



**The 4th Comprehensive Promotion  
Guidelines for Human Rights Education  
and Human Rights Awareness in Ashiya City  
[Summarized Version]**



**March 2021  
Ashiya City**



## 1 In formulating the Guidelines

Human rights are the unique rights of each person based on human dignity that are essential for all members of the society to ensure their individual existence and freedom and to lead a happy life in the society. The 21st century is called the "Human Rights Century" with the desire to create a peaceful century in which the human rights of all people are respected. Respecting human rights and acknowledging the diversity of different societies and cultures is expected to be the standard of all actions for solving globalized and diversified human rights issues

And now, having set 17 goals as "Sustainable Development Goals" (SDGs) in 2015, the United Nations is calling for ending poverty, protecting the earth, and taking universal actions to ensure that all people enjoy peace and prosperity towards the realization of a world "leaving no one behind".

To realize a society that respects human rights, it is indispensable to cultivate the spirit of respect for each person's human rights, and for that purpose, human rights education and human rights awareness is extremely important.

In Ashiya city, while trying to be consistent with various plans such as the "Fifth Comprehensive Plan" (scheduled to be formulated in 2021), and based on the verification of measures promoted in accordance with the 3rd Comprehensive Promotion Guidelines For Human Rights Education And Human Rights Awareness as well as the results of the Citizens' and City Staff Awareness Survey on Human Rights conducted in FY2019, we have formulated "The 4th Comprehensive Promotion Guidelines For Human Rights Education And Human Rights Awareness." Based on the Guidelines, we will comprehensively and effectively promote further human rights education and human rights awareness measures in line with the current situation of the city.

### Universal Declaration of Human Rights (excerpt from tentative translation)

Adopted by the United Nations General Assembly on December 10, 1948

#### Article 1.

All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

### Constitution of Japan (excerpt)

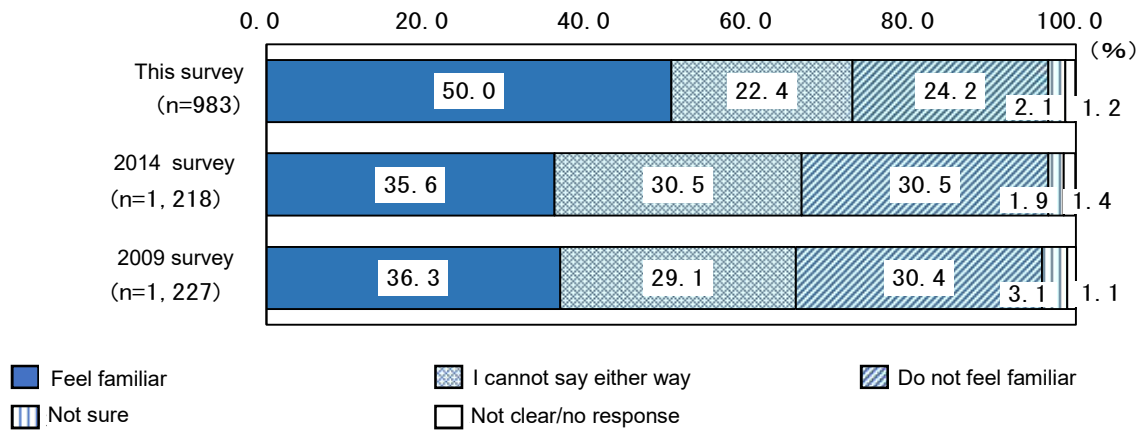
Promulgated on November 3, 1946

#### [Basic human rights]

Article 11 The people shall not be prevented from enjoying any of the fundamental human rights. These fundamental human rights guaranteed to the people by this Constitution shall be conferred upon the people of this and future generations as eternal and inviolate rights.

● **The extent people are familiar with human rights**

Regarding the degree to which people feel familiar with human rights, this survey\* showed 50.0%, which is 14.4 points higher than the 2014 survey (35.6%).



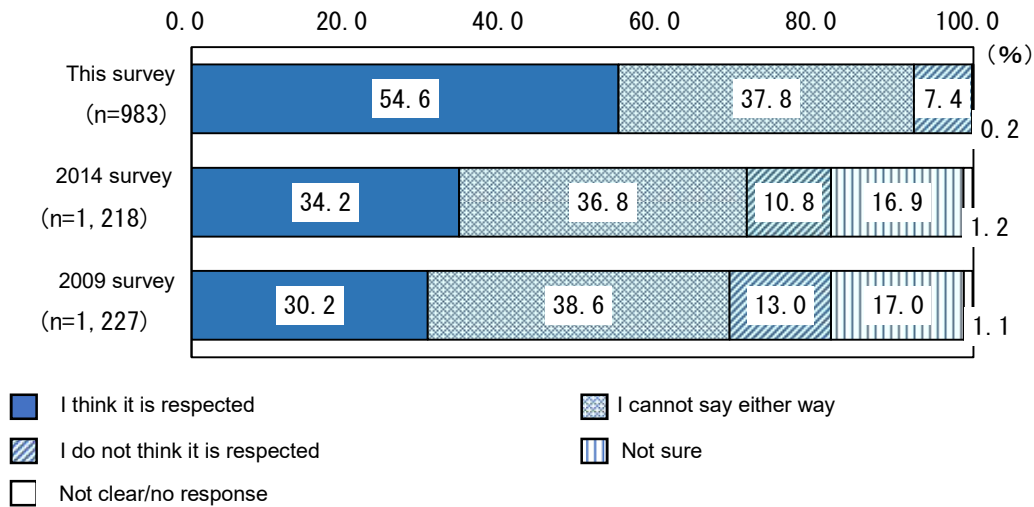
\* Results of Citizen Awareness Survey on Human Rights in Ashiya City in 2019 (hereinafter the same applies)

\* In this survey, "Feel familiar" is the total of "Feel very familiar" and "Feel familiar to some extent", and "Do not feel familiar" is the total of "Not very familiar" and "Not familiar at all".

