

Fourth



Yokohama City Gender Equality Action Plan

– Striving to achieve a city that provides peace of mind and a sense of true growth through the most comfortable and fulfilling workplace environments available to women in Japan –

Outline Edition

March, 2016

The City of Yokohama

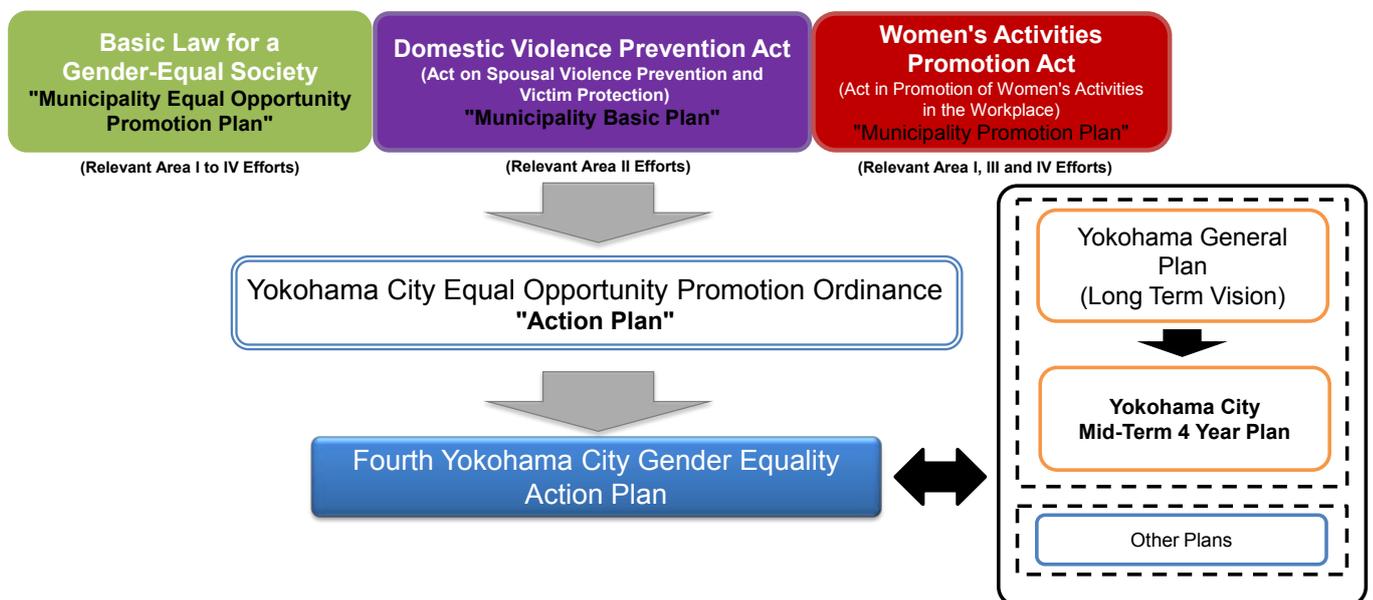
Fourth Yokohama City Gender Equality Action Plan

Framework of the Action Plan

1. Role of the Plan

This plan is an action plan based on Article 8 of the Yokohama City Equal Opportunity Promotion Ordinance (hereafter referred to as the "Ordinance") and formulated as stipulated in the Basic Law for a Gender-Equal Society, the Act on Spousal Violence Prevention and Victim Protection (Domestic Violence* Prevention Act), and the Act in Promotion of Women's Activities in the Workplace.

* As defined in the Yokohama City Basic Policies and Action Plan Regarding Domestic Violence Countermeasures, "domestic violence" refers to violence committed against someone by their spouse or similar.



2. Aims

We established this plan with the goal of achieving an equal-opportunity society characterized by equality in all areas, in which both women and men mutually respect each other's rights, share both happiness and responsibilities, and are able to fully express and utilize their individuality and capabilities in any field regardless of gender. This plan is based on the seven basic principles in promotion of gender equality as stipulated in the Ordinance, and its purpose is the implementation of measures to achieve equal opportunity for both genders.

Basic Principles (Summary of Article 3 of the Yokohama City Equal Opportunity Promotion Ordinance)

1. Respect for the rights of both women and men
2. Considerations to prevent fixed, gender-based assignment of roles and so forth from having any effect on the free choice of men and women
3. Ensuring of joint participation opportunities regarding government measure and policy decisions
4. Considerations to facilitate the unhindered pursuit of activities at home and within society
5. Mutual understanding toward both genders and respect for their decisions, and the preservation of women's health throughout their lifetimes
6. International understanding and cooperation
7. Elimination of violence and so forth against women committed by husbands and other such persons

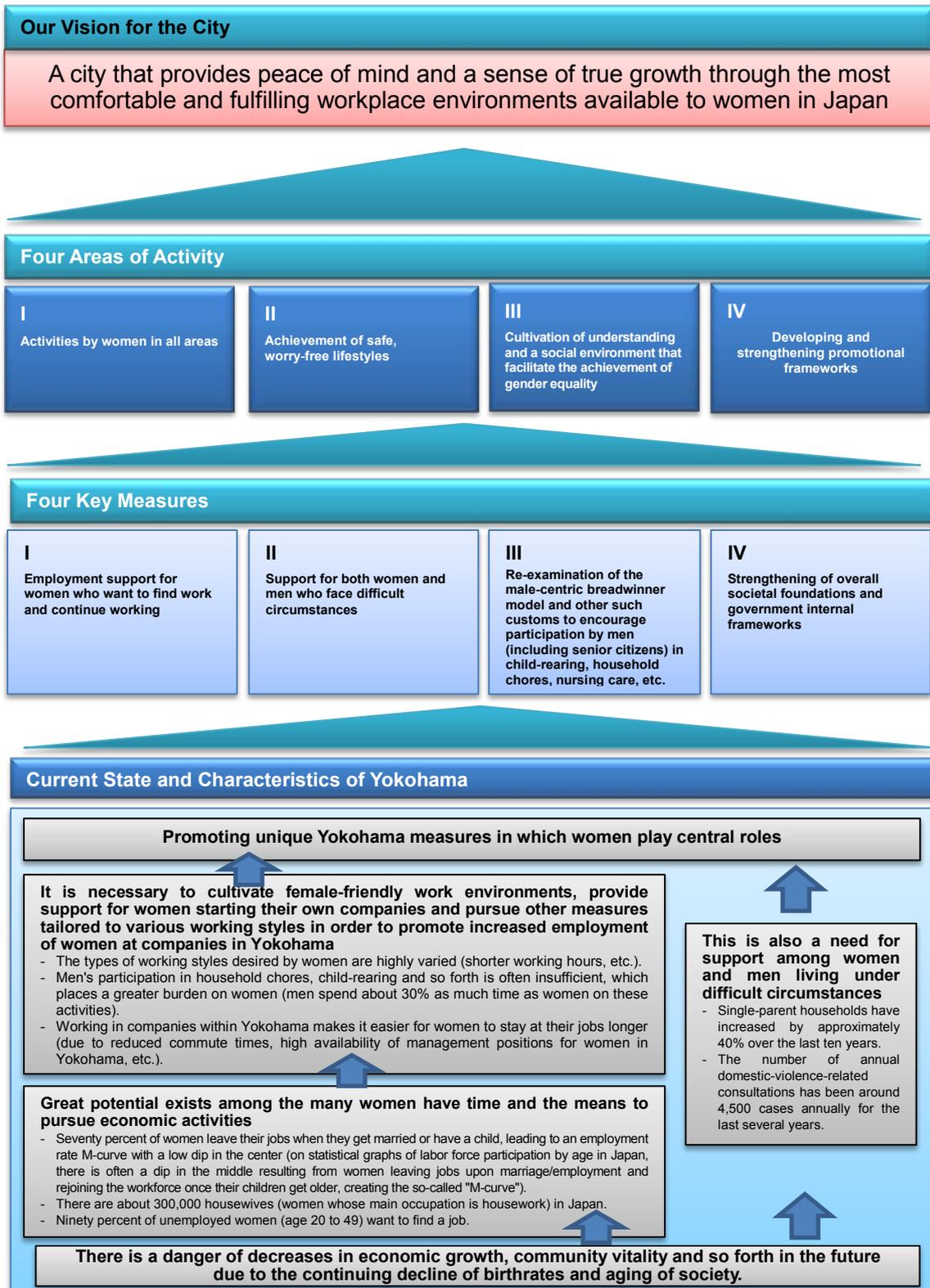
3. Duration

The Action Plan will be effective for five years' time, from FY 2016 until FY 2020.

