational activities in order to spread and ensure thorough awareness of such notion.

14. Promoting initiatives toward eliminating all forms of violence

15. Promoting education of children and youth for prevention

16. Improving support systems for victims

Basic Challenge 10. Promoting disaster risk reduction measures from the perspective of gender equality

Of community activities, disaster risk reduction has been increasingly important in recent years. With a view to enhancing community capacity in this field, the City will increase participation by women in policy and decision-making processes regarding and practical settings of disaster risk reduction, and establish disaster risk reduction systems from the perspective of gender equality.

17. Promoting disaster risk reduction measures from the perspective of gender equality

Basic Challenge 11. Providing comprehensive support for people facing a variety of difficulties

In pursuit of a society where no one will be left behind, the City, in partnership with communities, entities, and business operators, will provide support for those facing a variety of difficulties, including needy people and people requiring nursing care or physical assistance.

- 18. Improving support for independence of needy people
- 19. Improving welfare for people requiring nursing care or physical assistance
- 20. Responding to and supporting people facing multiple challenges

Target Figures of the Plan

	Items (indicators)	Unit	Figures as of planning (FY2014)	Current figures (FY2019)	Target figures (FY2025)
Basic Objective I	Proportion of citizens who think that gender equality has been achieved	%	27.2	33.2	35.0
	Awareness of Yao City Gender Equality Center Sumire	%	7.7	7.9	50.0
Basic Objective II	Measures for securing the provision of early childhood education and care (Classification Nos. 2 and 3)	person		5,706	7,024 ^{*1}
	Proportion of female members of the City's advisory councils, committees, etc.	%	30.6	33.0	40.0
	Number of the City's advisory councils, etc. that do not have any female members (except for those in recess)	meeting body	11	7	0
	Number of the City's male employees taking childcare leave or partial childcare leave	person	3	23	Increase compared to the previous fiscal year ^{*2}
	Percentage of the City's employees taking childbirth support leave	%	94.3	85.7	100.0
	Proportion of the City's female employees holding managerial and supervisory positions (supervisor or higher positions)	%	34.5	36.6	42.5
	Proportion of female employees holding management positions (principal and assistant principal) in elementary, junior high, or compulsory education schools	%	19.8	21.8	30.0
Basic Objective III	Percentage of women undergoing breast cancer screening	%	24.3	22.1	50.0
	Percentage of women undergoing uterus cancer screening	%	31.7	27.2	50.0
	Proportion of those with the experience of having been subjected to spousal violence	%	Women 29.3 Men 16.1	Women 29.9 Men 12.8	Women 15.0 Men 8.0
	Awareness of the consultation desk for victims of domestic violence	%	10.6	14.2	5.0

*1 The target figure for FY2024 based on the Yao City Plan to create a future with children full of life (plan for the latter half period)

*2 The target figure set in the Second Yao City Plan of Action for Specified Employers based on the Act on Advancement of Measures to Support Raising Next-Generation Children

Promotion Framework

● Improvement of the promotion framework in the municipal office

With a view to promoting gender equality, the City will strive to further strengthen collaboration among its relevant divisions centering around Yao City Gender Equality Promotion Headquarters, based on the Yao City Gender Equality Promotion Ordinance.

● Collaboration with citizens and corporations

In pursuit of a gender-equal society, the City will work toward achieving the goal of this Plan in collaboration with citizens, schools, business operators, entities, etc. while respecting each other's autonomy and making use of their respective strengths and features.

● Collaboration with national and prefectural organizations

Yao City has furthered its efforts on gender equality in alignment with the trends of the international community, the Japanese government and Osaka Prefecture. In a bid to improve its gender equality policy, the City will strive to promote the policy in continued partnership with the Japanese government, Osaka Prefecture, and other stakeholders.

● Progress management of the plan

The City will grasp and inspect the implementation level of policies and achievement level of the numerical targets based on the Plan every year and manage the progress of the Plan per fiscal year.

● Surveys and researches on gender equality

In order to effectively incorporate the perspective of gender equality into every kind of municipal policy, the City will perform surveys and research by such means as keeping track of the awareness and needs of citizens and conducting periodical citizens awareness surveys on gender

equality, the result of which will later be published.

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