

# Summary

## Second Takatsuki City Gender Equality Plan

From FY2023 to FY2032

March 2023



## Summary of the Second Takatsuki City Gender Equality Plan



#### 1. Formulation of the Plan

#### ■ Purpose for the formulation of the Plan

• The plan was formulated as the plan to take over the "Takatsuki City Gender Equality Plan" formulated in 2013 in consideration of the changes in the socio-economic situation and in the consciousness as well as the changes in laws and regulations in recent years.

#### ■ Plan period

10 years from FY2023 to FY2032

\*A mid-term review will be conducted at around FY2027.

#### ■ Positioning of the Plan

- A basic plan for policies and measures to promote the formation of a gender-equal society in Takatsuki City based on the Basic Act for Gender Equal Society and the Ordinance to Promote Gender Equal Society in Takatsuki City
- Municipal basic plan based on the Act on the Prevention of Spousal violence and the Protection of Victims
- Municipal promotion plan based on the Act on the Promotion of Women's Active Engagement in Professional Life

#### ■ Trends on gender equality

- $\cdot$  Gender equality and gender perspective have become the mainstream for achieving SDGs.
- An increase in domestic violence and sexual violence and its effect on female employment and work have become evident due to the spread of COVID-19

#### 2. Basic concept of the Plan

#### **Basic principle**

Achieve a gender-equal society where men and women, as equal members of society, respect each other's human rights and share responsibilities, and fully demonstrate their individuality and ability in all areas of the workplace, home, community, etc., regardless of gender.

#### ■ Basic perspective

#### (1) Creation of a gender-equal society and inheritance to the next generations

Promote efforts to create a sustainable gender-equal society and inherit it to the next generations by ensuring the perspective of gender equality and gender equality in all fields through cooperation and collaboration among governments, citizens, enterprises, relevant organizations and NPO, and educational institutions.

#### (2) Promotion of active participation of women in all fields

Promote efforts to enable women to fully demonstrate their individuality and ability on their own initiative and to play an active role in all fields, including the workplace, home, and local communities, including participation in policy making processes.

### (3) Achievement of a society in which any violence, including DV and sexual violence, is not tolerated.

Work toward achieving a society in which any violence, such as domestic violence (DV) by spouses and lovers and sexual violence, which functions as a factor that hinders the realization of a gender-equal society, is not tolerated.

### (4) Achievement of a society in which people mutually recognize diverse values and lifestyles

Aim to achieve a society in which people respect individual values and lifestyles and mutually recognize diversity regardless of gender.

#### (5) Elimination of fixed perception of gender roles

Make efforts to eliminate fixed perception of gender roles which blocks the formation of a gender-equal society.

#### 3. Planning system

#### **Basic Goals Basic Policies Specific Measures** (1) Expand female participation in administrative areas Basic policy 1 (2) Promote the appointment of women in companies, etc. Expand female participation in social decision-(3) Promote female participation in community activities, etc. **Basic Goal I** Promotion of active (1) Support active role in working life Basic policy 2 participation of women in all fields (2) Review work style Promote gender equality in workplace and (3) Realize work-life balance balance work and life Second Takatsuki City Gender Equality Plan 1) Promote gender equality in community activities Basic policy 3 Promote gender equality in communities (1) Enlighten awareness of the prevention of all forms of violence against women Basic policy 4 (2) Enhance the consultation system and protect victims asic DV evention Eradicate all forms of violence against women (3) Provide self-reliance support to victims (4) Develop a system to promote anti-DV measures Basic policy 5 (1) Support women with difficult living conditions **Basic Goal II** Support people with difficulties and develop an (2) Develop an environment to respect diversity environment to respect diversity Ensure a safe and secure living (1) Spread knowledge on reproductive health and rights Basic plan 6 (2) Provide health measures according to the life stage Life-long health support (3) Provide information on sex and sexual education Basic policy 7 (1) Expand female participation in local disaster prevention (2) Ensure the perspective of gender equality in disaster Promotion of gender equality in disaster prevention and mitigation (1) Transmit information actively Basic policy 8 **Basic Goal III** (2) Promote understanding of laws and systems Creation of awareness of gender equality **Development of** the grounds for (1) Enhance education to promote gender equality Basic policy 9 the realization of (2) Enhance life-long learning to promote gender-equal Promote education and learning from the society (1) Enhance education to promote gender equality perspective of gender equality

