


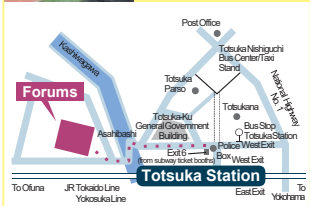
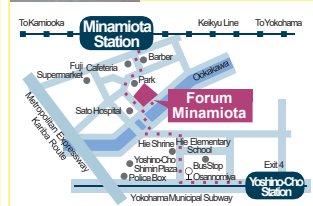
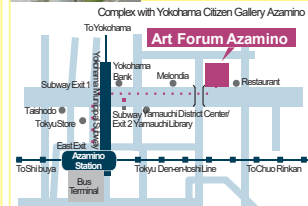


Yokohama Municipal Gender Equality Centers

 <p>Forums [Gender Equality Center Yokohama]</p>	 <p>Forum Minamiota [Gender Equality Center Yokohama South]</p>	 <p>Art Forum Azamino [Gender Equality Center Yokohama North]</p>
 <p>Address 435-1 Kamikurata-cho, Totsuka-ku Tel: 045-862-6060 5-minute walk from JR municipal subway Totsuka Station Hours 9:00-21:00 (Sundays and public holidays 9:00-17:00) Closed Fourth Thursday of every month, New Year's holidays</p>	 <p>Address 1-7-20 Minamiota, Minami-ku Tel: 045-714-5911 3-minute walk from Keikyū Line Minamiota Station 7-minute walk from municipal subway Yoshino-cho Station Hours 9:00-21:00 Closed Third Monday of every month, New Year's holidays</p>	 <p>Address 1-17-3 Aoba-ku, Azamino Minami Tel: 045-810-5700 5-minute walk from Municipal Subway Tokyu Den-en-toshi Line Azamino Station Hours 9:00-21:00 (Sundays and public holidays 9:00-17:00) Closed Fourth Monday of every month, New Year's holidays</p>

*Center hours are subject to change.

Consultation topics listed in the plan

Topic	Support Desk
Labor	<ul style="list-style-type: none"> Gender Equality Center City of Yokohama Employment Support Center
Business Management and Establishment	<ul style="list-style-type: none"> Gender Equality Center Yokohama Industrial Development Corporation (IDEC Yokohama)
Workplace Harassment	<ul style="list-style-type: none"> Gender Equality Center
Domestic Violence	<ul style="list-style-type: none"> Yokohama City DV (domestic violence) Counseling and Support Center Kanagawa DV (domestic violence) consultation LINE (Security Measures and Emergencies) Police Children and Families Support Division, 18 Ward Offices DV (domestic violence) consultation + (Plus)
Sexual Assault Victims	<ul style="list-style-type: none"> Kanagawa One-Stop Support Center for Victims of Sexual Offences and Violence (Kanarain) City of Yokohama Crime Victims Consultation Office
Single Parents	<ul style="list-style-type: none"> Single Parent Support Yokohama ■ Job Spot *Located in each of the 18 Ward Offices Children and Families Support Division, 18 Ward Offices
Gender Equality Issues in Daily Life	<ul style="list-style-type: none"> Gender Equality Center
Sex Discrimination etc.	<ul style="list-style-type: none"> Gender Equality Center
Concerns Related to Pregnancy or Childbirth	<ul style="list-style-type: none"> "Ninshin SOS Yokohama" Children and Families Support Division, 18 Ward Offices
Infertility	<ul style="list-style-type: none"> (Dedicated Consultation and Reservation System) City of Yokohama Children and Youth Bureau, Children and Families Division (General Consultation) Children and Families Support Division, 18 Ward Offices
LGBT Issues	<ul style="list-style-type: none"> Yokohama LGBT Consultation

At the "Yokohama Foreign Residents Information Center," foreigners living in Yokohama will be able to receive consultations and information in any of 11 languages. Additionally, if the need arises, we will direct you to an appropriate specialist or organization.

Information list is current as of March 2021.
See the Yokohama City website (QR code on the right) for the latest information, including contact information.



March 2021

City of Yokohama Policy Bureau, Gender Equality Promotion Division

6-50-10 Hon-cho, Naka-ku, Yokohama, 231-0005 Tel.: 045- 671-2017 Fax: 045-663-3431 E-mail: ss-danjo@city.yokohama.jp

City of Yokohama 5th Gender Equality Action Plan

2021-2025
Overview Version



Building a society in which diverse choices are available regardless of gender

As the birth rate declines and the population ages, it is essential for us to achieve a society where diverse perspectives are respected, men and women can participate equally, and everyone can realize their individuality and full potential in order to foster a sustainable community and lifestyle for everyone.

