

Gifu Prefecture Gender Equality Plan (5th)

(FY2024~2028)

Purpose of Planning

Moving toward the actualization of a gender-equal society, it is important to promote work-life balance for both men and women and to create an environment where they can participate not only in work but also in a variety of other fields. To this end, it is necessary to create an environment where everyone can participate in all fields by their own free will without having unconscious bias, and to work toward eliminating fixed perceptions of gender roles.

We have created the "Gifu Prefecture Gender Equality Plan (5th)" as a guideline to promote the creation of a gender-equal society in our prefecture.

Background of the Plan

○Participation Status in Policy and Decision Making Processes

- The percentage of women in managerial occupations in Gifu Prefecture is low compared to that of national average, and is generally lower than the national average in all industrial fields.

○Employment Status

- Regarding the employment status of employees, the percentage of women in Gifu Prefecture working as a "temporary employee, part-time worker, or other" is higher than that of the national average after the ages between 25 and 29.
- The percentage of male workers who work 60 hours or more per week is about 2.6 times higher than that of female workers.

○Work-Life Balance Status

- Even if people wish to balance work and family life, in reality, many of them have no choice but to give priority to work.
- Although younger generations of both men and women spend more time doing housework, childcare, and nursing care than middle-aged and older generations, men spend less time than women in all age groups.

○Status of Violence between Men and Women

- Most victims of domestic violence and sexual harassment are women.
- 60.9% of domestic violence victims do not consult with anyone.

○Status of Prefectural Resident's Life

- The gap between healthy life expectancy and average life expectancy is larger for women than for men.
- Most single-parent households are single-mother households, and the average annual working income of single-mother households is only about 60% of that of single-father households.

○Changes in Social Conditions

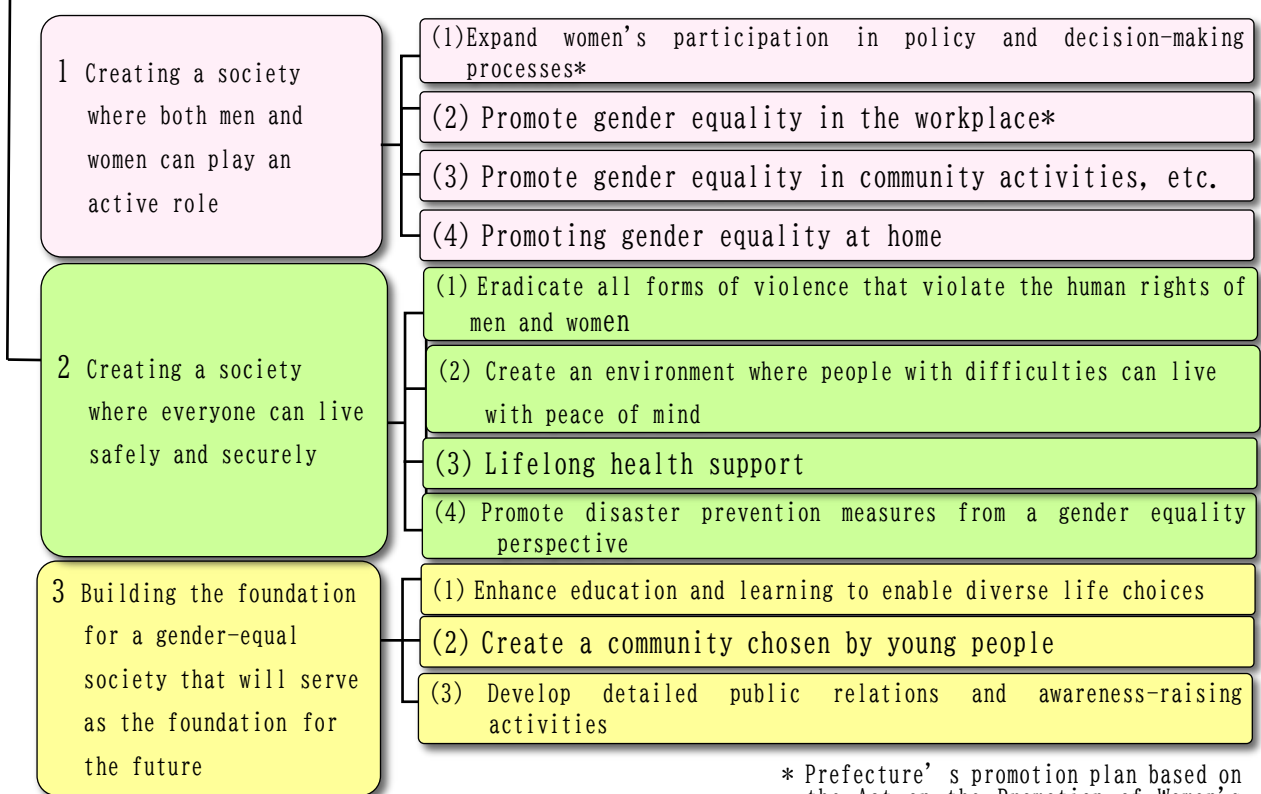
- There is a continuing tendency for young people in their 20s to 30s to leave the prefecture for mainly "occupational" reasons, and this is especially noticeable among women.

○Trends in Prefectural Resident's Awareness

- There is a tendency for men to be perceived as being well treated in all areas, including "social norms, customs, conventions," and "society as a whole."
- Regarding the question on what is important for getting closer to equality between men and women, "improvement of prejudice, fixed social norms, customs, and conventions" ranked highest at 39.8%, an increase of 12.9 points compared to the previous survey.

Planning System

Actualization of a Gender-equal Society



* Prefecture's promotion plan based on the Act on the Promotion of Women's Active Engagement in Professional Life

Seminars and Lectures

Women's Active Engagement in Professional Life Forum at Gifu, the Land of Clear Waters (October 31, 2023)



Housework and Childcare Balancing Class for Dads (January 7, 2024)



Main Target Figures

Items	Status	Target Figures (Target FY)
Time spent on housework, childcare, nursing care, etc. for husbands with children under 6 years old	106 minutes per day (2021)	130 minutes per day (2026)
Number of municipalities implementing and supporting children's cafeterias for children from households in need and single-parent families	17 (2022)	33 (2028)
Percentage of households whose "main division of housework" is "equal between husband and wife" or "all members of the family."	25% (2022)	35% (2027)

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