In the 2014 survey and the 2009 survey, "Feel familiar" is the total of "Feel very familiar" and "Feel quite familiar", and "Do not feel familiar" is "Do not very familiar" and "Do not familiar at all".

● **Are human rights respected in Ashiya City?**

Regarding whether human rights are respected in Ashiya City, "I think it is respected" was the highest at 54.6%, followed by "I cannot say either way" at 37.8% and "I do not think it is respected" at 7.4%.



\* In this survey, "I think it is respected" is the total of "I agree" and "I somewhat agree", and "I do not think it is respected" is the total of "I disagree" and "I somewhat disagree".

In the 2014 and 2009 surveys, "I think it is respected" is the total of "I strongly agree" and "I quite agree", and "I do not think it is respected" is the total of "I quite disagree" and "I strongly disagree".

In addition, there is no "Not sure" option in this survey.

## **2 Basic directions for human rights education and human rights awareness**

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### **(1) Enhancement of human rights education and awareness**

- Through school education and social education, we will promote human rights education and human rights awareness according to the developmental stage from infants to the elderly and foster a spirit of respect for human rights to all people.
- We will promote efforts to "grow" and "nurture" the awareness of respect for human rights in infancy, efforts to cultivate "independence", "self-esteem" and "responsibility" for children and students, and efforts to respect "self-actualization" and "dignity" for the elderly.
- We will foster an awareness of protecting the human rights of oneself and others.
- We will promote awareness and enlightenment about the importance of a society where people recognize that everyone has an unconscious bias (unconscious prejudice or belief), recognize differences in each other's feelings and thinking, and everyone can maximize their potentials in their own way.
- We will foster a spirit and attitude to live helping each other, deepening understanding of various people living together, such as foreigners, the elderly, and people with disabilities.
- We will promote education and awareness in various places such as homes, communities, and workplaces so that a culture of respect for human rights can be linked to actions in daily life and social life.
- We will utilize various public relations media and promote awareness by utilizing various opportunities such as the Awareness Promotion Period.
- We will work to create an environment where opinions and ideas regarding human rights can be freely exchanged and to ensure neutrality.
- All City staff will acquire a rich sense of human rights through training, etc., and will work on their duties from the perspective of respecting human rights.
- Teachers and staff involved in human rights education in early childhood and school-age will strive to raise awareness of human rights through systematic training in human rights education that responds to changes in the times.

### **(2) Establishment of consultation/support systems**

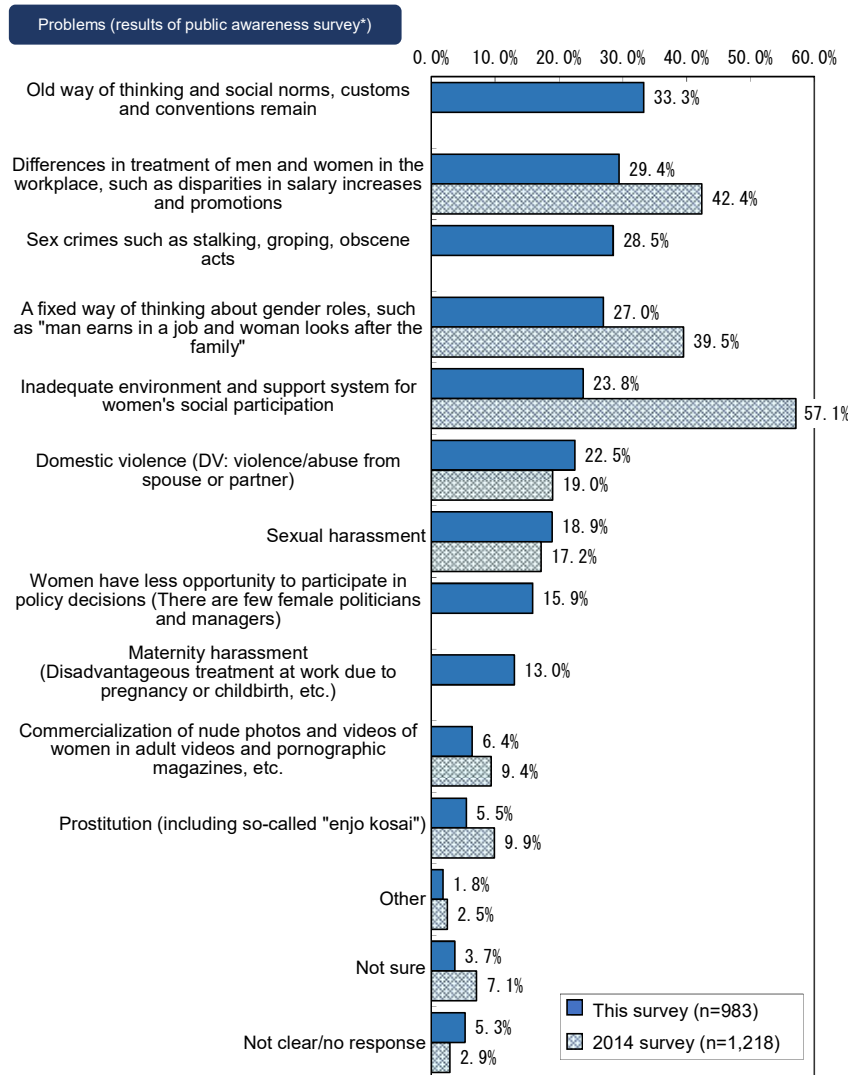
- We will create a system that will make it easier for citizens to consult about human rights issues and publicize the consultation desk.
- In order to respond to the diversification of consultation contents, we will cooperate with related organizations and Civil Rights Commissioners and improve the responsiveness of the staff involved in the consultation.

