

[Summary]

The Third Yao City Human Rights Education and
Awareness-Raising Plan

—Creating a city that is kind to its citizens and
whose citizens are kind—

March 2026

Yao City

■ What are basic human rights?

Basic human rights are considered to be the rights that everyone is born with, as expressed in the Universal Declaration of Human Rights, which states, “All human beings are born free and equal in dignity and rights,” and in the Constitution of Japan, which guarantees that people all enjoy fundamental human rights and that they are equal under the law.

The national government’s Basic Plan on Human Rights Education and Awareness-Raising (Second Edition) describes human rights as the inherent rights that each person possesses on the basis of human dignity, and as rights that are indispensable for all members of society to secure their survival and freedom as individuals and to lead happy lives in society. The plan further states that, in order to realize a cohesive society where all people value one another’s human rights and dignity and can enjoy fulfilling lives, it is necessary that everyone correctly understands that all people are holders of human rights and the importance of respecting one another’s human rights. At the same time, when exercising one’s own rights, people are expected to be mindful of the responsibilities that accompany that exercise and to respect the human rights of others as they respect their own.

■ What is human rights education and awareness-raising?

Human rights education and awareness-raising should be offered not only in school education but also to citizens of all ages, from children to adults, to help them understand that all people—including themselves as well as others—are important and to teach them throughout their lives how to realize a society where human dignity is protected.

It also involves citizens and the government working together to create a society where human rights are naturally upheld in everyday life, through efforts that prioritize practical methods and approaches, ensuring that human rights are not merely theoretical knowledge but are reflected in concrete attitudes and actions.

■ **Standpoint of the plan**

The plan was laid down based on Article 5 of the Act on the Promotion of Human Rights Education and Human Rights Awareness-Raising.

It will be promoted based on the Sixth Yao City General Plan. In addition, the city will advance initiatives related to human rights education and awareness-raising through individual plans in each field, implementing them in an integrated manner in coordination with this plan.

■ **Target year of the plan**

FY2035

■ **Human rights for various parties**

- Women
- Children
- The elderly
- Persons with disabilities
- Ostracized communities
- Foreign residents
- Human rights on the internet
- Persons with certain illnesses
- Sexual minorities
- Former prisoners
- Crime victims
- Victims abducted by North Korean authorities
- Homeless people
- The Ainu people

■ **Aim of this plan (Fundamental principles)**

**Creating a city that is kind to its citizens and
whose citizens are kind**

Creating a city that values human dignity, with culture that values human
rights

People do not live in isolation. We live in various social settings, including homes, communities, schools, and workplaces.

A good society will not be created if discrimination and prejudice exist.

Let us improve our city, education activities in the community, and workplace environments with human rights education and awareness-raising as their foundation.

■ Ideas to value

Below are the nine ideas to value in order to promote human rights education and awareness-raising in slogans with an intimate and approachable style.

Idea 1 Tell others about the rights everyone has

Human rights refers to all the rights that are indispensable for living as a human being. If you do not know about those rights, you may not only be put at a disadvantage but also disregard the wishes of other people.

In human rights education and awareness-raising, we will explain the rights that everyone has and use them as the “power” to realize each person’s wishes.

Idea 2 Human rights in our daily lives, anytime, anywhere

People need to continue to learn about human rights and raise their awareness throughout their lives. A mechanism is needed to ensure that all people, from children to the elderly, can receive human rights education across all areas of life, including the digital space.

Idea 3 Value our differences

People have various differences, such as gender, age, physical characteristics, race and ethnicity, birthplace and nationality, and thoughts and beliefs. To ensure that such “differences” do not lead to “discrimination,” in human rights education and awareness-raising, we will promote the understanding that multiple attributes can overlap and lead to more serious forms of discrimination, and we will focus on the importance of aiming for a society where people can live together based on respect for each person’s individuality.

Idea 4 Learn about and reflect the voices of the victims

It can be said that human rights were born from the call for humanity. In human rights education and awareness-raising, we will place great importance on learning from the experiences and wishes of those affected by human rights issues. By fostering solidarity through empathy, we will support their active participation in society and reflect their experiences and views in our policy

measures.