4. Basic Thinking and Plan Organization

In order to achieve continued development and growth in Yokohama into the future, it is important to provide numerous opportunities for both women and men to take part in economic and local community activities while also cultivating an environment in which people of both genders can live their lives in a secure and worry-free manner.

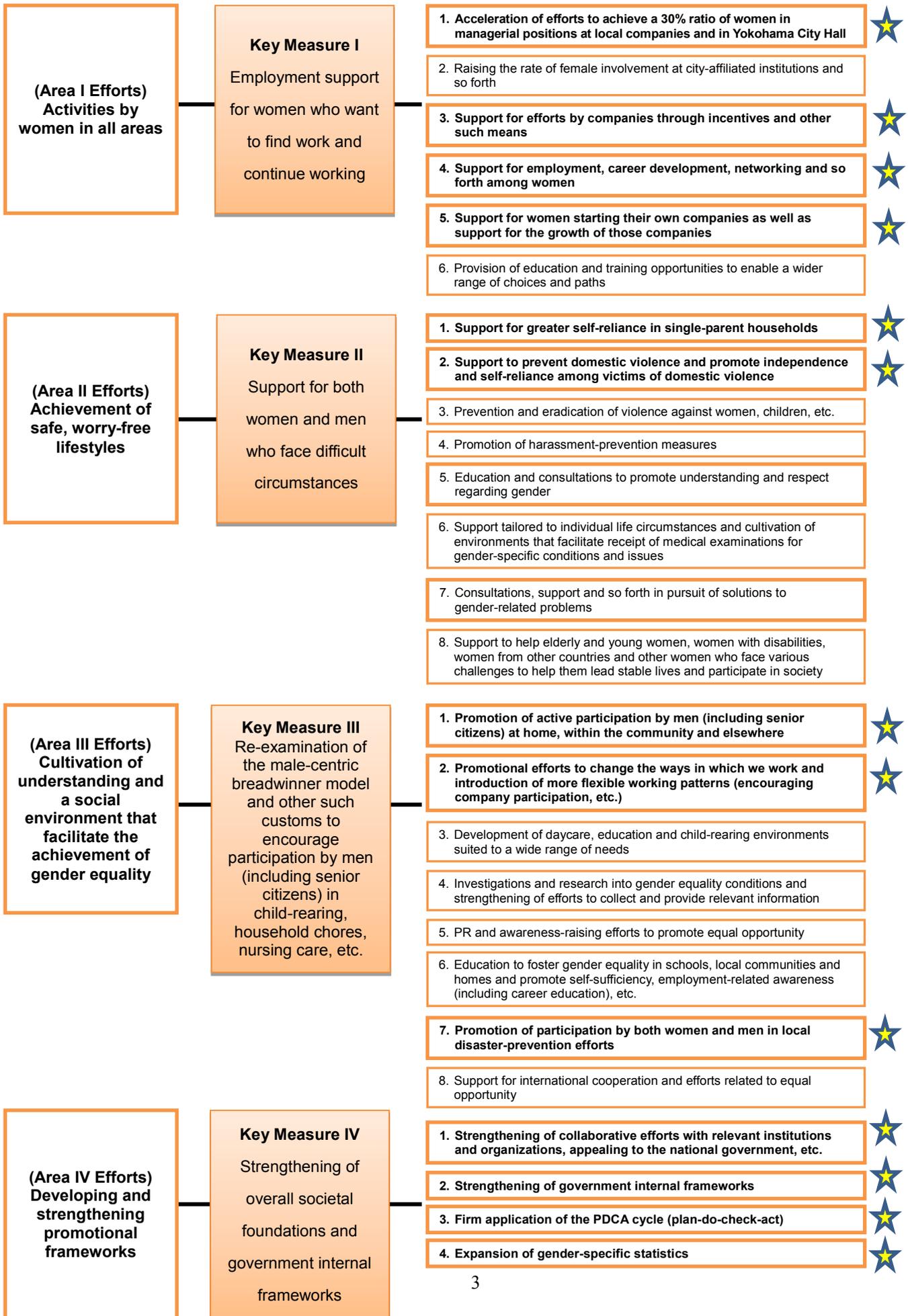
Toward these ends, we are pursuing concrete measures based on our "Four Key Measures" and "Four Fields of Activity," which were created with consideration for current conditions in the city, Yokohama's unique characteristics and other such factors, as we strive to achieve a city that provides peace of mind and a sense of true growth through the most comfortable and fulfilling workplace environments available to women in Japan.



Organization of the Fourth Yokohama City Gender Equality Action Plan

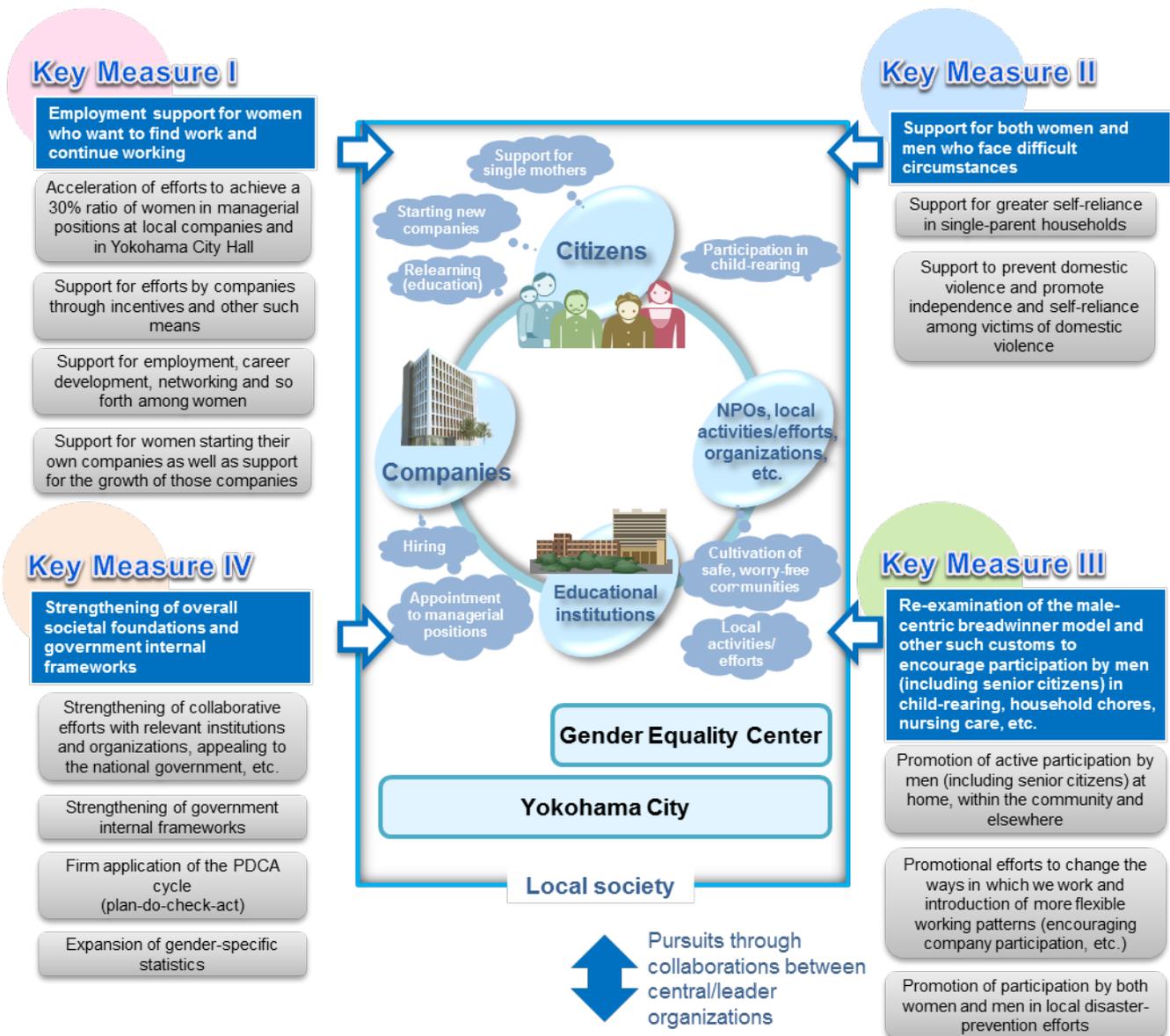
* Key Measures Efforts that need to be prioritized in consideration of recent social conditions and circumstances

 Efforts based on key measures

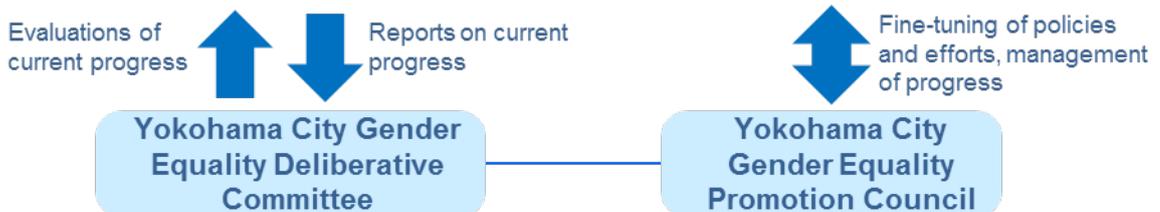


5. Four Key Measures and Efforts to Prioritize

While strengthening overall societal foundations and government internal frameworks, we provide support for individual citizens, companies and others while striving to enhance efforts by local society as a whole.



