

Shizuoka City Ordinance for the Promotion of Gender Equality

(Tentative Translation)



The Constitution of Japan clearly states that the rights of individuals are equal under law. The world, with the United Nations at the center, has actively pursued the realization of a gender equal society since the International Women's Year in 1975 with the adoption of such acts as the Convention on the Elimination of all Forms of Discrimination Against Women with its purpose to abolish violence against women.

Japan also has improved laws and institutions in order for the realization of gender equality with the enactment of the Equal Employment Opportunity Law with the objective of men and women working under equal labor conditions and the Basic Law for a Gender-Equal Society with the objective of men and women living as equals in society.

Shizuoka City also has made efforts to create a society where men and women can lead active lives as equals with the promotion of women's policies such as the establishment of the Women's Action Plan and the Gender Equality Promotion Plan as well as opening the *Josei Kaikan* (Women's Center).

Despite these various actions, the belief that duties should be divided according to gender and the social customs that are based on this idea still have strong roots and many city residents feel unequal. In order for both men and women to freely choose how they will live and how they will work and for both to live high quality, affluent lives with respect for each other, the participation of men and women working together in all areas has become an urgent subject that can not be ignored.

To continue this trend in society, this ordinance is established through citizen involvement in order to engage all areas of this city in creating a gender-equal society in Shizuoka City where responsibility is shared and each person exhibits their individuality and ability.

Chapter 1 General Provisions

Objectives

Article 1

The objective of this ordinance is the realization of a gender-equal society that is affluent and dynamic by comprehensively and systematically promoting the stipulated basic ideology in regard to the promotion of gender equality and clarifying the responsibilities of the City, residents and businesses while also stipulating the basic policy of gender equality, .

Definitions

Article 2

Under this ordinance, the following definitions shall apply.

- (1) Gender Equality: Men and women, regardless of gender, having the opportunity to participate on their own free will in all fields of activity as equal partners in society and enjoying political, economic, social and cultural benefits while sharing responsibilities.
- (2) Affirmative Action: Positive provisions to either men or women within the necessary limits in order to redress gender disparities of the opportunities stipulated in the preceding item.
- (3) Sexual Harassment: Conduct of a sexual nature that is offensive or harms the well-being of the person to which it is directed. The act of placing a person at a disadvantage because of their response to conduct of a sexual nature that was directed at them.
- (4) City Citizens: Individuals living, working, studying or taking part in activities within the city.
- (5) Businesses: All who conduct business within the city, regardless of whether they are an individual or a corporation.

Respect for the Human Rights of Men and Women

Article 3

The promotion of gender equality shall respect the human rights of men and women including: respecting the dignity of men and women as individuals; no direct or indirect gender-based discriminatory treatment; securing opportunities to display abilities as individuals; eliminating human rights abuses between men and women - physical, psychological, economical, and abuse such as sexual abuse.

Consideration of Social Systems or Practices

Article 4

In the promotion of gender equality, social systems and practices that reflect rigid gender-based division of roles shall take care not to hinder a man or woman's choice of unrestricted activity.

Securing Joint Participation Opportunities in Planning and Deciding Policies, Etc.

Article 5

The promotion of gender equality shall secure opportunities for men and women, as equal partners in society, to jointly participate in the planning and deciding of policies made by the City, businesses and other bodies.

Compatibility of Family, Work and Other Community Activities

Article 6

In the promotion of gender equality, men and women shall be able to, with mutual cooperation and support from society, take responsibility as household members and smoothly perform home-related activities, including child-raising and nursing of family members, while performing work or other activities in the community.

Gender Equality with an International Perspective

Article 7

Gender equality shall be promoted with the understanding that it is a goal undertaken by the world's nations and shall be conducted with an international perspective.

Consideration Towards Each Gender's Dignity and Lifelong Health

Article 8

With the promotion of gender equality, men and women shall respect each other's gender as well as be respected for their decisions on pregnancy, childbirth and other reproductive and sexual matters, and for their lifelong physical and psychological health.

Responsibilities of the City

Article 9

1. Pursuant to the Basic Ideology in Regard to the Promotion of Gender Equality (hereinafter referred to as "Basic Ideology") prescribed in Articles 3 to 8, the City is responsible for the comprehensive formulation and implementation of Policy Related to the Promotion of Gender Equality (hereinafter referred to as "Gender Equality Promotion Policy"), including affirmative action, along with the implementation of other policies with a gender equality stance.
2. The City shall make efforts to provide funding measures and establish an infrastructure for Gender Equality Promotion Policy-making and implementation.
3. The City shall take the lead in the promotion of gender equality and in regards to this promotion shall collaborate and cooperate with city citizens and businesses, as well as make efforts to support activities by city citizens and businesses that promote gender equality.

Responsibilities of City Citizens

Article 10

1. City citizens shall make efforts to reform the social systems and practices which are founded on the belief in rigid gender-based division of roles and promote gender equality in all areas of life including the home, workplace, school and community.
2. City citizens shall make efforts to support the gender equality promotion policy which the City puts into effect.

Responsibilities of Businesses

Article 11

1. Pursuant to the basic ideology, businesses shall make efforts to promote gender equality within business activity and maintain a work environment that supports a balance between employees' work life and home life.
2. Business shall make efforts to disseminate useful information on the promotion of gender equality in employment to workers.
3. Businesses shall make efforts to support the Gender Equality Promotion Policy which the City puts into effect.