Idea 5 Learn through experience and collaboration

Learning human rights is meaningless unless it is utilized in our daily lives. A society that respects human rights will be realized through the attention, approaches, and efforts of many people.

In human rights education, we will promote learning methods based on participation, experience, and collaboration, with learners taking the lead.

Idea 6 Everyone's right to learn is guaranteed

The right to learn provides a foundation for individuals to be themselves, develop their abilities, and achieve self-fulfillment in life. Human rights education includes ensuring and supporting opportunities to learn to read and write so that people can obtain the information they need in daily life and protect their rights and interests. It also includes providing opportunities to learn about one's cultural heritage so that individuals can take pride in their roots.

Idea 7 Children's participation is important

A child is an individual person just like an adult and therefore possesses rights. It is important to tell children about their rights, listen to their thoughts, and ensure their participation and involvement in their education.

Idea 8 Value the importance of sharing the plan

Sharing the plan with each and every citizen is a part of human rights education and awareness-raising. Sharing information on learning opportunities as well as on counseling institutions so that you do not have to worry alone is another part of human rights education and awareness-raising.

Idea 9 Citizens should proactively promote human rights

We will share ideas and work with the citizens on the implementation of the plan. We will support citizens' voluntary human rights education and awareness-raising activities and consider a mechanism for citizens to play an

active role.

■ Goals

In light of the issues identified in the second edition of this plan, as well as in the national government's Basic Plan on Human Rights Education and Awareness-Raising (Second Edition), we have established three goals.

Goal 1 Fostering human rights awareness in the digital society and strengthening information outreach

- We will foster awareness of respect for human rights by ensuring that each individual has the ability to critically evaluate information and by promoting sound communication.
- We aim to create a society where human rights violations on the internet can be prevented and addressed promptly by developing human resources who can respond appropriately to such violations.
- We will actively utilize digital technology to share accurate and useful information on human rights through diverse media and will strengthen our outreach to a wide range of age groups, from young people to the elderly.

Goal 2 Realizing a society that respects diversity and eliminating multiple and intersectional discrimination

- We will realize an inclusive society where all people are respected for their diversity and can live as themselves.
- We will recognize the existence of multiple and intersectional discrimination, enhance consultation and support frameworks to eliminate it, and promote concrete initiatives.
- We will promote understanding of diverse cultures and values so that each individual can act as a contributor to a cohesive society.
- We aim to create a society where minorities and people facing multiple challenges can participate without constraints on their innate potential and achieve self-fulfillment by making the most of their individuality and abilities.

Goal 3 Promoting human rights education and awareness-raising in communities, workplaces, and schools, and strengthening collaboration

- We will promote continuous and effective human rights education and awareness-raising by fostering close collaboration among communities, workplaces, and schools, while making the most of their respective strengths.

- We will encourage each entity to share its expertise and know-how on human rights and to provide high-quality human rights education and awareness-raising.
- We will carry out human rights activities that foster the development of individuals who can lead human rights education and awareness-raising, and that raise human rights awareness throughout the entire community.

■ Promotion of human rights education and awareness-raising in different places

1. Actions in schools

(1) Promotion of human rights education before school age

It is important that all preschool children, including those attending centers for early childhood education and care (certified *kodomoen*) and similar facilities, cultivate a rich mindset through a wide range of experiences, such as play and hands-on activities, contact with nature, and interaction with other people. It is also important that, through relationships with other infants and young children, they learn the rules and manners needed for social life, including self-respect, consideration for others, and a willingness to recognize and respect diversity. Therefore, such facilities will make efforts to teach children to value their friends and understand the preciousness of life.

(2) Promotion of human rights education at schools

By fostering understanding about human rights through educational activities, schools will promote human rights education that enables children to develop their ability to solve problems, use their knowledge to take action, and achieve self-fulfillment.