### **(3) Strengthening cooperation with citizens and related organizations**

- We will work on human rights education and awareness by sharing information and strengthening cooperation with organizations and groups related to human rights and Civil Rights Commissioners, etc.
- We will reflect the opinions and advice of the "Ashiya City Human Rights Education and Human Rights Awareness Promotion Roundtable Meeting" and the council on individual human rights issues in our human rights education and human rights awareness measures.
- The government will support and cooperate with activities for respecting human rights that citizens voluntarily develop, including NPOs, NGOs, and volunteer groups, and promote the spread of the idea of respect for human rights throughout the city.

### 3 Current status and direction of major human rights issues

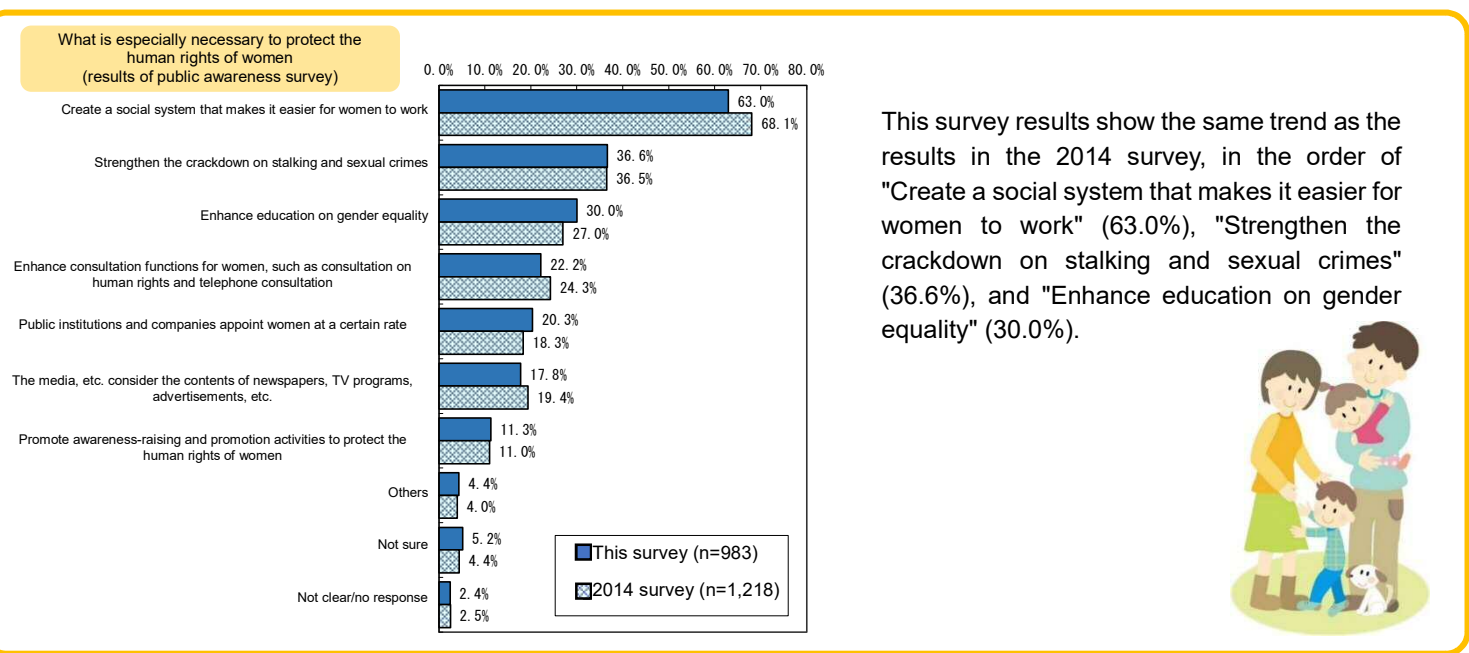
#### 3-1 Human rights of women



- Through lectures, training, and collaborative projects with NGOs etc., we will endeavor to eliminate gender discrimination and the fixed perceptions of gendered roles, and to disseminate the significance of a gender-equal society.
- We will endeavor to enhance education and learning that fosters the individuality and abilities of each individual regardless of gender.
- We will widely publicize the concept of work-life balance\* to the general public and raise awareness, so that both men and women take charge of childcare, housework, nursing care, etc.
- We will promote education and awareness on the prevention of violence due to gender discrimination, DV\*, dating DV\* among young people, sexual harassment\*, etc.
- We will promote the awareness of the Ashiya City Spousal Violence Counseling and Support Center (Ashiya City DV Counseling Room).

- \* Work-life balance: The ability of each person to select and realize a variety of ways in life at home and in the community, depending on each stage of life. Such as child-rearing, middle-life and senior life stages, while working with a sense of satisfaction and fulfillment, fulfilling his or her work responsibilities. Harmony between work and life.
- \* DV: Physical, mental, sexual, and financial violence between a spouse or partner with whom one has or had an intimate relationship.
- \* Dating DV: Violence that occurs between lovers and dating couples, and is the act of trying to control the other person with power.
- \* Sexual harassment: Sexual behavior damaging the living environment of the other party, or detrimental to the other party due to his/her response to the sexual behavior.

