

**Overview Version**  
**Azumino City's Plan for Building a Cooperative**  
**Society Respecting Diversity FY 2023-2027**  
**Azumino City**

## Section 1: Principles

Based on the principles of SDGs that define the global goals to achieve a sustainable, diverse, and tolerant society, "leaving no one behind," the Plan observes the three principles stated in Azumino City's Ordinance to Build a Cooperative Society Respecting Diversity, aiming at a cooperative society in which all people understand diversity, share responsibilities with each other, and live in their own style.

### **Respect for Human Rights**

All people understand diversity, respect each other's human rights, and are able to live with dignity.

### **Building a Sustainable Community That Makes Good Use of Diverse People**

All people can demonstrate their individuality and abilities of their own will and choose their own diverse lifestyle.

### **Promotion of Active Engagement**

All people participate in activities in any field together and share responsibilities with each other.

## Section 2: Ideal Society We Aim For

Azumino City's Ordinance to Build a Cooperative Society Respecting Diversity defines its purpose in Article 1 as to "build a cooperative society in which every individual is recognized as indispensable and respected."

To enhance common understanding among residents, businesses, educators, and administrators, and to promote the Plan in collaboration, we declare "Azumino—a cooperative society where everyone can play an active part" as the "ideal society we aim for" during the period of the Plan.

## Section 3: Basic Policies

In order to build a comfortable society in which we can equally respect each other's human rights and accept each other's individuality, it is important to understand diversity among every one of us. Azumino City adopts the following three basic policies, aiming at "Azumino—a cooperative society where everyone can play an active part."

### **Basic Policy 1 Building a Community Respecting Gender Equality and Gender Identity Diversity**

To achieve a society “leaving no one behind” as pledged in SDGs, the concept of gender equality is more important than ever before. The concept of gender equality needs to be incorporated and spread into every field of our society. People can be identified not only by their biological sex genetically assigned at birth but also by their gender identity, sexual orientation, and gender expression. Understanding of gender diversity should be shared and deepened by more people.

### **Basic Policy 2 Building an Intercultural Community**

Accepting foreign citizens (not only citizens of non-Japanese nationality but also including those who newly acquired Japanese nationality and children whose foreign and Japanese parents married internationally) and making a diverse community can be a driving force for new encounters, discovery, and creative innovation, all resulting in the development of citizens and the city itself.

We aim at achieving an intercultural society in which foreign and Japanese citizens respect and understand each other to live in peace.

### **Basic Policy 3 Building a Universally Designed Community**

“Universal design” is “the design for all people” or “the design accessible to all people.” Children, adults, the elderly, foreigners, people in wheelchairs, people with visual, auditory, or other not outwardly apparent disabilities, expectant mothers, people pushing baby carriages—all live in our neighborhood.

When planning the community, we introduce the viewpoint of universal design that aims at realizing streets, buildings, products, systems, and services that everyone can easily access from the beginning, contributing to making society easy to live in regardless of each one’s diverse and unique individuality.

**Ideal Society We Aim For:**

**Azumino—a cooperative society where everyone can play an active part**

Principles

1. Respect for Human Rights
2. Building a Sustainable Community That Makes Good Use of Diverse People
3. Promotion of Active Engagement