(3) Promotion of prevention of children's bullying

The entire society, including the city, the board of education, schools, households, local residents, and other parties concerned, will collaborate to comprehensively and effectively promote measures against bullying. Furthermore, in order to realize a community where all children can live with peace of mind and grow up in a healthy manner, the city administration (mayor-led departments) and the board of education will work in coordination to promote initiatives to protect children from bullying.

(4) Promotion of human rights training of employees of day care centers and other educational institutions

Staff at centers for early childhood education and care (certified *kodomoen*) and all other preschool facilities will improve their knowledge and understanding of human rights through training sessions and other means and increase their awareness about human rights to enhance their capabilities.

Schools will provide the staff with training sessions on human rights to foster

their specialized knowledge and pragmatic teaching abilities as well as enhanced sensitivity to human rights and empathy, thereby improving their own capabilities.

2. Actions at workplaces

(1) Promotion of human rights awareness-raising in companies and other workplaces

The city will consider measures to facilitate corporate activities based on respect for diversity and human rights in procedures, including fair selection in employment, correction of gender disparities in wages and work promotions, promotion of employment of people with disabilities, and prevention of all forms of harassment. The city will also provide support for collecting and sharing information.

(2) Promotion of human rights awareness-raising among employees of certain occupations

The city will improve training sessions for city employees by including various kinds of human rights training in the training curriculum. We will enhance human rights training for social welfare workers, healthcare professionals, and firefighters—who are in a position to easily identify human rights violations such as abuse and domestic violence.

3. Actions in communities

(1) Promotion of human rights education and awareness-raising based on the customs of each community

The city will promote human rights education and awareness-raising centered on local organizations by utilizing community-based activities. We will also promote a system to enhance cooperation among communities, households, schools, and preschool facilities, such as centers for early childhood education and care (certified *kodomoen*), and promote human rights education and awareness-raising for both children and adults in communities. Furthermore, at the community level, to ensure that bullying is not overlooked, we will strive to take appropriate actions that support children, including reporting bullying to schools.

(2) Support for human rights education and awareness-raising at home

To enhance support systems for guardians of children and provide them with opportunities to easily seek consultation and receive advice, the city will make efforts to further improve consultation desks, with the Children's Comprehensive Support Center "Hop" and the Education Center serving as hubs. The city will also enhance the quality of centers for early childhood education and care (certified *kodomoen*) and other preschool facilities as providers of consultations. We will also provide guardians with opportunities to raise their awareness and

deepen their understanding of human rights and strive to provide education and awareness-raising to prevent child abuse and bullying.

■ **To promote human rights education and awareness-raising**

1. Enhancement of a more comprehensive and effective promotion framework

(1) Enhancing consultation systems

- Strengthening consultation services and functions
- Creating an environment where people can seek advice easily
- Responding to a wide range of consultation needs
- Enhancing specialized and continuous support

(2) Promoting mutual understanding and interaction

- Promoting the resolution of human rights issues by leveraging community-based mutual support and efforts to look out for one another
- Promoting human rights education and awareness-raising to enable diverse people to play active roles in the community and interact with one another
- Supporting human rights education as a right
- Promoting intercultural cohesion and international exchange

(3) Enhancing human rights education and awareness-raising activities

- Promoting comprehensive information sharing
- Developing citizen-accessible methods for human rights education and awareness-raising
- Educating instructors

(4) Partnership and coordination with citizens and other stakeholders

- Collaborating with citizens
- Coordinating with relevant groups and organizations
- Cooperating with the national, prefectural, and municipal governments
- Enhancing the promotion system within the municipal government

2. Implementation of progress monitoring and evaluation

(1) Conducting regular surveys and effectiveness assessments

(2) Enhancing progress monitoring and evaluation

The Third Yao City Human Rights Education and Awareness-Raising Plan
—Creating a city that is kind to its citizens and whose citizens are kind—
[Summary]

Issued in March 2026

Edited and published: Human Rights Policy Division, Human Rights
and Community Relations Department, Yao City

1-1-1 Honmachi, Yao City 581-0003

Phone: 072-924-3830

Fax: 072-924-0175

Email: jinkenseisaku@city.yao.osaka.jp

Publication No. R7-210