Fourth Yokohama City Gender Equality Action Plan



* Organization including the mayor, outside experts and others)

* Comprises the mayor, deputy mayor and relevant ward office directors

Key Measure

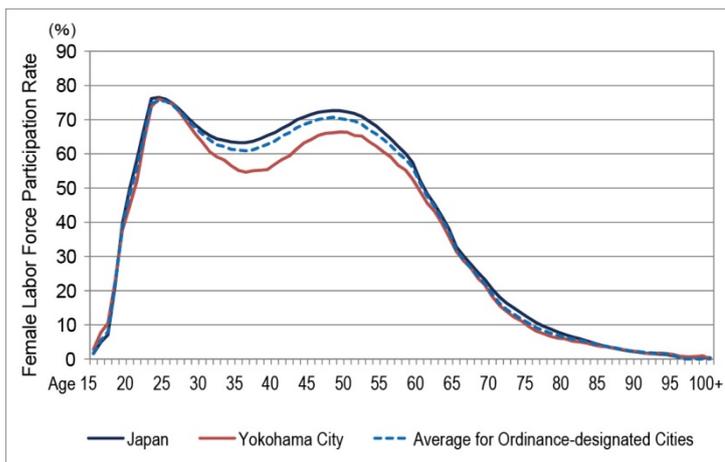
Employment support for women who want to find work and continue working

- In order to promote increased hiring of women at companies in Yokohama**, we will carry out PR efforts targeting workers that convey the advantages of working at Yokohama companies—including the small- and medium-sized companies that comprise 99% of the total—and propose various career options including the option of **a long-term, continued career at a small- or medium-sized company located within the city and relatively close to home** as a way of encouraging women to seek employment locally.

Regarding measures targeting the local companies themselves, we will explain to corporate managers **the advantages of hiring and appointing women to various positions** and otherwise encourage them to pursue active efforts toward appointing more women, while also **offering incentives to companies** and making other such efforts to increase employment opportunities.

In these ways, **we strive to cultivate a compact urban design (achieve a more compact city layout) wherein homes, workplaces, daycare centers and other facilities are all within close proximity of each other.**
- In addition to **offering child-rearing support measures via the utilization of local community facilities** and considering **possible applications of information and communications technology (ICT)** and other such approaches, we will pursue efforts to foster greater understanding within workplaces (this includes measures to reduce pressure placed on women to choose between family and career, known as "maternity harassment" in Japan) with an eye toward **cultivating local work environments that make it possible for women to raise children while continuing with their jobs.**
- The ratio of full-time female employees is higher at **companies that were started by women**, and many women at these companies are able to continue their employment even after childbirth and while raising their children. This helps mitigate the statistical M-curve (on graphs of employment by age in Japan based on labor force participation statistics, there is often a dip in the middle resulting from women leaving jobs upon marriage/employment and rejoining the workforce once their children get older, creating the so-called "M-curve"), promote more flexible employment styles and bring about a range of other positive effects, which is why we are **bolstering support provided for the founding of new companies by women.**
- We **provide opportunities for and encourage local provision of support for women who wish to pursue endeavors in a wide range of ways** and exhibit outstanding abilities in the area of social contributions through social businesses, participation in local community activities, etc.

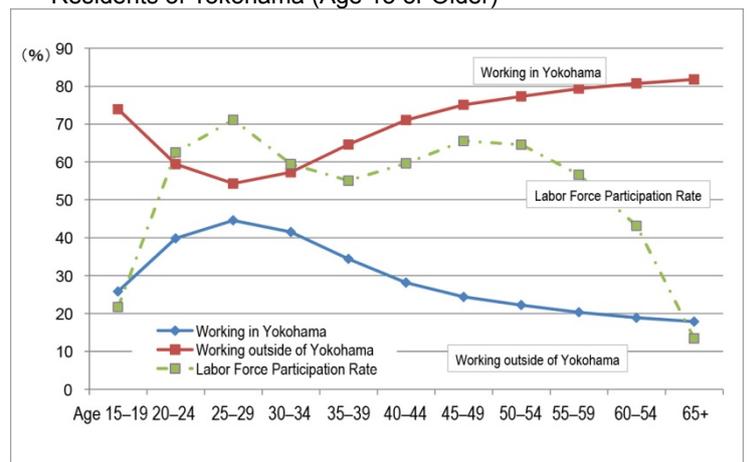
Graph: Comparison of Labor Force Participation Rates for Women by Age



Source: National Census (FY 2010), Ministry of Internal Affairs and Communications

Compared with labor force participation for women in other cities and throughout Japan as a whole, Yokohama's percentage of women in managerial positions is low and not enough women are incorporated in economic activities.

Graph: Ratios of Female Population Working Inside and Outside Yokohama City and Labor Force Participation Rates by Age (5-year Groupings) Among Employed, Female Permanent Residents of Yokohama (Age 15 or Older)



Source: National Census (FY 2010), Ministry of Internal Affairs and Communications

A relatively large number of women commute to workplaces outside of Yokohama City, leading to longer working hours, long commute times and other work-environment-related problems. One cause is that many women leave their jobs upon marrying or giving birth.

Indicators

*1 Latest available results at time of this plan's establishment.

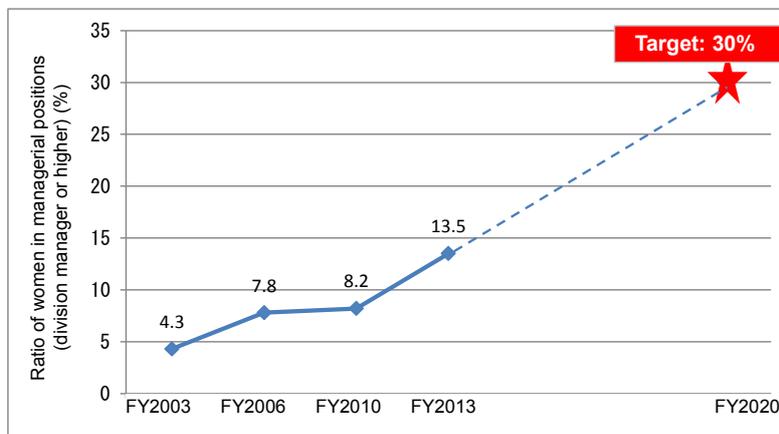
*2 Target values for FY 2020 (targets for years other than FY 2020 indicated in parentheses).

Performance Indicator 1	Current Status ^{*1}	Target ^{*2}
Percentage of women in managerial positions (division manager or higher) at companies in Yokohama and at Yokohama City Hall	Companies in Yokohama: 13.5% (FY 2013) ^{*1} Yokohama City Hall: 13.0% (FY 2014)	30%
Activity level indicators	Current Status	Target
Percentage of female employees (full-time, permanent employees) at companies in Yokohama	28.6% (FY2013) ^{*2}	50%
Percentage of female employees at Yokohama City Hall who take promotion examinations for assistant manager positions ^{*3}	16.1% (FY 2014)	50% (FY2019)

*1 / *2 According to a survey (workplace survey) of companies with 30 or more employees (excluding companies operating in the agriculture, forestry, fishery and/or mining industries)

*3 The number of female employees who actually took promotion examinations (generally targeting employees in their 30s) among the total number female employees eligible to take such examinations

Graph: Changes in Women's Managerial Position Employment Ratios at Yokohama Companies

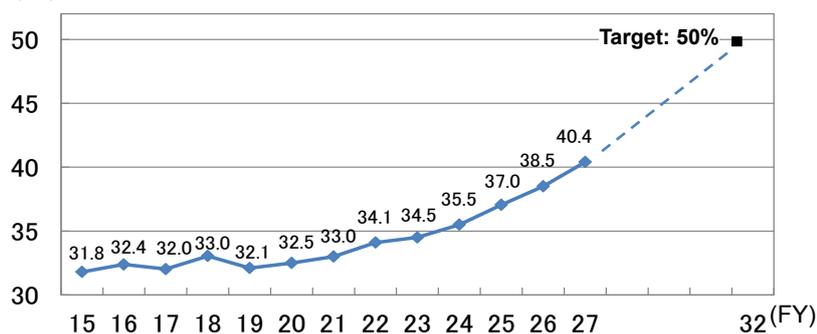


Source: Citizen Surveys on Equal Opportunity in the Workplace (FY 2003–13), Yokohama City

