

① (FAVA) Gender Equality, Disability and Social Inclusion Survey on the veterinary in-service in Asia

② Dear Respondent,

This survey is being undertaken by FAVA, AAVS, IVSA and the World Organisation for Animal Health (WOAH). It is being conducted across countries and territories in Asia and is specifically intended for **veterinary professionals currently in service**. As the lead regional organisation, FAVA is coordinating this initiative to ensure broad participation and high-quality insights from the veterinary community.

Your responses will help us better understand the needs of people working in veterinary services and animal health and production with regards to gender equality, disability and social inclusion. This will enable WOAH FAVA, AAVS and IVSA to share best practices and, where needed, recommend improvements.

The survey will take approximately **10 minutes** to complete. You may return to previous answers and pause the survey at any time.

Your responses will be kept confidential. The data collected will be used in a summary report, and no individuals will be identified. Please only provide additional information where you are comfortable doing so.

We thank you for your time and input.

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注釈の一覧 :(FAVA) Gender Equality, Disability and Social Inclusion Survey on the veterinary in-service in Asia

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番号: 1 作成者: Kuwano Mayu タイトル: テキスト注釈 日付: 2026/02/03 17:49:33
(FAVA) アジアにおける獣医療従事者向けジェンダー平等・障がい・社会的包摶調査

番号: 2 作成者: Kuwano Mayu タイトル: テキスト注釈 日付: 2026/02/03 17:49:21
回答者の皆様へ

本調査はFAVA、AAVS、IVSA及び国際獣疫事務局（WOAH）により実施されます。アジア地域の各国・地域を対象とし、現役の獣医療専門家を対象としています。地域主導組織としてFAVAは、獣医療コミュニティからの幅広い参加と質の高い知見を確保するため、本取り組みを調整しています。

皆様のご回答は、獣医療サービス・動物保健・生産分野で働く方々の、ジェンダー平等・障がい・社会的包摶に関するニーズ理解に役立ちます。これによりWOAH、FAVA、AAVS、IVSAはベストプラクティスを共有し、必要に応じて改善策を提言することが可能となります。

調査の所要時間は約10分です。回答途中で一時停止したり、前の回答に戻ったりすることが可能です。

回答内容は厳重に管理されます。収集データは要約報告書にのみ使用され、個人を特定することは一切ありません。追加情報の提供は、ご自身で適切と判断される場合のみお願いいたします。

お時間を割いてご協力いただき、誠にありがとうございます。

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Demographic questions 1.所属は？

1. What association are you in? *

Choose **JVMA**

2. 現在、どのような組織で働いていますか？

2. What type of organisation do you currently work in? *

- Governmental agency – national level
- Governmental agency – province/local level
- Private animal health facility – for companion pets
- Private animal health facility – for farm animals
- Private company - Agrovet/Vet pharmacies
- Private laboratory
- Public laboratory
- Feed industry
- Educational/Academic institution
- Non-governmental organisation (NGO) or civil society association
- International organisation
- Other:

3. あなたの仕事の性質を最も適切に表すものはどれですか？ *

3. What best describes the nature of your work? *

- 獣医師
Veterinarian
獣医療補助職（例：動物衛生技術者、動物衛生助手、食肉検査官、検査技師、動物看護師など）
- Veterinary paraprofessional (this includes, for example, animal health technicians, animal health assistants, meat inspectors, laboratory technicians, veterinary nurses)
- 企業支援部門（例：人事、財務管理、広報、管理職など）
Corporate support (this includes, for example, human resources, financial management, communications, and administrative roles)
その他：
- Other:



4.現在の専門的なレベルはどの程度ですか？

4. What is your current professional level? *

- Executive level 経営幹部レベル
- Senior level 上級管理職レベル
- Middle level 中間管理職レベル
- Entry level / Field level / Technical staff 初級レベル／現場レベル／技術スタッフ
- Other: その他：

5. What is your gender? * 5. あなたの性別は？

- Female
- Male
- Other / prefer not to answer

6. What is your age group? * 6.年齢層は？

- 24 or younger
- 25 to 34
- 35 to 44
- 45 to 54
- 55 to 64
- 65 to 74
- 75 or older

7. What is your marital status? * 7. あなたの婚姻状況は？ *

- Single (never married) 独身（未婚）
- Married, or in a domestic partnership 既婚、または事実婚関係
- Widowed 死別
- Divorced or separated 離婚または別居中
- Prefer not to answer 回答を控えたい