\* Results of Citizen Awareness Survey on Human Rights in Ashiya City in 2019 (hereinafter the same applies)

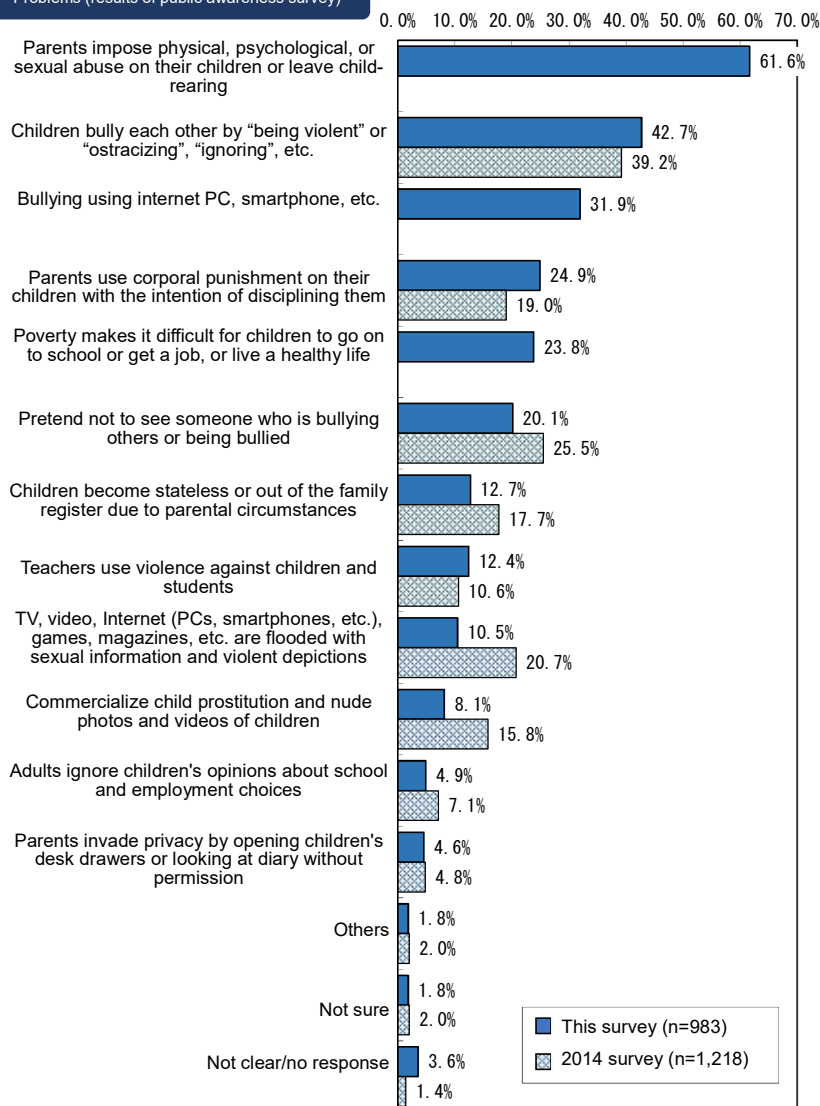


This survey results show the same trend as the results in the 2014 survey, in the order of "Create a social system that makes it easier for women to work" (63.0%), "Strengthen the crackdown on stalking and sexual crimes" (36.6%), and "Enhance education on gender equality" (30.0%).



## 3-2 Human rights of children

Problems (results of public awareness survey)



- We will carry on publicizing and raising awareness about the significance and content of the Convention on the Rights of the Child.
- We will thoroughly implement the idea of respecting for human rights in the school, which is a place for children to learn, and promote human rights education throughout educational activities.
- Through the entire curriculum, we will promote efforts to provide opportunities for children to think independently about problems such as bullying (including those conducted via the Internet) and to acquire the ability to select information and make decisions correctly.
- Based on the "Bullying Prevention Basic Policy", we will enhance the reporting system and consultation system.
- Based on the "Child Abuse Prevention Law," we will enhance the reporting system and consultation system and strengthen the cooperation between schools etc. and related organizations.
- The "Children and Family Comprehensive Support Office" will include the functions of the Family Child Counselling Room and will work to revitalize the "Regional Council for Measures for Children Requiring Protection".
- In order to prevent isolation during child-rearing, we will foster awareness about the importance of supporting child-rearing in the local community.
- In cooperation with parents and youth protection committee members etc., we will promote education and awareness so that children can protect themselves and ensure their safety.



The Convention on the Rights of the Child was adopted by the General Assembly of the United Nations in November 1989 with the hope that children around the world could grow up healthy. Japan ratified this convention in 1994. This convention is a commitment between countries to respect the "basic human rights" of children.

Defining those under the age of 18 as "children," the convention has been drafted from the perspective of children, stating "children need the help of adults to survive, grow and develop." The Convention on the Rights of the Child is a promise for all children to live happily.

### Right to life

- All children's lives are valued, and they can grow up and live in good health while being loved by everyone.

### Right to be protected

- Children's individuality can be recognized, and they can express thoughts.
- Children are protected from violence and bullying. Children with disabilities and children of ethnic minorities must be especially protected.