Performance Indicator 2	Current Status	Target
Percentage of female labor force participation at Yokohama City-affiliated institutions ^{*4}	40.4% (FY 2015)	50%
Activity level indicators	Current Status	Target
Number of Yokohama City-affiliated institutions with a female employment ratio of less than 40% (excluding institutions with three employees or less)	48 institutions (FY 2015)	0 institutions

*4 Refers to deliberative councils (including those established by law/ordinance), investigative committees, and other institutions engaged in mediation, examination, inquiry and/or investigation activities, as stipulated in Article 138(4) Paragraph 3 of the Local Autonomy Law or Article 14 of the Local Public Enterprise Act

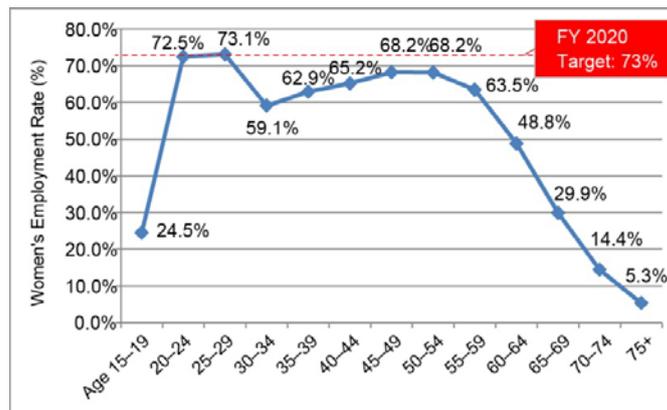
(%) Graph: Percentage of Female Labor Force Participation at Yokohama City-affiliated Institutions



Area I Efforts Activities by women in all areas

Performance Indicator 3	Current Status	Target
Women's employment rate (Age 25 – 44)	(1) Age 25-29: 73% (2) Age 30-34: 59% (3) Age 35-39: 63% (4) Age 40-44: 65% (FY 2012)	73% ((1) – (4))
Additional indicators	Current Status	Target
Difference between average lengths of continuous employment for men and women at companies in Yokohama	Because this is a new indicator, data is not currently available	
Activity level indicators	Current Status	Target
Number of children on waiting lists for daycare centers	20 (FY 2014)	0
Provisions of places for children to go after school until 7:00 p.m.		
(1) After-school kids club availability	26.0% (FY 2013)	100% of schools (FY 2019)
(2) Percentage of after-school kids clubs at which divisions and relocations have been completed	8.0% (FY 2013)	100% (FY 2019) (completion of divisions/relocations for all after-school kids clubs)
Percentage of companies pursuing work-life balance improvement measures	28.1% (FY 2013)	40%
Number of persons utilizing employment-support measures	2,297 (FY 2013)	12,500 (5-year total)

Graph: Women's Employment Rate



Source: Employment Status Survey (FY 2012), Ministry of Internal Affairs and Communications

Performance Indicator 4	Current Status	Target
Number of new companies started by women through new-company startup support^{*5}	109 (FY 2010 – 13 results)	170 (5-year total)
Activity level indicators	Current Status	Target
Number of new-company startup or management-related consultations	1,491 (FY 2014)	5,700 (5-year total)
Number of seminars for female entrepreneurs and similar persons	29 (FY 2014)	145 (5-year total)

*5 Number of companies newly established by women or established via management-related consultation measures or similar.

(Efforts Based on Key Measures)

[Key Measure] I-1: Acceleration of efforts to achieve a 30% ratio of women in managerial positions at local companies and in Yokohama City Hall

- Promoting roles for women through recognition and decoration via the Yokohama Good Balance Award (which is given to companies in Yokohama City that make efforts to promote equal opportunity and more active roles for women), high overall evaluations in public procurement and other areas, etc.
- According to the Action Plan for Specified Business Operators created based on the Act in Promotion of Women's Activities in the Workplace, pursue efforts to promote new perspectives regarding the assignment of positions of high responsibility, support for the achievement of success in one's career and at home along with promotion of better work–life balance, and support to help women take on new challenges and build careers.

[Key Measure] I-3: Support for efforts by companies through incentives and other such means

- Partial financial support through the "Support Fund for Women's Activities at Small- and Medium-sized Companies" for small- and medium-sized companies who revise their employment guidelines and/or make other such efforts to promote more active roles for women
- Provision of significantly increased order opportunities for companies that pursue equal opportunity measures and promotion of more active roles for women, and who engage in active assessment in public procurement and other areas (repeat measure)

[Key Measure] I-4: Support for employment, career development, networking and so forth among women

- Offering of consultations related to local-community activities, social enterprises and so forth via career-planning consultations, employment information and other resources through the Women's Work Support Desk employment consultation point and other channels established to help women achieve reemployment or change jobs
- Provision of information, internship opportunities and more to support reemployment for women and others who have left their jobs due to marriage, childbirth, child-rearing, etc.
- Holding of the Women's Networking Conference in Yokohama and other such events to help working women make career advancements, develop interpersonal networks and otherwise learn and engage in exchanges with others
- Pursuit of educational and promotional measures from the perspective of improved work–life balance through the promotion of telecommuting and other flexible working styles achieved using information and communications technology (ICT)

[Key Measure] I-5: Support for women starting their own companies as well as support for the growth of those companies

- Operation of the F-SUS Yokohama (Female Start-up Support Yokohama) new-company startup office facility; Crea's Market, a real-life store space designed for holding test sales prior to actual business startups; and other such facilities
- Holding of seminars and lectures via Female Entrepreneur Tamago-juku and other events/venues to teach women who want to start their own businesses about sales promotion, after which continued support is provided for women who complete the seminar/lecture courses in the form of PR, booth-hosting opportunities at exhibitions, etc.

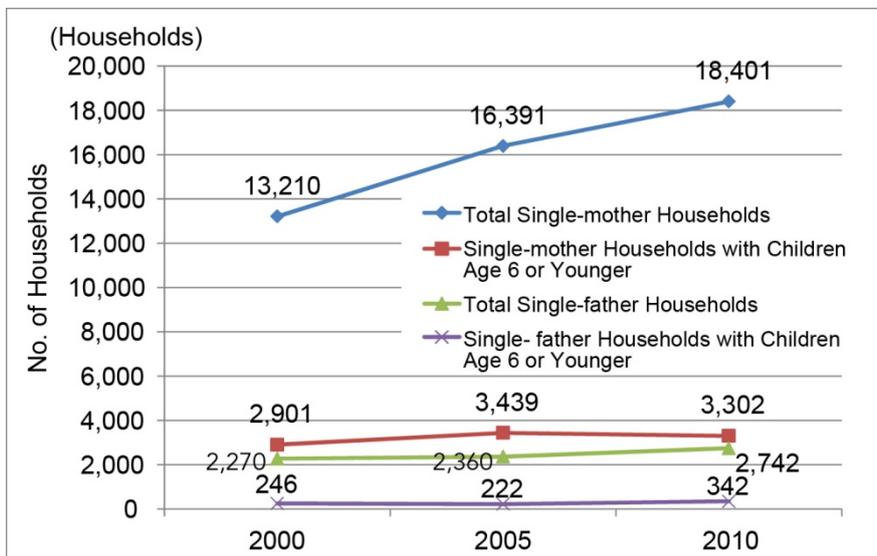
Area II Efforts Achievement of safe, worry-free lifestyles

Key Measure

Support for both women and men who face difficult circumstances

- Amid growing numbers of single-parent households, we are striving to reduce wage and income disparities between women and men in an effort to prevent single-mother households from falling into poverty while providing **employment support, opportunities for relearning/review and other training and educational opportunities** as part of comprehensive measures to cultivate economic self-sufficiency.
- **Regarding domestic violence prevention measures**, we are striving to make more people aware of domestic violence consultation centers for both men and women while **pursuing PR and educational efforts, educating young people as a preventive measure, and otherwise enhancing educational efforts** with the aim of eradicating domestic violence.
- In the area of support measures for **domestic violence** victims, we strive to provide unbroken, continuous support for domestic violence victims through **collaborative efforts between relevant institutions** in order to protect people from domestic violence and in consideration of the increasing number of victims who face complex problems stemming from the intertwining of child abuse, poverty and other such factors.