Basic Policy 1

Building a Community Respecting Gender Equality and Gender Identity Diversity

Basic Policy 2

Building an Intercultural Community

Basic Policy 3

Building a Universally Designed Community

## Orientation of measures

### Key measures

#### 1-1. Dispelling the fixed sense of gender roles

##### 1-1-1. Promoting and enlightening the gender equality

##### 1-1-2. Increasing women's participation in processes of making decisions

##### 1-1-3. Managing the progress of the gender equality promotion plan

#### 1-2. Promoting actions for a better work-life balance

##### 1-2-1. Laying the foundation for a working environment without gender discrimination

##### 1-2-2. Restricting long working hours and promoting diverse ways of working

##### 1-2-3. Honoring businesses advancing gender equality

#### 1-3. Eradicating violence of any kind including domestic violence

##### 1-3-1. Encouraging the rejection of violence

##### 1-3-2. Providing easy access to the support

##### 1-3-3. Extending the victim support

#### 1-4. Laying the foundation for a comfortable life regardless of gender or gender identity

##### 1-4-1. Promoting lifelong health maintenance

##### 1-4-2. Supporting health care and increasing public awareness of rights regarding pregnancy and childbirth

##### 1-4-3. Promoting the understanding of gender diversity and supporting diverse individuals

#### 2-1. Developing an awareness of intercultural cohesion and eliminating prejudice and discrimination

##### 2-1-1. Enhancing the acceptance of diverse cultures

##### 2-1-2. Supporting organizations for intercultural cohesion and international exchange

##### 2-1-3. Managing the progress of the intercultural cohesion plan

#### 2-2. Extending learning and communication opportunities

##### 2-2-1. Spreading "easy Japanese" and "multilingualism"

##### 2-2-2. Extending the learning opportunities for Japanese language and manners for living in local communities

##### 2-2-3. Extending the education of foreign national students

2-3. Realizing a community where people live at ease

2-3-1. Extending the consultation system

2-3-2. Extending the living and social foundation

2-3-3. Extending the disaster prevention system

2-4. Promoting active engagement in local communities

2-4-1. Promoting intercultural exchange in local communities

2-4-2. Promoting participation in local activities

3-1. Encouraging consideration for other people

3-1-1. Increasing public awareness about the idea of universal design

3-1-2. Fostering officials who can leverage the idea

3-1-3. Fostering promoters of universal design

3-2. Building up systems for everyone

3-2-1. Providing easy and appropriate support for everyone

3-2-2. Providing information accessible and useful for everyone

3-2-3. Managing the progress of universal design applied plans

3-3. Building a convenient community

3-3-1. Laying the foundation for easy transportation

3-3-2. Creating easy-to-use public buildings and facilities

3-3-3. Guiding and supporting people to move to easy-to-use facilities

For children, persons with disabilities, and the elderly

Azumino City's Plan of Local Social Welfare and Local Social Welfare Activities, Azumino City's Plan of Operations for Children and Child-rearing Assistance, Azumino City's Basic Plan for Persons with Disabilities, Azumino City's Social Welfare Plan for the Elderly, the 8th-term Municipal Insured Long-term Care Service Plan, and other plans.

## List of Numerical Targets

	Indicator	Current figures	Target figures in 2027
Building a Community Respecting Gender Equality and Gender Identity Diversity	The percentage of those who regards gender equality as “important” or “somewhat important” (citizens’ attitude survey)	72.0%	80%
	The percentage of those who thinks that “people can demonstrate their abilities regardless of gender in Azumino” (citizens’ attitude survey)	14.6%	25%
	The percentage of women in managerial positions in the city hall	Department chief 9.1% Division chief 13.3%	Department chief 14% Division chief 22%
	The percentage of female members in municipal councils and committees	22.0%	40%
	The percentage of women in Azumino City’s Disaster Management Council	18.4%	30%
	The percentage of citizens who thinks that there is “good support for childbirth and child-rearing” (citizens’ attitude survey)	38.5%	40%
	The number of children’s clubs to which up to 6th graders are admitted	2	9
	The percentage of male city officials who take childcare leave for one month or more	20%	30%
	The percentage of those who quit or switched their job because of caregiving or assistance (questionnaire survey conducted by Elderly Caregiving Division)	11.3%	Lower than the current rate
	The percentage of those who know about the consultation desk (questionnaire survey regarding gender equality and intercultural cohesion)	63.9%	80%
	The percentage of citizens who recognize that “keeping an eye on their partner’s messages from/to others or restricting their partner’s relationship with others” is regarded as mental domestic violence (questionnaire survey regarding gender equality and intercultural cohesion)	—	70%
	The percentage of those who underwent a uterine cancer screening test	29.8%	35%
	The percentage of those who underwent a mammary cancer screening test	31.8%	35%
	The number of people who died from suicide per 100,000 population	18.0 (2020)	13.9 or less
	The percentage of those who understand the meaning of gender minorities (questionnaire survey regarding gender equality and intercultural cohesion)	—	90% or more
	The percentage of those who regards human right policies for gender minorities as “important” or “somewhat important” (citizens’ attitude survey)	—	90% or more

