



The Fifth Izumo City Project for Building a Gender-Equal Society

~Towards a City of Mutual Recognition and Support~

FY 2022 - FY 2026

On December 16, 2005, Izumo City Regulations for Building a Gender-Equal Society were established. In order to realize the seven fundamental principles recorded in these regulations, the Izumo City Project for Building a Gender-Equal Society was formulated. It is revised every 5 years.

Seven Fundamental Principles

1. Respecting the human rights of all genders
2. Mutually recognizing the diverse ways of life of different genders
3. Equal and even participation of genders in policy-making
4. Equal and even participation of genders in household, community, and work activities
5. Respecting sexual and reproductive health and rights
6. Eradicating gender-based violence
7. Cooperating with and learning from the global community in the field of gender equality

The fifth project heads towards the realization of a gender-equal society, so it was subtitled "Towards a City of Mutual Recognition and Support".

We have established three basic objectives for our path to an ideal Izumo City, and they are being worked on in various fields.

Basic Objectives and Key Initiatives

Izumo City is advancing initiatives in all fields to realize a gender-equal society.

Basic Objective I is also recorded in the Municipal Promotion Plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace.

Basic Objective I

A Society Where Anyone Can Participate

To sustain development in our city while birthrate declines and the population ages, we will focus on creating an environment where women are able to display their skills and participate in all aspects of society. To this end, gender equality will be advanced in various sectors such as households, community, work, and education.

Main Themes

1. Participation in policy-making processes

- Encouraging women to participate in councils and other policy-making bodies
- Encouraging women to participate in matters related to the city and related organizations

2. Gender equality at home

- Raising awareness of gender roles at home to erase them
- Improving childcare and nursing support

3. Gender equality in the community

- Raising awareness of gender equality through lectures, etc.
- Creating an environment where anyone can participate in neighborhood councils and other such groups

4-1. Gender equality at work

- Distributing information about work-related laws and regulations
- Supporting Positive Action in companies, etc.
- Supporting the efforts of agriculture, forest, fisheries, trade, and manufacturing industries as well as self-employed persons

4-2. Encouraging women's activities

- Raising awareness about revising customs and practices in workplaces
- Raising awareness about work-life balance and new ways of working

5. Gender equality in education

- Training education personnel
- Advancing human rights education aimed at children



A Safe Community Respectful of Human Rights

The spread of COVID-19 has exacerbated various issues in the whole country. Domestic violence has become more severe, and there has been a negative effect on women's employment and income.

We find it important to support women and others facing hardships, such as single parents, the elderly, the disabled, and foreign residents, and will therefore focus on developing an environment where everyone can live safely.

Main Themes

1. Raising human rights awareness

- Aiming to erase gender stereotypes and gender roles
- Raising human rights awareness, incl. sexual and gender minorities

2. Developing an environment where everyone can live safely

- Supporting single-parent households and people facing economic hardships
- Supporting the elderly and the disabled
- Developing an environment where foreign residents can live safely



3. Eradicating all forms of gender-based violence

- Developing an environment that does not allow gender-based violence
- Preventing domestic violence and supporting victims
- Advancing the Fourth Izumo City Basic Plan Against Domestic Violence which includes raising awareness of domestic violence among the adolescent and enhancing support of victims
- Advancing sexual harassment prevention measures

4. Building lifelong health

- Promoting health throughout adolescence, pregnancy and childbirth, and middle and old ages

Promotion Systems

The city and its citizens as well as related organizations recognize their responsibilities and actively advance gender equality. Furthermore, to prepare for frequently occurring natural disasters, it is necessary to take matters of gender into account in disaster prevention to ensure that our city is strong in the face of calamity.

We are working towards this goal.

Main Themes

1. Developing promotion systems in administration

- Advancing gender equality by connecting administration and citizens through Izumo City Gender Equality Headquarters and Izumo City Gender Equality Committee
- Training city and community center employees
- Improving community centers and other such facilities
- Advancing gender equality in disaster prevention

2. Developing cooperative systems to work with citizens

- Developing promotion systems at work and in education
- Building a network of gender equality



3. Cooperating with national and prefectural organizations

Target Values of the Project

Basic Objective	Item	Current Value (2020)	Target Value (2026)
I	Percentage of female representation in councils	30%	Over 40%
	Number of councils with no female representation	6	0
	Percentage of women in city management positions	21.6%	30%
	Percentage of people who feel that men and women are equal in home life (Survey on Residents' Attitudes)	39.7%	50%
	Percentage of people who feel that men and women are equal in the community (Survey on Residents' Attitudes)	38.7%	50%
	Number of participants in gender equality lectures	300	400
	Percentage of women in leadership positions in self-governing organizations	9.5%	15%
	Number of women in fire departments	9	20
	Percentage of people who feel that men and women are equal in work life (Survey on Residents' Attitudes)	39.8%	50%
	Number of agricultural family management agreements	62	67
	Degree of familiarity with work-life balance (Survey on Residents' Attitudes)	66.1%	70%
	Number of companies, etc., with work-life balance training (during the 4-year plan)	12	20
	Percentage of people who feel that it is easy for women to continue working (Survey on Residents' Attitudes)	31.3%	40%
	Percentage of kindergartens, daycares, elementary and junior high schools where staff members have received training on gender equality	92.4%	100%
II	Percentage of people who feel that gender roles are undesirable (Survey on Residents' Attitudes)	71.7%	80%
	Number of participants in training to prevent domestic violence	356	400
	Number of lectures to prevent abusive relationships in junior high and high schools	11	12
III	Percentage of city employees who have participated in gender equality training (suspended since the spread of COVID-19 in 2020)	86.1%	100%
	Number of lectures on disaster prevention focusing on gender equality	7	10

※1 As of FY 2021 ※2 As of FY 2019

※3 Items whose frequency has been affected by the spread of COVID-19

(Note) The number of participants in training to prevent domestic violence excludes the participants in lectures to prevent abusive relationships in junior high and high schools

The full text of the Fifth Izumo City Project for Building a Gender-Equal Society is published on Izumo City's homepage (JPN only).

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