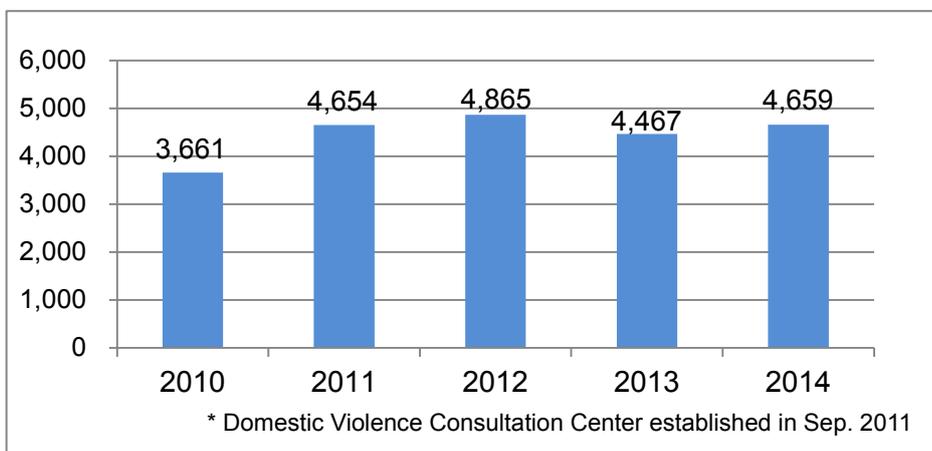
Graph: Numbers of Single-mother and Single-father Households



Single-mother and -father households in Yokohama City have increased by approx. 1.4 times in the last 10 years, mirroring nationwide trends.

Sources: National Censuses (FY 2000–2010), Ministry of Internal Affairs and Communications

Graph: Numbers of Domestic-violence-related Consultations in Yokohama City



The number of annual domestic-violence-related consultations has remained steady at approx. 4,500 consultations per year.

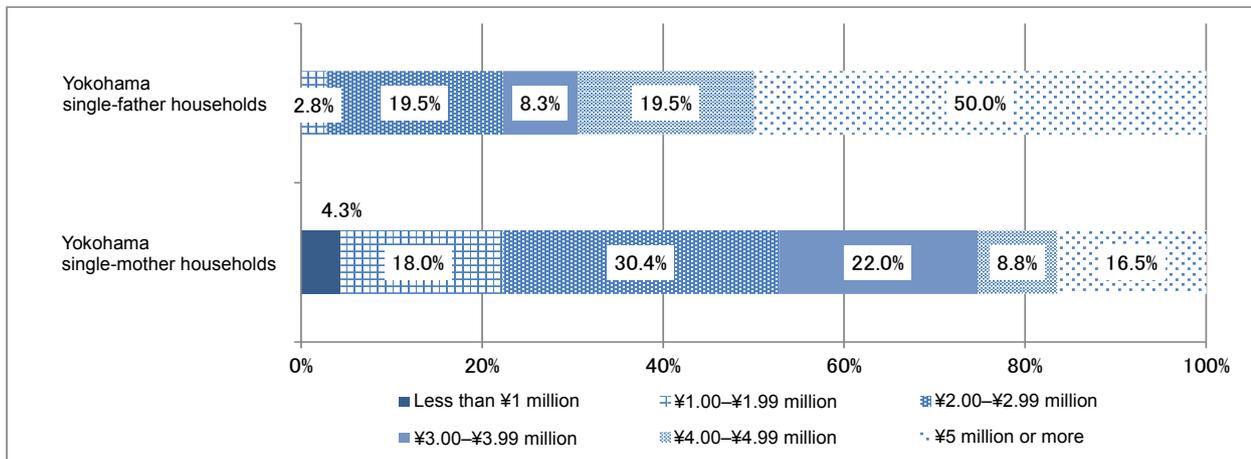
Sources: Yokohama City Mid-Term 4 Year Plan 2014–2017 (FY 2014)
Yokohama City Child and Youth Bureau and Policy Bureau documents (FY 2011–13)

Indicators

II Achievement of safe, worry-free lifestyles		
Performance Indicator 1	Current Status	Target
Number of employed persons in single-parent households * ¹	303 (FY 2014)	1,900 (6-year total for FY 2014 – 19)
Additional indicators	Current Status	Target
Number of child-rearing allowance recipients	20,869 (FY 2014)	
Activity level indicators	Current Status	Target
Single-parent Household Self-sufficiency Support Program users	5,137 (FY 2014)	5,300 (FY 2019)
Users of Equal Opportunity Center Single-parent Employment Support Programs	12 (FY 2014)	350 (5-year total)

*¹ Number of persons successfully employed among those utilizing the Single-parent Household Self-sufficiency Support Program

Graph: Total Annual Incomes for Single-mother and Single-father Households in Yokohama City



Note: the national average annual income for households with children is 6.58 million
(according to the 2011 Comprehensive Survey of Living Conditions)

Source: Yokohama City Single-parent Household Self-reliance Support Plan and Yokohama City Survey of Conditions in Single-mother Households and Similar Households (FY 2012)

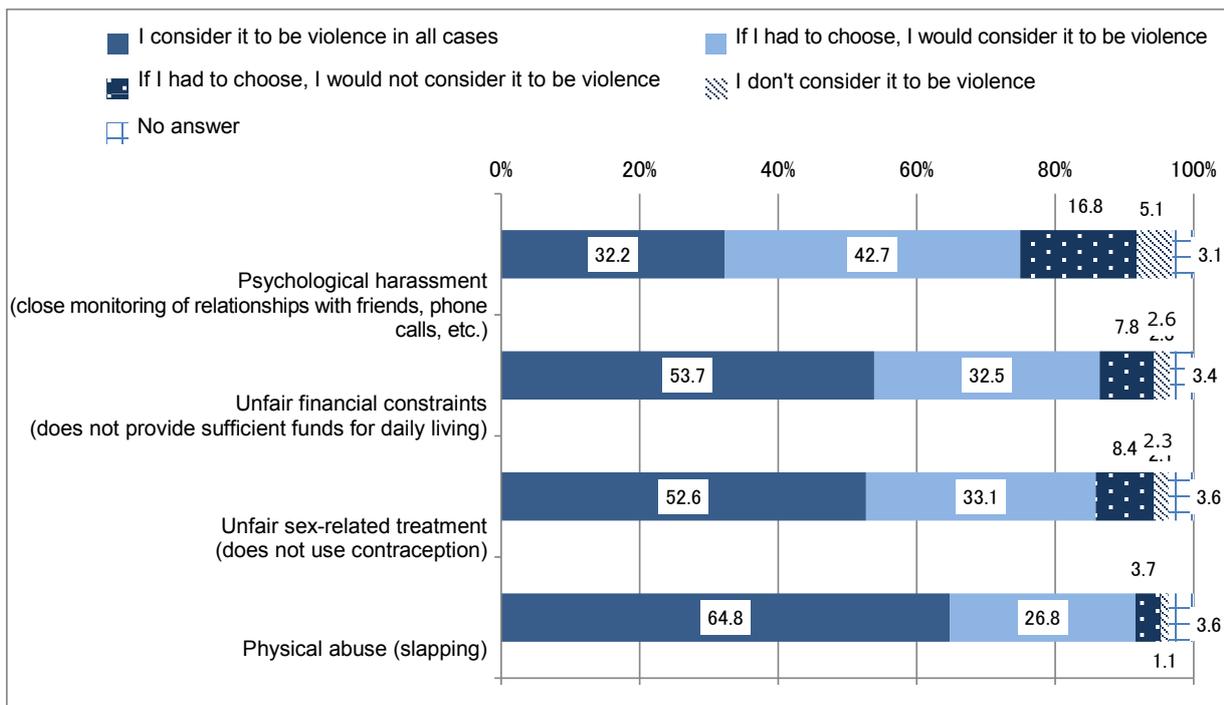
Area II Efforts Achievement of safe, worry-free lifestyles

Performance Indicator 2	Current Status	Target
Percentage of persons who feel that the following actions or behaviors committed by one's spouse are forms of harassment or unjust treatment: ² (1) Psychological harassment: close monitoring of relationships with friends, phone calls, etc. (2) Unfair financial constraints: does not provide sufficient funds for daily living (3) Unfair sex-related treatment: does not use contraception	(1) 32.2% (FY 2014) (2) 53.7% (FY 2014) (3) 52.6% (FY 2014)	100% for (1) to (3)
Additional indicators	Current Status	Target
Percentage of domestic violence/harassment victims who came in for consultations following abuse/harassment incident(s)	20.7% (FY 2014)	
Number of domestic-violence-related consultations	4,659	
Activity level indicators	Current Status	Target
Number of seminars for young people held with the aim of preventing date violence ³	26	155 (5-year total)
Number of flyers distributed with the aim of raising awareness regarding date violence	Because this is a new indicator, data is not currently available	30,000 flyers/year

² Established in order to increase awareness regarding these forms of domestic violence/harassment (including physical abuse, which is already relatively widely known) with aim of improving overall awareness of all forms of domestic violence/harassment (via the Citizens' Awareness Survey)

³ "Date violence" refers to any form of violence or harassment suffered from a dating partner, including but not limited to hitting/kicking, intentionally saying hurtful things, loud yelling/screaming at the date partner, restrictions on checking messages/e-mails or other such interactions with friends, forced sexual activity, and forcible payment of date costs or other such costs/expenditures.