### Right to grow up

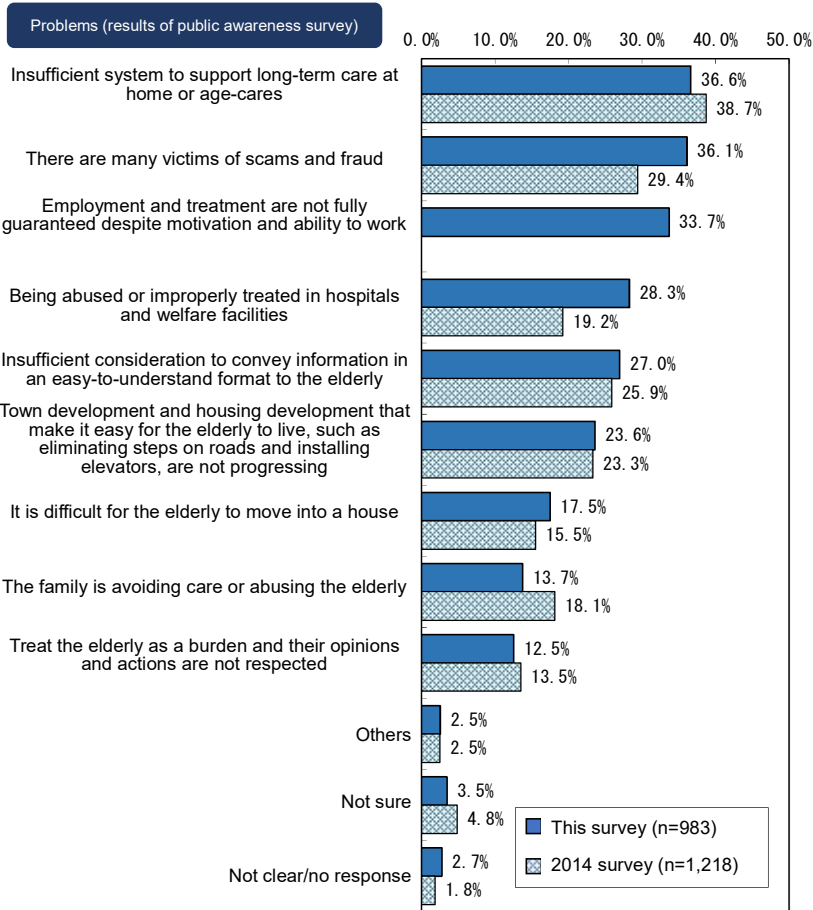
- Children get education and protected freedom of thoughts and beliefs.
- Children get to rest and play and grow up in their own way.

### Right to participate

- Children can freely express their opinions, engage in free activities, and participate in society.

(Ashiya City "Let's get to know and think about it together!" Excerpt from "Convention on the Rights of the Child (Parents Edition (Infants/School Age)) -Summarized Edition," (April 2012)

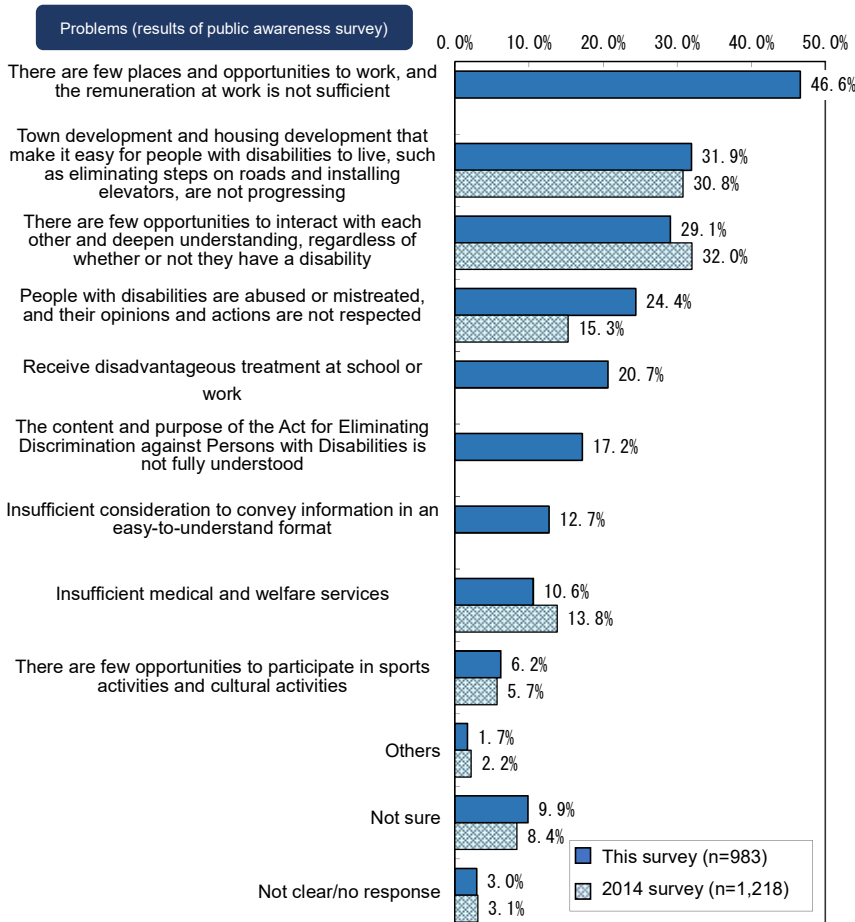
### 3-3 Human rights of the elderly



- We will work closely with related organizations to detect abuse at an early stage, prevent fraud, and promote the use of the adult guardianship system\*. In addition, we will endeavor to publicize the consultation desks of the Rights Protection Support Center and the Elderly Life Support Center and enhance the consultation system.
- In cooperation with the Elderly Life Support Center, the Council of Social Welfare, the Residents' Association, the Voluntary Disaster Prevention Association, the Civil Welfare Children's Committee, the Welfare Promotion Committee, etc., we will promote the creation of a system to watch over and support the elderly in the community.
- Based on the dementia policy promotion outline, we will strive to create a system to support elderly people with dementia and promote the dissemination and awareness of correct knowledge about dementia.
- We will strive to improve the motivation of life by disseminating and raising awareness of the need for independence and social participation of the elderly, employment opportunities, and the environment.

\* Adult guardianship system: A system appointed by the family court that represents or assists a person who does not have sufficient judgment ability due to mental disability (intellectual disability, mental disability, dementia, etc.) so that he/she does not suffer any disadvantage.