In a world that is constantly changing with globalization and technical advances, faced by uncertainty caused by threats such as the COVID-19 pandemic, it is important that everyone has the choice to live how they want, regardless of their gender.

With consideration for the SDGs principle of “leaving no one behind,” this Plan will bring together residents and organizations such as NPOs and businesses in order to encourage the community to work together and utilize its strengths to promote effective policy measures.

Is progress being made in creating welcoming workplaces?

What do you think about gender equality?

Why can't we eliminate DV (Domestic Violence)?

Are women able to reach their full potential?

The coronavirus has increased the burden of housework!

Are the work and home lives of men changing?

No discrimination or inequality!

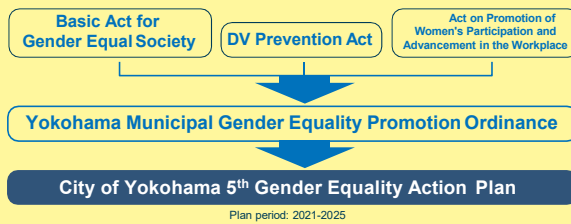
Have we achieved a healthy work-life balance?

Rather than being "like a man" or "like a woman," be yourself!

SUSTAINABLE DEVELOPMENT GOALS

Plan Basis

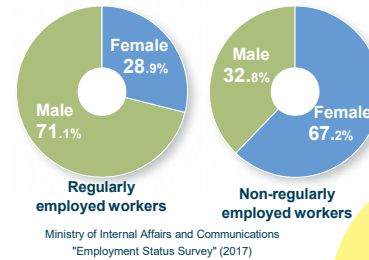
The Yokohama Municipal Plan of Action for Joint Participation of Men and Women is an action plan based on the Yokohama Municipal Ordinance for the Promotion of Joint Participation of Men and Women, and is in accordance with the plans prescribed in the Basic Act on Joint Participation of Men and Women in Society, the Act on the Prevention of Spousal Violence and the Protection of Victims (DV Prevention Act), and the Act on the Promotion of Women's Activity in Professional Life (Women Activity Promotion Act).



Substantial gender inequality, worsening employment situation due to the coronavirus

- Although more women are joining the work force, there are substantial gender disparities and various challenges as a reality of being in the workplace.
- The worsening of employment situations caused by the pandemic disproportionately affects women, who are often under non-regular employment.

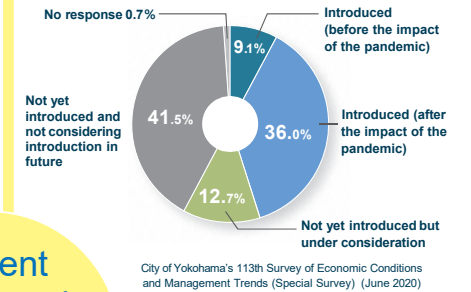
Ratios of men and women in regular vs. non-regular employment (City of Yokohama)



Creating a workplace that is welcoming for everyone

- Initiatives are yet to be fully implemented because SMEs do not have the manpower to do so.
- Promoting diverse and flexible ways of working by responding to the pandemic is an urgent issue regardless of the size of the company.

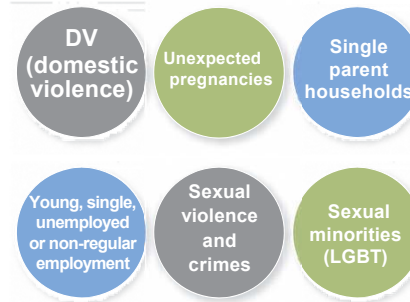
Telework implementation at Yokohama companies



Current status and challenges in Yokohama

Gender-related difficulties and risks

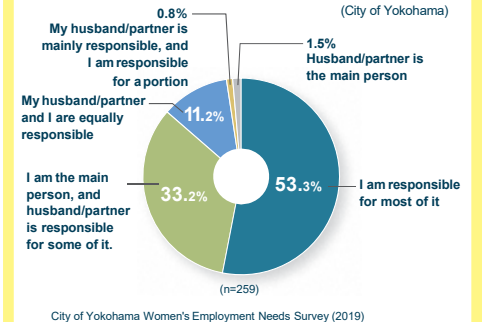
- Many people, especially women, face serious issues such as DV (domestic violence), sexual violence, economic hardships, etc.
- The impact of the pandemic further increases gender-related difficulties and risks.