Ban of Gender Rights Violations

Article 12

1. No person, in any situation, shall be treated in a sexually discriminatory manner.
2. No person, in any situation, shall commit sexual harassment.
3. No person, in any male-female relationship including marriage, shall commit any type of abusive act – physical, mental, economic or sexual.

Realization of Gender Equality in the Community

Article 13

All persons shall make efforts, through community organization activities, towards the realization of gender equality.

Realization of Gender Equality in Education

Article 14

All persons shall make efforts promoting gender equality in educational areas such as the home, workplace, school, society, etc.

Attention to Expressions Used in Information to the Public

Article 15

No person shall use in information to the public, expressions that encourage rigid gender-based division of roles, sexual harassment or abusive acts between men and women and expressions that hinder the promotion of gender equality.

Chapter 2 Basic Policy for the Promotion of Gender Equality

Action Plan

Article 16

1. The Mayor shall decide on the “Action Plan for the Promotion of Gender Equality (hereinafter referred to as “Action Plan”) that comprehensively and systematically puts into effect the Gender Equality Promotion Policy.
2. The Action Plan shall stipulate the following items.
 - (1) Comprehensive and long-term addressing of the outline for the Gender Equality Promotion Plan.
 - (2) Aside from the preceding item, matters required to promote the Gender Equality Promotion Policy.
3. The Mayor shall, in the formulation of the Action Plan, consult with the Shizuoka City Gender Equality Advisory Committee of Article 24 and listen to the opinion of residents.
4. The Mayor shall quickly make the Action Plan public once it is decided.
5. The preceding two items shall correspondingly apply to changes made in the Action Plan.

Publication of Progress

Article 17

The Mayor shall make public the progress of the Action Plan each fiscal year.

Study and Research

Article 18

The City shall formulate a Gender Equality Promotion Policy and conduct the necessary research and study for its implementation.

Provision of Information and Public Relations Activities

Article 19

The City shall, through every opportunity, make efforts to provide information and conduct public relations activities in order for deeper understanding on the promotion of gender equality among city citizens and businesses.

Cooperation with Research Institutions, etc

Article 20

1. The City shall make efforts to cooperate and collaborate with research and educational institutions for the promotion of gender equality.
2. The City shall collaborate and cooperate with nongovernmental organizations and make efforts to support activities for the promotion of gender equality by those nongovernmental organizations.

Support for the Compatibility of Family, Work and Other Community Activities

Article 21

The City shall make efforts to give assistance in order for both men and women to balance family, work and other community activities.

Reports from Businesses

Article 22

1. The Mayor can, when deemed necessary, request a report on gender equality issues from a business and give counsel.
2. The Mayor can make a public announcement regarding the determined situation from the report described in the preceding item.

Handling of Complaints and Consultations

Article 23

The City shall, seeking cooperation from related organizations, make efforts to pertinently handle complaints in regards to policies implemented by the city which impact gender equality promotion as well as consultations in regards to sex discrimination from city citizens and businesses.

Chapter 3 The Shizuoka City Gender Equality Advisory Committee

Establishment

Article 24

The Shizuoka City Gender Equality Advisory Committee (hereinafter referred to as "Advisory Committee") is hereby established for the smooth promotion of gender equality.

Mandated Tasks

Article 25

The Advisory Committee, besides reporting on consultations as regulated in Article 16, Section 3, shall investigate and discuss necessary matters in regard to gender equality promotion.

Organization

Article 26

The Advisory Committee shall be composed of no more than 15 members and the number of men or women members shall not fall below 40 percent of the total number of members.

Committee Members

Article 27

1. The following persons shall be appointed as committee members by the Mayor.
 - (1) Persons of academic standing
 - (2) Persons recommended by related organizations
 - (3) City citizens
 - (4) Other persons the Mayor recognizes as suitable
2. The Mayor shall make efforts to appoint committee members described in the preceding 3 items by public solicitation.
3. A committee member shall serve a two-year term. However, the term served by an alternate committee member shall be the amount of time remaining on the original member's term.
4. A committee member can be reappointed.

Committee Chairperson and Vice-Chairperson

Article 28

1. The Advisory Committee shall have a chairperson and a vice-chairperson.
2. The chairperson and vice-chairperson shall be elected by the committee members from amongst themselves.
3. The chairperson shall preside over Advisory Committee affairs and shall lead Advisory Committee meetings.
5. When the chairperson meets with an accident or is absent, the vice-chairperson shall perform the duties as proxy for the chairperson.

Meetings

Article 29

1. Advisory Committee meetings shall be summoned by the chairperson.
2. The Advisory Committee can not be held when fewer than half of members are present.
3. Advisory Committee proceeding decisions shall be determined by a majority vote among the members present. If there are an even number for and against, the chairperson shall cast the deciding vote.

4. The Advisory Committee can seek the attendance of persons to hear explanations or opinions when recognized as necessary.

Administrative Affairs

Article 30

The administrative affairs of the Advisory Committee shall be conducted by the Planning Department.

Mandate

Article 31

Besides what is established in this chapter, items necessary for the administration of the Advisory Committee shall be presented to the Advisory Committee by the chairperson.

Chapter 4 Miscellaneous Provisions

Mandate

Article 32

Items necessary for the implementation of this ordinance will be appointed separately by the Mayor.

Supplementary Provision

This ordinance shall go into effect on April 1, 2003.

Issued by Shizuoka City Gender Equality Division

Telephone: 054-221-1349

FAX: 054-221-1498