### 3-4 Human rights of people with disabilities

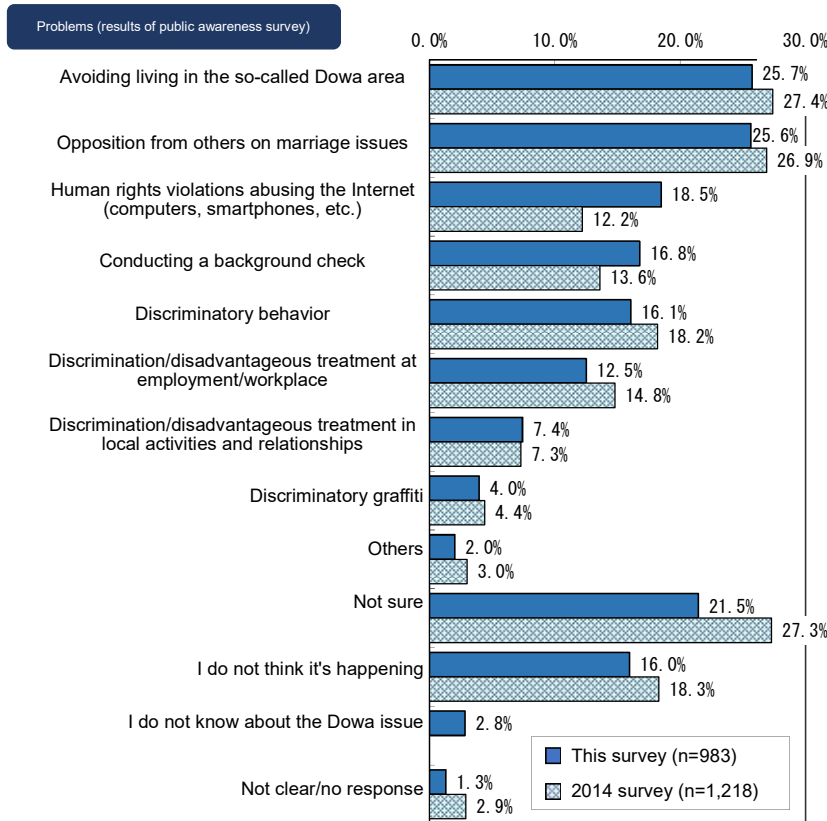


- We will widely disseminate the "Ordinance on creating a town where everyone can live together without discrimination on the grounds of disability", promote understanding of people with disabilities and people with disabilities, and aim to realize a symbiotic society without discrimination.
- We will deepen our understanding of people with disabilities since childhood and promote education that fosters barrier-free minds\*.
- We will promote mutual understanding through local exchange activities where people with and without disabilities can participate together.
- We will implement measures to support businesses in their provision of reasonable accommodations.
- We will endeavor to publicize consultation desks and enhance the consultation system.

\* Barrier-free: A living space where both the elderly and people with disabilities can work freely, created by removing the barriers that hinder their lives. Generally, it often refers to "physical barriers" such as steps in buildings, but there are "institutional barriers", "cultural/information barriers", and "subconscious barriers".

### 3-5 Dowa issue (Buraku discrimination)

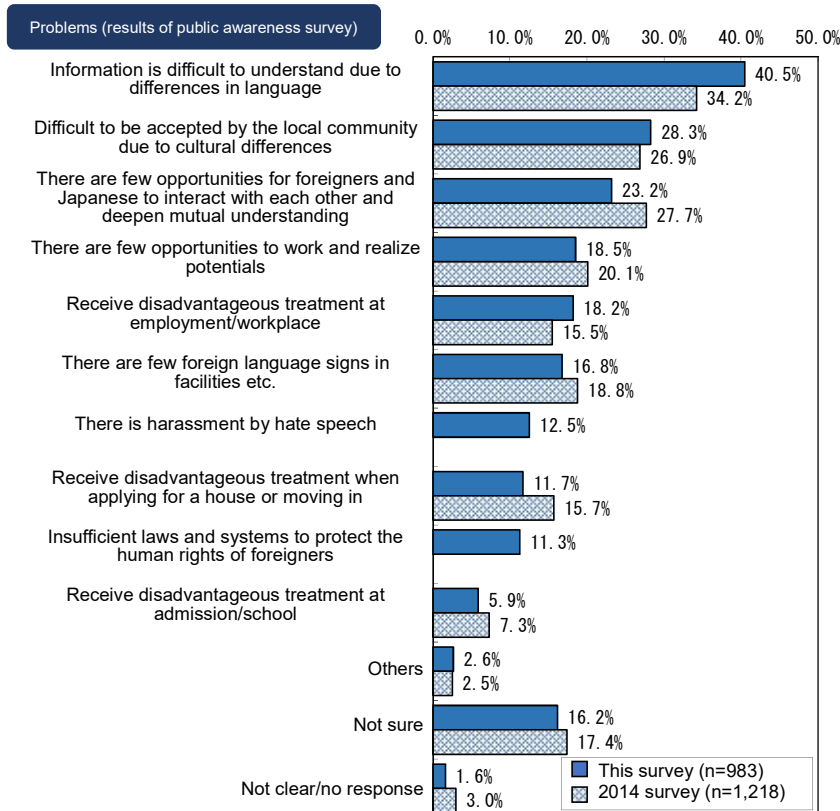
The Dowa issue (Buraku discrimination) is a discrimination based on the social status structure formed in the process of historical development of Japanese society, and some Japanese people have long been at a low level economically, socially, and culturally. It is a serious human rights issue peculiar to Japan, such as being forced into a state and being subject to various discriminations in daily life.



- We will carry out publicization and awareness-raising activities so that people can have a correct understanding and recognition of the Dowa issue (Buraku discrimination) in order to eliminate prejudice and discrimination.
- In school education, we will work on human rights education while devising learning contents and teaching methods based on the results of our efforts so far.
- We will engage in local consultation services, human rights learning, and exchange activities centered on the Kamimiyagawa Cultural Center, which is a base facility for human rights awareness and resident exchange.
- We will publicize and properly operate the "Personal Notification System" so that the human rights of citizens will not be infringed due to fraudulent billing or acquisition of a copy of the resident's register.