#### 4. Planning indicators

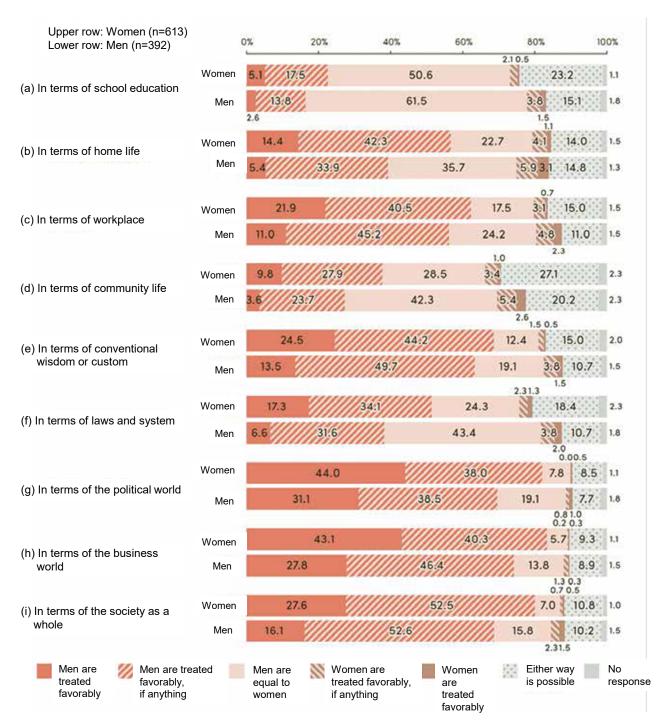
Performance Indicator			Current value FY2021	Target value FY2032
Basic Goal 1	Ratio of female members of council members		29.5%	40% or more 60% or less
	Ratio of councils without female members		8.8%	0%
	Number of registrants in the list of female personnel		8	20
	Ratio of women in the managerial positions (higher than assistant section chief) of officials of Takatsuki City Hall		19.1%	30%
Basic Goal 2	Ratio of people who have experienced physical and mental violence from spouses	Whole Women Men	25.6% 29.4% 19.4%	Decrease
	Ratio of people who have experienced violence from spouses but have not consulted with anybody	Whole Women Men	57.3% 50.3% 74.6%	Decrease
	Ratio of people who know that consultations on DV violence can be made at the City Hall	Whole Women Men	23.8% 20.6% 28.3%	50%
	Degree of recognition of the "Reproductive Health and Rights (Sexual and Reproductive Health and Rights)"		17.9%	25.0%
Basic Goal 3	Degree of recognition of the term "Gender-Equal Society"	Whole Women Men	50.2% 47.8% 54.3%	80%
	Ratio of people who agree to the fixed perception of gender roles	Whole Women Men	24.6% 22.7% 27.3%	(1) Total number 15.7% or less (2) Decrease in difference between men and women
	Ratio of people who think that men and women are equal in the society.	Women Men	7.0% 15.8%	(1)20% or more (2) Decrease in difference between men and women
	Ratio of people who have used the Gender Equality Center	Whole Women Men	0.7% 0.8% 0.5%	3.0% 3.0% 3.0%

#### 5. Planning promotion

- Promotion system of the Plan
- · Promotion system within the City Hall
- Coordination with citizens, business operators, relevant organizations and NPO, educational institutions, etc.
- Progress management of the Plan
- Inspect and evaluate the effort situation and discover and respond to problems of efforts of gender equality appropriately in the City.

(Civic awareness survey on Gender Equality of Takatsuki City in FY2021)

### Equality of status between men and women



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