Deeply-Rooted Gender Roles

- The concept of "the husband is at work, while the wife is at home" is fading, but the division of household chores and childcare, and other home-related work is still largely biased towards women.
- Signs of change in men's roles while the burden on women increases because of the need to refrain from going out of the home and the response to working from home.

Sharing of housework, childcare and nursing care for working women who have husbands or partners (City of Yokohama)





- ◆ **Measure 1** Promoting workforce participation for women who want to work or continue working
 - ◆ **Measure 2** Creating a workplace and social environment in where everyone can work comfortably
 - ◆ **Measure 3** Reforms related to gender equality and work culture in City Hall
 - ◆ **Measure 4** Prevention of DV (domestic violence) and eradication of all forms of violence
 - ◆ **Measure 5** Supporting self-reliance for women with difficulties
 - ◆ **Measure 6** Supporting women's health according to their life stage
 - ◆ **Measure 7** Promoting support and understanding of gender diversity
 - ◆ **Measure 8** Reform of men's ways of working and promotion of participation in housework, childcare, and nursing care
 - ◆ **Measure 9** Promotion of gender equality in communities and education
 - ◆ **Measure 10** Promotion and awareness activities to encourage new ways of thinking and build momentum for change
- Developing a system to promote the plan

Policy 1 Further promotion of women's participation

◆ Measure 1

Promoting workforce participation for women who want to work or continue working

Activity Benchmarks	Current status values	Objectives
Number of consultations by women at the employment support desk	2,762 cases	◆ 2,800 cases (R3)
Percentage of companies that have implemented efforts to appoint women to managerial positions	21.4%	◆ 30%
Number of cases of supporting women entrepreneurs	1,345 cases (For 2019 alone)	◆ 6,000 cases (Cumulative for 2021-2025)

Main initiatives

- Support of women's employment
- Promote the development and appointment of female managers
- Support women's entrepreneurship and post-entrepreneurial growth
- Create a network for working women

◆ Measure 2

Creating a workplace and social environment where everyone can work comfortably

Activity Benchmarks	Current status values	Objectives
Number of companies certified by the Yokohama Good Balance Award	199 companies	◆ 300 companies
Yokohama Health Management Certification System Number of newly certified business offices	585 offices (Cumulative for 2018-2020)	◆ 785 offices (Cumulative for 2018-2025)
Number of children on waiting lists for nurseries etc.	27	◆ 0
Percentage of companies that have implemented anti-harassment measures	36.8%	◆ 50%

Main initiatives

- Yokohama Good Balance Award
- Reform work culture and promote diverse and flexible work styles
- Support for corporate initiatives (health management/SDGs)
- Incentives granted through public procurement etc.
- Creating an environment for combining work, childcare, and nursing care
- Promote men taking childcare leave/leave of absence
- Measures to prevent harassment

◆ Measure 3

Reforms related to gender equality and work culture in City Hall

Activity Benchmarks	Current status values	Objectives
Ratio of employees using their vacation time (at least 10 days in a year)	City hall employees 75.9% City school teaching staff 75.4%	◆ 100%
Ratio of female staff at the City Hall that took the Section Manager Promotion Exam (Administrative Category A)	21.9%	◆ 50%
Number of affiliated institutions with less than 40% women (Excluding affiliated organizations with 3 or fewer staff members)	59 institutions	◆ 30 institutions

Main initiatives

- Achieving active participation by women at City Hall and creating an organization in which it is easy and rewarding for everyone to work
- Promotion of women's participation in technical and skills-based workplaces etc.
- Reform work culture at schools for teachers
- Measures to prevent harassment
- Increased participation of women in city affiliated organizations

Plan Benchmarks

Achievement Benchmarks

Numerical goals for measuring the progress towards attaining a society in which there is gender equality; set for the entire action plan.

Activity Benchmarks

Statistical data that measures the estimated business volume and progress of initiatives based on the action plan; set for each measure.

⇒ Listed on pages 4-6.

Achievement Benchmarks	Current status values	Objectives
Percentage of women in management positions	City Companies Division Director or higher	17.2%
	City Hall Management Positions Division Director or higher	17.9%
	Section Manager or higher	23.7%
Childcare leave/vacation time usage rate for men	City Companies	◆ 30%
	Childcare leave	17.6%
	City Hall Childcare leave One month or longer	16.5% 10.2%
	City Hall Childcare-related leave *1	78.0%
Percentage of citizens who believe that men and women are equal in family life	33.0% (Males: 40.9%; Females: 25.3%)	◆ 10-point increase
Degree of citizens' understanding of DV (domestic violence) *2	Mental abuse Sexual violence	59.8% 74.1%
		◆ 10-point increase in each

*1 "Leave for spouse maternity" and "child care participation leave for male staff" for 3 days or longer

*2 Percentage of citizens who answered "I think it is violence" regarding mental abuse and sexual violence in a citizens' survey on gender equality.