	Indicator	Current figures	Target figures in 2027
Building an Intercultural Community	The percentage of those who are annoyed by discrimination in daily life (questionnaire survey regarding the actual conditions of foreign citizens' life)	8.6%	5% or less
	The percentage of those who are satisfied with their life in Azumino City (questionnaire survey regarding the actual conditions of foreign citizens' life)	90.5%	Higher than the current rate
	The number of Japanese language lectures and the total number of participants	112 lectures 366 people	120 lectures or more 500 people or more
	The number of yearly accesses to the city's foreign language web pages	42	200 or more
	The percentage of those who know about the consultation desk for foreign citizens (questionnaire survey regarding the actual conditions of foreign citizens' life)	31.1%	80% or more
	The percentage of foreign citizens who joined the pension and health insurance systems (questionnaire survey regarding the actual conditions of foreign citizens' life)	Pension: 83.6% Health insurance: 90.8%	Higher than the current rate
	The percentage of foreign citizens who wish to continue living in Azumino City (questionnaire survey regarding the actual conditions of foreign citizens' life)	91.5%	Higher than the current rate
	The number of lectures on "easy Japanese" and/or "intercultural cohesion" in local communities and seminars for city officials	2	5 or more
	The number of lectures for which a foreign citizen is designated as a lecturer	1 lecture	5 lectures
Building a Universally Designed Community	The percentage of those who regards the respect for diversity as "important" or "somewhat important" (citizens' attitude survey)	71.3%	80% or more
	The number of events, lectures, and classes regarding "the respect for diversity" and/or "universal design"	2	5 or more
	The percentage of those who are "satisfied" or "satisfied to some extent" with the achievement of the respect for diversity (citizens' attitude survey)	17.6%	20% or more
	Creating and distributing a guidebook for universal design	—	500 copies
	The total number of on-demand transportation users	78,975 people	84,000 people
	The percentage of sidewalks installed along improved roads of 5.5 m or wider	55.7%	57.0%
	The percentage of local communities in which a disaster drill is conducted	38%	75% or more

## **What is a Cooperative Society?**

It is a society in which human rights are respected for everyone and all people can fully demonstrate their individuality and abilities in any field.

### **Position of the Plan**

- The plan defined in Article 9 of Azumino City's Ordinance to Build a Cooperative Society Respecting Diversity
- The "Municipal Plan for Gender Equality" pursuant to Article 14, Paragraph 3 of the Basic Act for Gender Equal Society
- The "basic plan concerning the implementation of measures for the prevention of spousal violence and the protection of victims within their jurisdiction" pursuant to Article 2-3, Paragraph 3 of the Act on the Prevention of Spousal Violence and the Protection of Victims
- The City's promotion plan pursuant to Article 6, Paragraph 2 of the Act on the Promotion of Women's Active Engagement in Professional Life and Article 4 of the Act on the Comprehensive and Integrated Promotion of the Measures to Realize a Universal Society
- The Plan conforms with: the Nation's "5th-term Basic Plan for Gender Equality" and "Plan for Promotion of Intercultural Cohesion in Communities (revised in 2020)"; the Prefecture's "5th-term Nagano Prefecture's Plan for Gender Equality" and "Nagano's Guidelines for Promotion of Intercultural Cohesion"; the City's "Azumino City's Basic Plan"; and other plans

### **Period of the Plan**

FY 2023-2027 (5 years)

English

Chinese

Portuguese

Vietnamese

Azumino City's Plan for Building a Cooperative Society Respecting Diversity (FY 2023-2027)

Overview Version

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