Graph: Actions/Behaviors of Spouses or Other Partners That Are Considered to Be Violence/Harassment



Source: Yokohama City Citizen Survey on Gender Equality (FY 2014)

(Efforts Based on Key Measures)



[Key Measure] II-1: Support for greater self-reliance in single-parent households

- Provision of personal, one-on-one service tailored to individual needs by employment support staff at Single-Parent Support Yokohama (Employment and Self-sufficiency Support Center for Single-mother Households and Other Households in Need) and, when necessary, provision of employment-related consultations and other employment support by Health and Welfare Centers
- Offering of computer classes and other opportunities to learn and refresh knowledge at Equal Opportunity Centers for women in single-parent households and other such persons
- Provision of integrated support ranging from daily life consultations to employment at Job Spots and other such venues in collaboration with ward office welfare divisions and Hello Work
- Provision of information related to laws and systems/frameworks related to marital relations, divorce and so forth through lectures, events, legal consultations and other such means
- Child-rearing and daily living support, support for children, and other types of comprehensive support in promotion of greater autonomy and self reliance tailored to individual home conditions in order to achieve improved lifestyle stability and ensure the healthy growth and development of children



[Key Measure] II-2: Support to prevent domestic violence and promote independence and self-reliance among victims of domestic violence

<Basic Measures Against Domestic Violence>

Basic Measure 1: Expansion of Consultation and Support Systems

- Close collaboration between three types of organizations —ward Health and Welfare Centers, Equal Opportunity Centers and the Child and Youth Bureau— to achieve mutual enhancement of the organizations' functions and maximum the usefulness of Domestic Violence Consultation Centers
- Offering of consultations to both men and women at Domestic Violence Consultation Centers as well as response efforts in collaboration with consultation points established for men by the prefecture

Basic Measure 2: Expansion of Efforts to Ensure Safety and Peace of Mind as well as Greater Autonomy among Victims of Domestic Violence

- Temporary sheltering of domestic violence victims and unbroken, continuous support measures toward greater autonomy and self-reliance among such victims, and other support efforts in collaboration with relevant institutions and private-sector organizations
- Provision of consultations with psychiatrists for domestic violence victims, seminars and support groups to help victims heal in both body and mind, self-help groups and other such forms of support
- Support for children raised in environments with domestic violence, including integrated support that addresses both domestic violence victims (abuse spouses) and their children together

Basic Measure 3: Measures to Prevent Violence Before it Starts and Spread Correct Information and Understanding to Eradicate Domestic Violence from Society

- Making full use of both print (flyers, stickers, etc.) and online mediums to spread necessary information on consultation point availability and details
- Provision of information to medical institutions, schools, daycare facilities and other such facilities on means of conveying information to domestic violence victims, details about Domestic Violence Support Center contact points, etc.
- Holding of seminars on preventing date violence and other such informational events at junior high schools, high schools, and universities in Yokohama City

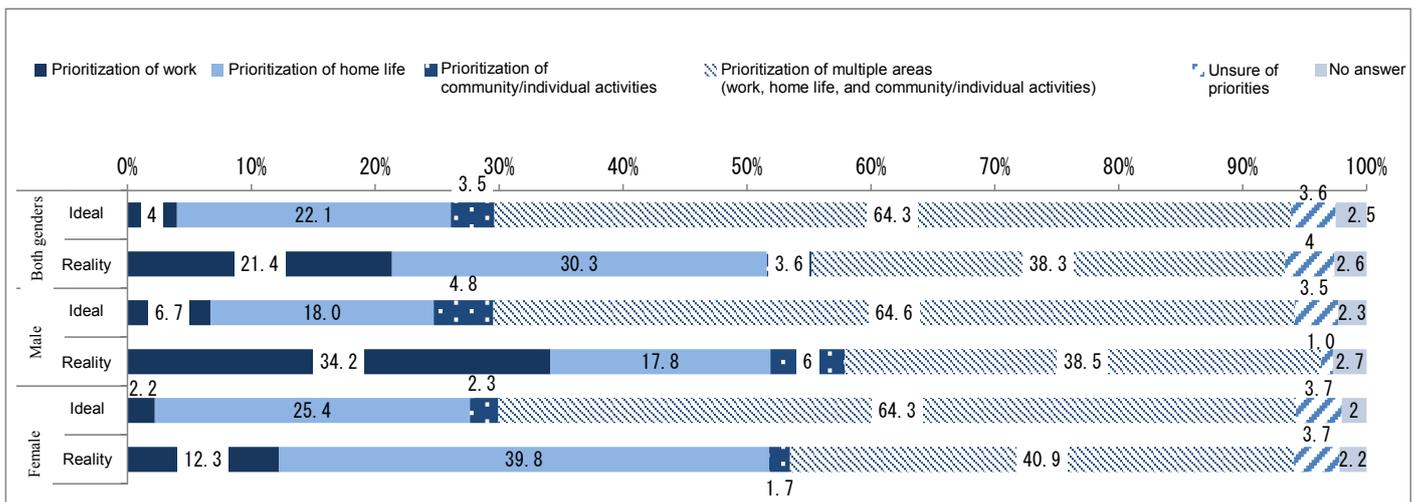
Area III Effort Cultivation of understanding and a social environment that facilitate the achievement of gender equality

Key Measure

Re-examination of the male-centric breadwinner model and other such customs to encourage participation by men (including senior citizens) in child-rearing, household chores, nursing care, etc.

- According to the results of Yokohama City's Citizen Survey on Gender Equality, **men only contribute 30% of what women contribute in actuality when it comes to household chores and child rearing**, despite survey results indicating **"equal achievement of work and home life" as ideal among numerous respondents of both genders**. This indicates a disparity between people's ideals and reality.
Moving forward, we will not only strive to raise awareness among men, but **also encourage companies to change the ways they think about employee work styles**, in an effort to promote male participation in household chores, child-rearing, nursing care and other such activities.
- Because self-initiated efforts by companies and other organization are vital to successfully **changing existing customs that center on male-centric breadwinner models and long work hours for men**, we are initiating **measures intended to motivate companies to pursue such efforts** through awareness-raising efforts, the introduction of new systems, **the provisions of support and commendations for companies that proactively pursue said efforts**, and others.
- In consideration of the growing senior-citizen population, **we are striving to create opportunities for senior citizens to participate in local community activities, help with household chores and take part in other ways**.
- Based on experiences of and lessons learned from the Great East Japan Earthquake of 2011 and other past disasters, **we are working to deepen people's understanding of the importance of day-to-day, community disaster-prevention measures from the perspective of equal-opportunity participation**.

Graph: Ideal Life Priorities and their Achievement in Reality



Source: Yokohama City Citizen Survey on Gender Equality (FY 2014)

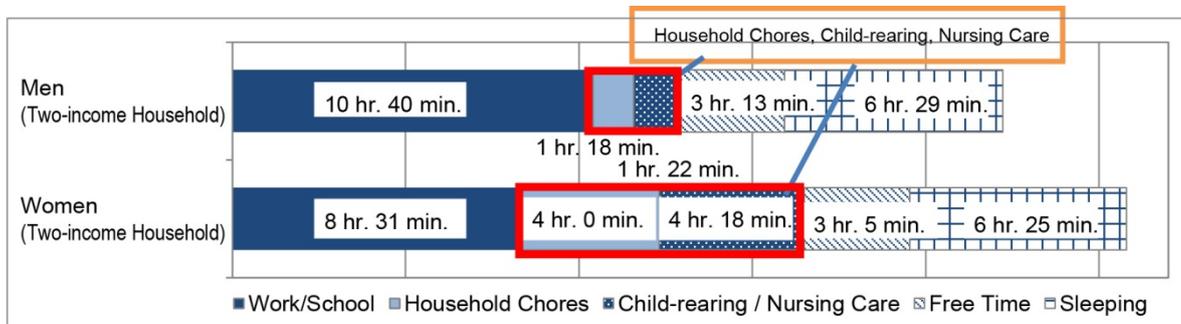
For both men and women, about 60% of respondents indicated that they want to prioritize multiple areas (work, home life, and community/individual activities), but in reality only about 40% of these people are able to do so in reality.