Current status values ▶ Latest figures available at the time of formulating the plan

Objectives ▶ These values are objectives to be achieved by 2025. If the target year is the middle of the plan period, we will review the target values when that year is reached.

Achieving safe and secure lifestyles

Measure 4

Prevention of DV (domestic violence) and eradication of all forms of violence

Activity Benchmarks	Current status values	Objectives
Awareness of the DV consultation desks	70.6%	★ 80%
Number of consultations related to DV (domestic violence)	4,604 cases	★ 5,300 cases (R6)

Main initiatives

- Enhancement of DV (domestic violence) consultation support system
- Support for the independence of DV (domestic violence) victims
- Efforts to deal with perpetrators
- Educating the community in order to prevent DV (domestic violence) and eradicate violence
- Prevention of dating violence among young people, promoting understanding and raising awareness related to sexual violence
- Strengthen collaboration for child abuse response
- Respond to sexual violence and sexual crimes

Measure 5

Supporting self-reliance for women with difficulties

Activity Benchmark	Current status values	Objectives
Number of single-parent jobs through city support projects	337	★ 2,300 (Cumulative for 2020-2024)

Main initiatives

- Support for young single women who are unemployed or have non-regular employment
- Support employment and self-reliance of women in single-parent households
- Counseling and support for addressing gender-related issues
- Support for foreign nationals
- Support for people with disabilities
- Self-help group support

Measure 6

Supporting women's health according to their life stage

Activity Benchmark	Current status values	Objectives
Rate of maternal health check-ups	83.4%	★ 89.0% (R6)
Percentage of cervical and breast cancer screening visits	Cervical cancer 52.2% Breast cancer 51.6%	★ Maintain 50% each (R4)

Main initiatives

- Create an environment in which everyone can give birth and raise children with a sense of security
- Female-specific cancer measures
- Health promotion, nursing care prevention, and support for the elderly
- Appropriate sexual education, dissemination of correct knowledge on pregnancy, childbirth and fertility
- Approach to female-specific health challenges

Measure 7

Promoting support and understanding of gender diversity

Activity Benchmark	Current status values	Objectives
Percentage of citizens who understand gender diversity	70.9%	★ 80%

Main initiatives

- Promotion of training and education, raising awareness
- Counseling and support Projects
- Partnership oath system

Creating a community and society where everyone can play an active role

Measure 8

Reform of men's ways of working and promotion of participation in housework, childcare, and nursing care

Activity Benchmarks	Current status values	Objectives
Ratio of housework, childcare, and nursing care hours for women and men on weekdays in double-income households	4 : 1	★ 3 : 1
Number of participants in community parenting support courses	728	★ 7,640 (Cumulative for 2020-2024)

Main initiatives

- Promotion of men's participation in housework, childcare, and nursing care
- Utilization of social resources to reduce the burden of housework and childcare
- Normalizing and raising citizen awareness of work-life balance

Measure 9

Promotion of gender equality in communities and education

Activity Benchmarks	Current status values	Objectives
Percentage of citizens who do not believe that "husbands work outside and wives should take care of the household"	53.4%	★ 10-point increase
Number of regional disaster prevention branches that implement regional disaster-prevention training that incorporates women's perspectives	163/459 branches	★ 230 branches

Main initiatives

- Promotion of diverse human resources in regional activities
- Promotion of gender equality in community disaster prevention
- Promotion of gender equality in education and understanding among younger generations
- Training and collaboration with citizens' groups etc.

Measure 10

Promotion and awareness activities to encourage new ways of thinking and build momentum for change

Activity Benchmarks
Measure 10 combines the results of measures 1-9 from the perspective of public relations and awareness, so no activity benchmarks are set.

Main initiatives

- Public information and raising awareness on the promotion of gender equality
- Library operation, surveys, and research
- Collaboration with government, other municipalities, and related organizations
- International collaboration and sharing of information

Developing a system to promote the plan

In collaboration with the Yokohama Association for Promotion of Gender Equality, and based at the Yokohama Municipal Gender Equality Center, we will promote initiatives and projects for gender equality, the promotion of women's participation, and the resolution of difficulties related to gender.

In addition, we will develop a promotion system within and outside the government and operate it appropriately.