\* Personal Notification System: A system to notify the registered person in advance of the fact that a certificate, such as a copy of a resident's register or a copy of a family register, is going to be issued to a proxy or a third party. By making it easier to detect unapproved claims of a copy of the resident's register or a copy of the family register, this system aims to prevent their fraudulent acquisition for use in unauthorized background checks that lead to marriage discrimination or employment discrimination and protects human rights. The city introduced this system from July 2014.

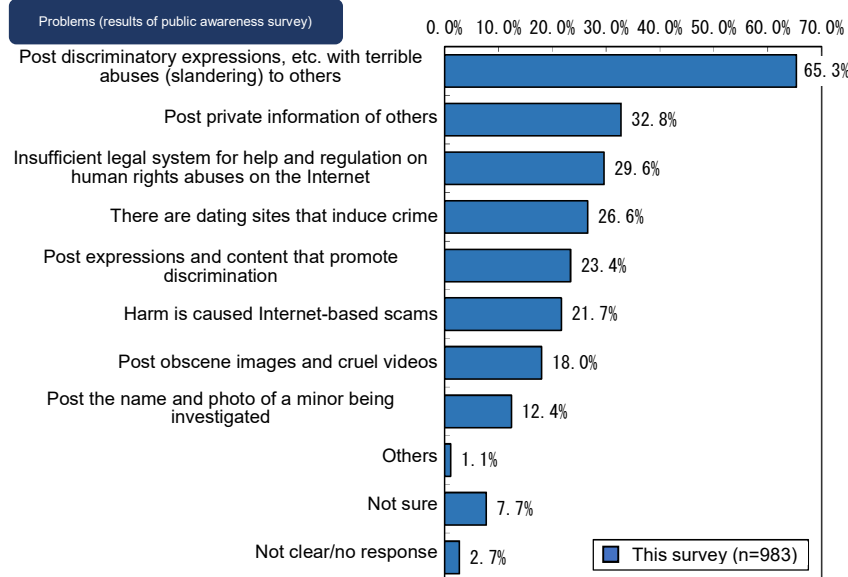
### 3-6 Human rights of foreigners



- In order to eliminate prejudice and discrimination against foreigners, we will promote education and raise awareness of human rights that respects the diversity of cultures and lifestyles.
- We will raise awareness to spread the recognition that hate speech is a violation of human rights and is not allowed.
- Based on educational guidelines related to foreign students, we will nurture the ability such that all students will respect each other, and foreign students will be able to open up their own career paths.
- By promoting exchanges with foreign countries and foreigners, including children, we will raise the understanding and interest in different cultures and broaden our horizons to the international community.
- With Shioashiya Exchange Center as the base, we will promote cross-cultural exchange through Japanese language classes and providing information to foreign residents.
- We will endeavor to provide information that is easy for foreigners to understand through information dissemination in multiple languages and wider use of easy Japanese.



### 3-7 Human rights violations associated with informatization etc.



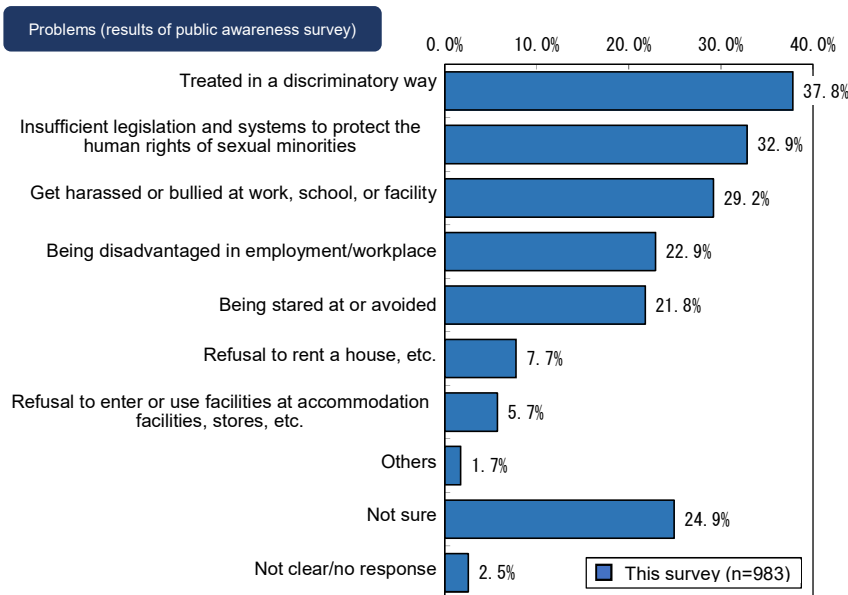
- We will promote education and awareness, including children, regarding individual responsibilities and information ethics in collecting and disseminating information in cooperation with related organizations such as families and Civil Rights Commissioners.
- We will endeavor for the early detection of the posting of information that infringes human rights, such as discriminatory writing on the Internet, and take appropriate measures in cooperation with related organizations.
- With regards to various publications by the city, we will check them from the viewpoint of human rights and provide information that is appropriate.

### 3-8 Human rights of sexual minorities

LGBT, which is a general term used for sexual minorities, is an acronym referring to L: Lesbians, G: Gays, B: Bisexual, and T: Transgender (people who live or want to live in a gender different from the gender assigned to them at birth).

There are various other sexualities\* in addition to LGBT.

\*Sexuality: Refers to all things related to the sexual state of being, such as "biological sex (sex)", "social/cultural sex (gender)", "gender identity", "sexual orientation", "gender expression".



- In order to create a society in which everyone's sexuality is respected and everyone can live in their own way, we will promote education and awareness to deepen correct knowledge and understanding of issues related to sexuality such as sexual diversity.
- We will proceed with the deletion of unnecessary gender descriptions in official documents.
- We will publicize the consultation desk to take in consultations from members of the sexual minority, family members, faculty and staff, etc.