8. 現在お勤めの職場の種類は何ですか？

8. What is the type of a place where you currently work? *

- Large city (more than 400,000 residents) 大都市（40万人以上）
- Medium size city (~200,000 – 400,000 residents) 中規模都市（約20万～40万人）
- A town or a small city (~10,000 – 200,000 residents) 町または小都市（約1万～20万人）
- Small town (~5,000 – 10,000 residents) 小規模な町（約5千～1万人）
- Village (less than 5,000 residents) 村（5,000人未満）

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障害と社会的包摶に関する方針

Policy about disability and social inclusion

9. 貴組織／機関には、障害および／または社会的包摶に関する方針はありますか？

9. Does your organisation/institution have a policy on disability and/or social inclusion? *

方針とは、貴組織が採択した正式な文書であり、障害のある人々、あらゆる年齢層、性別、言語、社会経済的背景を持つ人々の平等な機会と参加を確保することを目的としています。

A policy is a formal document adopted by your organisation that aims to ensure equal opportunities and participation of people with disabilities, and people of all ages, genders and from different language and socio-economic groups.

- Yes はい
- No いいえ
- I am not sure わかりません
- I prefer not to answer 回答を控えます

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Policy about disability and gender equality

12. 職場において、女性と男性が平等に利用できる資源や機会を確保するための、その他の対策についてご存知ですか？

12. What other measures are you aware of in your workplace to ensure that **women and men** have the same access to resources and opportunities?

Your answer

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Equality

13. 以下の各記述について、どの程度同意するかお答えください。
 13. Please tell us to what extent you agree with the following statements.

a.私の所属する組織は、すべての人にとって居心地の良い環境を積極的に提供しています。

a. My organisation actively provides a welcoming environment for all. *

- Strongly disagree 全く反対
- Somewhat disagree やや反対
- Neither agree nor disagree どちらともいえない
- Somewhat agree やや賛成
- Strongly agree 強く賛成

b.私の組織は、あらゆる性別の従業員を平等に扱います。

b. My organisation treats employees of all genders equally. *

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

c.私の組織は、あらゆる年齢の従業員を平等に扱っています。*

c. My organisation treats employees of all ages equally. *

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

d.私の組織は障害のある従業員を平等に扱っています。

障害のある従業員がいるかどうか不明な場合は、「該当なし」にチェックを入れてください。

d. My organisation treats employees with disabilities equally. *

If you are unsure whether there are employees with disabilities, please tick not applicable.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree
- Not applicable



e. 私の組織は、あらゆる背景を持つ従業員を平等に扱います。
 e. My organisation treats employees from all backgrounds equally. *

(例：民族、言語、教育、出生地、家族の経済状況など)
 (consider, for example, ethnicity, language, education, place of birth, family's financial situation etc.)

Strongly disagree
 Somewhat disagree
 Neither agree nor disagree
 Somewhat agree
 Strongly agree

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障がいについて

Disability

14. 障がいをお持ちですか？

障がいとは、一時的または長期的な身体的、精神的、知的または感覚的な障害であり、他の人々と平等な立場で社会に完全かつ効果的に参加することを妨げるものである。

14. Do you have a disability?

A disability can be an episodic or long-term physical, mental, intellectual or sensory impairment which hinders the full and effective participation in society on an equal basis with others.

Yes, I have a disability はい、障害があります
 No, I do not have a disability いいえ、障害はありません
 I prefer not to answer 回答を控えます

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職場における障がい Disability in Workplace

23. あなたのチームに障害のある方はいますか？

23. Does someone in your team have a disability? *

- Yes はい
- No いいえ
- I am not sure わかりません
- I prefer not to answer 回答を控えます

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少数派のグループ Minority Group

27. あなたは自分自身を少数派グループに属する者と認識していますか？
つまり、宗教、人種、民族、文化的慣習、性的指向、その他の要因により、人口の大多数とは異なるグループに属していると感じていますか？

27. Do you identify yourself as belonging to a minority group? *

That is, do you belong to a group that is distinct from the majority of the population due to religion, race, ethnicity, cultural practices, sexual orientation, or other factors?

- Yes. If you feel comfortable doing so, please describe in Q.27-1 はい、
お答えいただける場合は、Q.27-1 で
ご説明ください。
- No (end of survey) いいえ (調査終了)
- I prefer not to answer (end of survey) お答えしたくない (調査終了)

27-1. 前の質問で「はい」と答え、詳細を提供しても構わない場合は、こちらに記述してください。

27-1. If you answer 'Yes' in the previous questions and feel comfortable to provide more detail, **please describe here**.

Your answer

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Thank you for participating in the survey.

他にご意見がございましたらこちらにご記入ください。

If you have any additional comments, please share them here.

Your answer

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