Indicators

III Cultivation of understanding and a social environment that facilitate the achievement of gender equality		
Performance Indicator 1 to 4	Current Status	Target
Rate of child-care leave taken by men at work ^{*1}	4.2% (FY 2013)	13%
Proportion of time spent on household chores, child-rearing and nursing care by men and women (male-to-female ratio) ^{*2}	Approx. 1 to 3 ((1) 2 hr. 40 min. for men (2) 8 hr. 18 min. for women) (weekdays in two-income households, FY 2014)	2 to 3
Annual rate of paid holiday leave taken at work ^{*3}	Because this is a new indicator, data is not currently available	70%
Percentage of persons who have not taken part in any of the various community activities available (in the last 3 years) ^{*4}	36.9% (FY 2014)	20%
Additional indicators	Current Status	Target
Percentage of Yokohama citizens who think that current societal, company and other support is sufficient in terms of providing men with opportunities to take child-care leave	13.1% (FY 2014)	
Number of NPOs who have their main offices in Yokohama and pursue activities to promote the cultivation of an equal-opportunity society	62 (as of July 31, 2014)	
Activity level indicators	Current Status	Target
Number of offices/facilities that have been recognized through receipt of the Yokohama Good Balance Award	180 (total for FY 2007–14)	225 (5-year total)
Number of support measures implemented to assist companies that promote more active roles for women in the workplace ^{*5}	4 (FY 2014)	60 (5-year total)
Number of seminars held in promotion of better work–life balance	6	8
Number of participants in disaster-prevention seminars incorporating equal opportunity themes	Approx. 1,750 (average for FY 2010–14)	10,000 (5-year total)

- *1 Percentage of men who took child-care leaving among men whose spouses gave birth (according to workplace surveys).
- *2 Ratio of time spent each day by female and male partners on household chores, child-rearing and nursing (according to a citizen survey).
- *3 Rate (%) calculated by dividing the number of days of annual paid leave taken by the total number of days of annual paid leave allotted during the calculation period (according to workplace surveys). Does not count unused days from a previous year/period carried over into the current (calculation) period.
- *4 Possible activities include educational activities, sports, hobbies, recreational activities, NPO/volunteer activities and others. This indicator was established to reduce the percentage of people who have not participated in any such activity in the last three years with an eye toward achieving better work-life balance.
- *5 Number of support measures implemented to assist small- and medium-sized companies engaged in measures to promote more active roles for women, etc.

Graph: Time Spent on Daily Activities – On Work/School Days, Grouped by Specific Household Type –

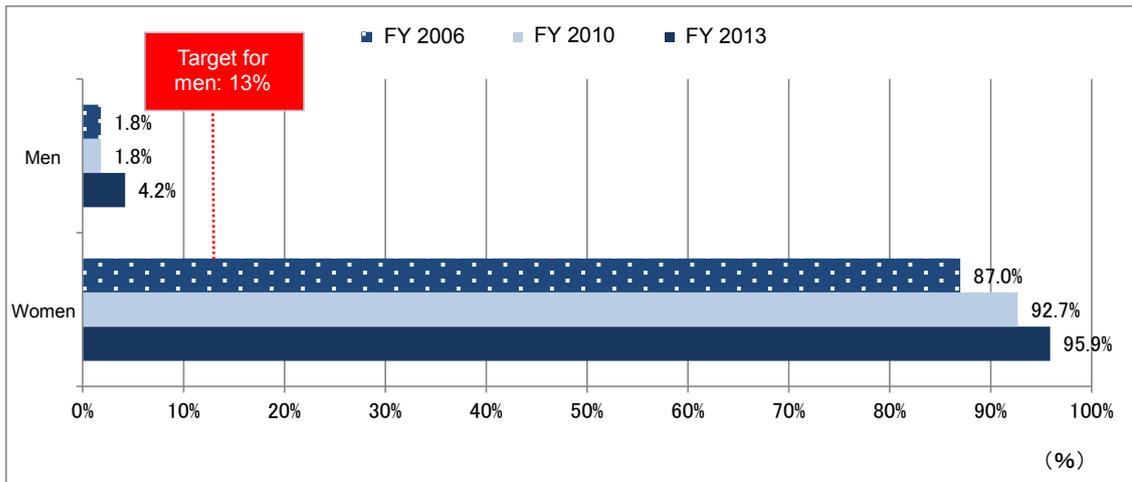


Source: Citizen Survey on Gender Equality (FY 2014), Yokohama City

Even in two-income households, men spend about one-third of the time women do on household chores, child-rearing and nursing care.

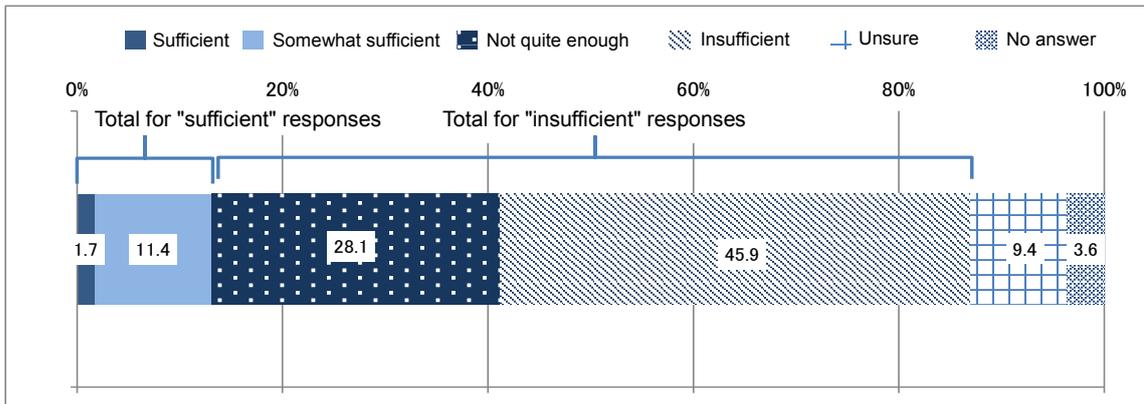
Area III Effort Cultivation of understanding and a social environment that facilitate the achievement of gender equality

Graph: Rate of Child-care Leave Taken



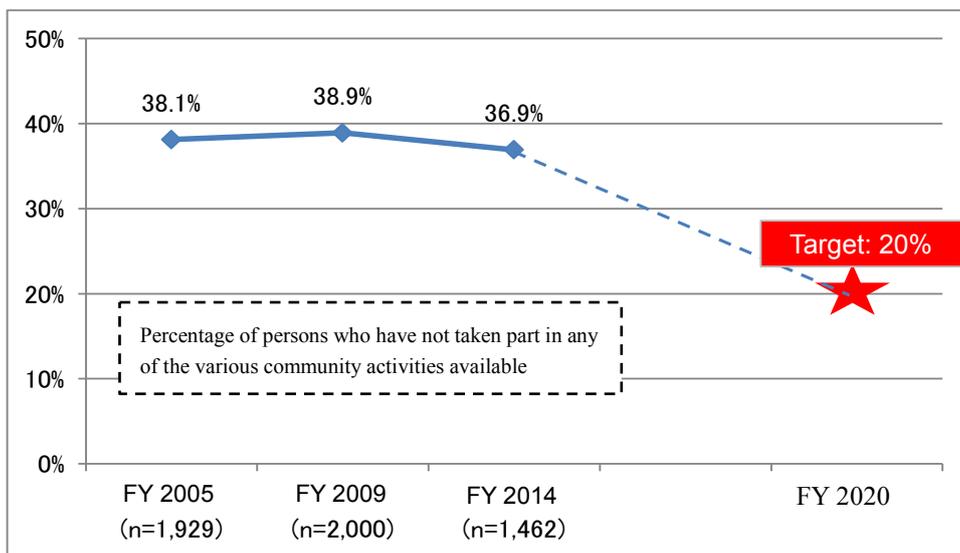
Source: Yokohama City Citizen Surveys on Gender Equality (FY 2006–13)

Graph: Opinions Regarding Sufficiency of Societal, Company and Other Support For Men's Child-care Leave and Days Off



Source: Yokohama City Citizen Survey on Gender Equality (FY 2014)

Graph: State of Participation in the Various Community Activities



Source: Yokohama City Citizen Surveys on Gender Equality (FY 2005–14)

(Efforts Based on Key Measures)

[Key Measure] III-1: Promotion of active participation by men (including senior citizens) at home, within the community and elsewhere

- Holding of Seminars for Dads and other such measures to promote greater male participation in household chores and child-rearing
- Education and providing information for citizens on male participation in chores and child-rearing via the Internet, printed PR materials, etc.
- Dissemination of information and PR efforts regarding the availability of the Silver Personnel Center for use in housekeeping assistance services and others related to nursing care and other fields for which demand is expected to continue rising
- Holding of seminars and other events tailored to local communities targeting grandparent generations, covering child-rearing measures that grandparents or communities can undertake, child-rearing involving the whole community, etc.
- Introduction to work opportunities, local community activities and so forth for senior citizens tailored to their individual mental and physical health conditions and establishment of "Work Support Spots for More Fulfilling Lifestyles" consultation points in promotion of greater senior citizen participation in society
- Support for senior citizen volunteer activities at long-term elderly care facilities and other such venues via the Yokohama Senior Volunteer Points Project
- Promotion of greater participation in home education, community activities and so forth by fathers through Fathers' PTA Associations and other parent-child groups and activities

[Key Measure] III-2: Promotional efforts to change the ways in which we work and introduction of more flexible working patterns (encouraging company participation, etc.)