### 3-9 Human rights of patients with infectious diseases

- Centered on World AIDS Day\* and the Hansen's Disease Week, we will promote awareness to correctly understand each infectious disease.
- We will strive to impart correct knowledge in school education according to the developmental stage of students so they can avoid discrimination or prejudice against infected people.

\* World AIDS Day: The World Health Organization (WHO) designated December 1 as "World AIDS Day," since 1988, and awareness-raising activities on AIDS are being carried out around the world on this day.

### 3-10 Human rights of crime victims, etc.

- We will widely raise awareness about the human rights of crime victims and strive to publicize the support system for crime victims.

### **3-11 Human rights of those released after having served sentences**

- In order to deepen understanding of the prevention of crime and delinquency and the rehabilitation of those who committed crimes, as well as to engage in educational activities toward the realization of a community that watches over and supports their rehabilitation, we will promote the “Bright Society Campaign”.

### **3-12 Other human rights issues**

- ◇ **Problems related to single-parent families, etc.**
- ◇ **Human rights of victims abducted by North Korean authorities**
- ◇ **Human rights of Ainu people**
- ◇ **Human rights of workers, etc.**
- ◇ **Human rights violations due to harassment**

There are various human rights issues in society, and we will work on appropriate human rights education and awareness of the above-mentioned human rights issues.

## **4 Direction of human rights education and awareness in each place**

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### **4-1 Home**

- We will enhance opportunities for families to learn about human rights together and promote education and awareness of the protection of human rights for children and the elderly etc., and the significance of gender equality at home etc.
- We will enhance the consultation and support system for parents who are worried or who are seeking information about child-rearing, or those who are worried about nursing care.

### **4-2 Schools, etc.**

- We will enhance the education that fosters a spirit and attitude of respect for human rights while considering the developmental stages of children.
- We will work on parents, such as holding a human rights study session at PTA.
- In cooperation with homes and local communities, and by coordinating between school types, we will watch over children and strive for early detection and early response to bullying and school refusal.
- We will enhance opportunities to actively interact with infants, children, and students with people with disabilities, the elderly, foreigners, etc., and to promote the understanding for valuing each person and diversity.
- We will enhance human rights training for teachers and staff.

### **4-3 Local community**

- We will enhance opportunities for education and awareness through collaboration with social education-related organizations and groups and the Ashiya City Human Rights Education Promotion Council.
- We will raise awareness of human rights in the community and enhance symbiosis in the community by providing places and opportunities for awareness-raising and educational activities such as on-site lectures carried out by Residents' Association etc. and promoting exchanges.
- We will promote awareness utilizing local events.

### **4-4 Business establishments**

- We will educate managers etc. about legal compliance, especially regarding human rights.
- We will call for the implementation of human rights education and awareness-raising, such as holding training and provide support such as introducing talents such as lecturers and providing facilities, information, and teaching materials.

## **5 Education and awareness for City staff**

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### **5-1 Raising staff awareness**

- We will strive to raise human rights awareness by encouraging all staff, from new staff to executives, to participate in lectures and training on the theme of human rights, while enhancing training opportunities for raising awareness of human rights according to their duties.
- Executives will work to enhance self-development and training opportunities at each workplace with the aim of acquiring a high sense of human rights and deepening the understanding of human rights of their affiliated staff.
- Based on the "Guidelines for Preventing Harassment in the Workplace", in addition to providing training to deepen understanding of harassments, such as sexual harassment and power harassment, we will endeavor to strengthen the system that can quickly and effectively respond to human rights issues in the workplace. We will also publicize the system and the consultation desk.

### **5-2 Raising awareness of workers in specific industries**

- We will promote human rights training corresponding to the developmental stages of infants, children, and students for teachers and staff, and encourage them to play an active role in solving human rights issues in collaboration with families and communities.
- Welfare personnel, medical / health personnel, and firefighters have many opportunities to encounter the health, life, and property of citizens, so we enhance their training to enable them to give due consideration to privacy protection and to take appropriate measures considering the perspective of others while offering consultation services, etc.

## **6 Comprehensive and effective promotion of the Guidelines**

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### **6-1 Formulation and evaluation of project plan**

- Regarding specific measures related to human rights education and human rights awareness, we will create a progress management record, set goals for each measure and formulate a project plan for the next fiscal year by performing progress management and project evaluation. In addition, regarding the criteria and methods of project evaluation, we will consult in the "Ashiya City Human Rights Education and Human Rights Awareness Promotion Roundtable Meeting".

### **6-2 Enhancement of promotion system**

- The "Ashiya City Human Rights Education and Human Rights Awareness Promotion Headquarters" headed by the Mayor will make comprehensive adjustments to promote comprehensive and systematic human rights education and awareness, and each department will proceed with measures in line with the directives on human rights issues listed in the Guidelines. In recent years, human rights issues have become diversified, complicated, and sophisticated. Therefore, we will promote communication and coordination with Hyogo Prefecture and other cities etc., share information on human rights education and human rights awareness inside and outside the City, and strengthen mutual cooperation.

### **6-3 Implementation of Citizen/City Staff Awareness Survey**

- We will regularly carry out "Citizen Awareness Survey on Human Rights" and "City Staff Awareness Survey on Human Rights" to understand what kind of awareness citizens and City staff have about human rights issues. We will use it as a reference when promoting or revising the Guidelines.

### **6-4 Duration and review of the Guidelines**

- The duration of this comprehensive Guideline will be in five years, from 2021 to 2025. The content shall be reviewed as necessary in response to changes in domestic and international trends and social conditions surrounding human rights.



Ashiya City Human Rights Symbol Mark

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