- Recognition through the Yokohama Good Balance Award of small- and medium-sized companies who pursue the cultivation of work environments that are comfortable for both genders as well as expansion of existing measures in this area (repeat measure)
- Holding of seminars, creation and distribution of flyers, and other such measures targeting corporate executives and personnel division managers with the aim of elucidating approaches to proper work-life balance, explaining the benefits and necessity of pursuing this from an executive management standpoint, proposing specific measures and so forth, as well as the holding of seminars/events and distribution of flyers to better educate Yokohama citizens
- Dispatching of Equal Opportunity Center staff and others as instructors/speakers to training seminars and workshops at various organizations, companies, schools, government facilities, etc.
- Provision of consultations on various measures at small- and medium-sized companies and dispatching of relevant specialists in order to promote the cultivation of workplaces that enable better work-life balance

[Key Measure] III-7: Promotion of participation by both women and men in local disaster-prevention efforts

- Regarding earthquake-related countermeasures, clearly explaining the establishment of disaster-prevention systems that incorporate equal opportunity for both genders and actively promoting greater female participation in relevant deliberative groups, disaster-prevention councils, divisions responsible for plan proposals, etc.
- Holding of learning workshops that utilize YOKOHAMA Personal Disaster Prevention Skill Notebooks at venues such as ward offices, Home Disaster-prevention Personnel Training Sessions and Local Child-rearing Support Centers
- Establishment of disaster countermeasure training/education curriculums incorporating equal opportunity for training and education projects at the Yokohama City Municipal Disaster Prevention Center

Area Efforts IV Developing and strengthening promotional frameworks

Key Measure

Strengthening of overall societal foundations and government internal frameworks

- Based on local conditions and with the aim of pursuing equal-opportunity promotional measures that are apparent and tangible to each and every citizen of Yokohama, we are making use of various local resources including the three Equal Opportunity Centers located throughout the city while **building networks among relevant institutions throughout Yokohama in pursuit of efforts more closely integrated with local communities.**
- By **taking the lead through pioneering, self-initiated measures at city hall**, strengthening government internal frameworks while promoting the pursuit of measures by all local governing bodies, **creating project teams to solve problems**, and pursuing other such endeavors, we hope to spur autonomous and concrete action that will drive local community efforts.
- By accurately gathering information regarding the current state of and problems relating to gender equality within in Yokohama City, **we will bolster gender-specific data collection and other statistics-gathering efforts** in current and future surveys with the goal of establishing measures and policies suited to the current needs and conditions of local communities.

(* No indicator established)

(Efforts Based on Key Measures)

★ [Key Measure] IV-1: Strengthening of collaborative efforts with relevant institutions and organizations, appealing to the national government, etc.

- Establishing "Community Platforms" comprising private-sector organizations, financial organizations, local community organizations and so forth to pursue network-building between relevant institutions/organizations, joint measures and other such efforts
- Establishing an easy-to-use Web portal that brings together information in an integrated fashion through collaboration with Woman Port Yokohama and other existing Web portals
- Take advantage of various opportunities to make proposals and requests regarding national systems and budget allocations

★ [Key Measure] IV-2: Strengthening of government internal frameworks

- Establishment of an Equal Opportunity Promotion Council with the mayor of Yokohama as chairperson and managing plan progress, which includes clarification of management/operational duty allocation for specific projects and measures as well as establishment of project teams and collaboration therein on important cross-organizational issues

★ [Key Measure] IV-3: Firm application of the PDCA cycle (plan-do-check-act)

- Clearly specifying parties/organizations in charge of plan implementation while examining results in terms of numerical performance indicators and other indicators as part of progress management (by fiscal year) in pursuit of steady, reliable fulfillment of plan targets

★ [Key Measure] IV-4: Expansion of gender-specific statistics

- Compiling of gender equality statistics for Yokohama City in stages starting from areas of greatest need in order to understand from an objective viewpoint the circumstances under which both men and women are living

– About Indicators Used in Specific Area Efforts –

We strive to understand and evaluate levels of completion and progress in order to clarify which issues require attention and achieve more effective progress moving forward. We report levels of progress every fiscal year to the citizens of Yokohama.

Setting of performance indicators, which show the results of various measures and clarify current states of progress

We set performance indicators for each of the four areas of activity, strive to understand our levels of progress for each, and reflect what we have learned in the next action plan.

Setting of activity level indicators, which tell us the degree of progress made toward achieving performance indicator targets

We set activity level indicators, which relate to our levels of progress toward the achievement of performance indicator targets. By monitoring progress in this way, we are able to understand various causes and factors.

Setting of additional indicators

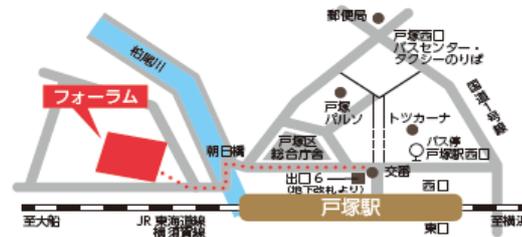
We set additional indicators related to performance indicators in order to better understand background and information such as external factors that affect progress toward performance indicator target, and to more accurately grasp levels of progress toward achieving the plan's goals.

It is important to note that these additional indicators are not only related to efforts pursued by Yokohama City, but may be greatly affected by external factors and do not necessarily concern factors vital for the achievement of the plan's goals. Therefore, we do not set specific targets but we do collect numerical data.

Overview of Equal Opportunity Centers

Three Equal Opportunity Centers have been established in Yokohama City to serve as key facilities for the promotion of equal opportunity among both genders. Each Center collects and provides materials and information related to equal opportunity, hosts lectures and presentations, offers consultations and provides a range of other services and opportunities. Additionally, the Centers' auditoriums, conference rooms, seminar rooms and other facilities can be used as venues for relevant activities and interpersonal exchanges.

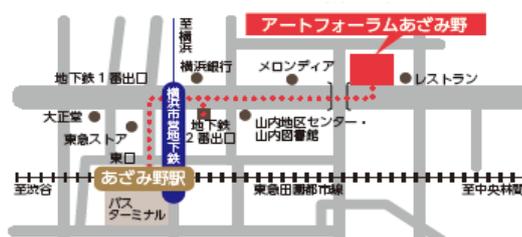
Forum
(Equal Opportunity Center Yokohama)
Address: 435-1 Kami-kuratacho, Totsuka-ku, Yokohama ☎ 045-862-5050
Access: 5 min. walk from Totsuka Stn. (JR/subway)
Hours: 9:00 a.m. to 9:00 p.m. (until 5:00 p.m. on Sun. and nat'l holidays)
Closed on: Mon. and the 4th Thu. of every month, and during the New Year holiday period



Forum Minami-Ota
(Equal Opportunity Center Yokohama-Minami)
Address: 1-7-20 Minami-ota, Minami-ku, Yokohama ☎ 045-714-5911
Access: 3 min. walk from Minamiota Stn. (Keiikyu)
Hours: 7 min. walk from Yoshinocho Stn. (subway)
9:00 a.m. to 9:00 p.m.
Closed on: the 3rd Mon. of the month and during the New Year holiday period



Art Forum Azamino
(Equal Opportunity Center Yokohama-Kita)
Address: 1-17-3 Azamino-minami, Aoba-ku, Yokohama ☎ 045-910-5700
Access: 5 min. walk from Azamino Stn. (subway / Tokyu Den-en-toshi Line)
Hours: 9:00 a.m. to 9:00 p.m. (until 5:00 p.m. on Sun. and nat'l holidays)
Closed on: the 4th Mon. of the month and during the New Year holiday period



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