An Overview on the Revisions Made to the Guidelines for the Creation of a Multicultural Society in Hyogo

1 Purpose of the Revisions to the Guideline

Faced with an increase in both the population and the number of different foreign nationalities residing in the prefecture, and the growing importance of foreign talent in the industries in the prefecture, Hyogo prefecture has determined to revise the Guidelines for the Creation of a Multicultural Society in Hyogo (established in March 2016) after assessing the said guidelines in accordance to various socio-economic conditions while maintaining a focus on the ultimate goal of promoting multiculturalism and regional revitalization.

Changes in Socio-Economic Conditions

- The total number of foreign residents in the prefecture is increasing, and their communities are becoming more multicultural and diverse
- The Immigration Control and Refugee Recognition Act was amended, and a new status of residence, Specified Skilled Worker, was established
- The Japanese Language Education Promotion Act has been enforced to enhance opportunities for Japanese language education
- The Ministry of Internal Affairs and Communications revised the Multiculturalism Plan for the Local-Level (revised in line with the principles of the SDGs)
- The environments of multiculturalism have been changed due to the rapid spread of COVID-19

2 An Overview on the Foreign Residents in the Prefecture

1. Number of Foreign Residents

(1) Recent Trends

The total number of foreign residents at the end of 2014 was 96,530 (the final value used to create the previous guidelines). Since then, it has increased to 115,681 by the end of 2019 (7th in the nation). It increased by 19,151 (19.8%) in five years.

(2) By Country/Region (2014-2019)

At the end of 2019, the highest populations of foreign residents are from these countries respectively: 41,206 from South Korea/Korea. 26.821 from China/Taiwan, and 21.870 from Vietnam.

Foreign residents from Vietnam increased by 15,290 (232.4%) compared to the end of 2014. The number of different nationalities also increased from 141 (end of 2014) to 157 (end of 2019).

(3) By Prefectural Area (2014-2019)

At the end of 2019, the Kobe area boasted the largest number of foreign residents (50,155), while the Kita-harima exhibited the highest rate of increase (93.1%). Tajima, Tamba, and Awaji also increased by 50% or more.

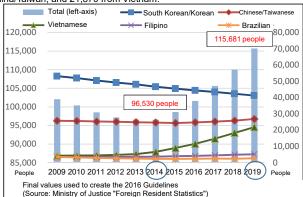
2. Foreign Workers

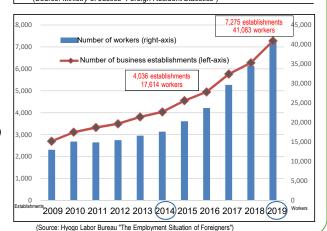
(1) Recent Trends

The number of business establishments hiring foreigners and the number of foreign workers within the prefecture have both increased. At the end of 2014, the number of business establishments hiring foreigners was 4,036 and the number of foreign workers was 17,614; compared to the end of 2019, these numbers increased to 7,275 and 41,083 respectively.

(2) By Country/Region (2014-2019)

In 2019, the highest numbers of foreign workers are from the following countries: 17,207 from Vietnam, 9,582 from China, and 3,094 from Philippines. When compared to 2014, the number of workers from Vietnam has increased by 14,877.





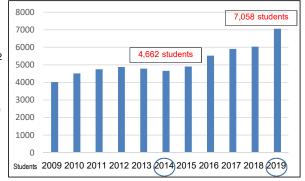
3. International Students

(1) Recent Trends

The total number of international students has also increased from 4,662 in 2014 to 7.058 in 2019.

(2) By Nationality (2014-2019)

In 2019, the highest numbers of international students by nationality are as follows: 3,065 Chinese, 2,065 Vietnamese, 424 South Korean, and 228 Nepalese. When compared to 2014, the number of Vietnamese students has increased by 1,786.



Source: The Hyogo Regional Council for the Promotion of International Student Exchange "Enrollment Status Survey on International Students in Hyogo Prefecture"

3 Issues Related to Changes in Socio-Economic Conditions

Issues are identified through surveys and interviews, etc., performed to municipalities, local communities for foreigners, and foreign residents.

(1) Dealing with Multi-Nationalization and Dispersion

- The number of foreign residents in Hyogo prefecture is increasing and becoming more multinational, and the areas where they reside are becoming more and more dispersed. Therefore, it is necessary to understand their conditions so that we can establish environments that meet their respective needs.
- As foreign residents in the prefecture begin to live more dispersedly, infrastructure must be established in each area within the prefecture to enable foreign residents to access medical care services with peace of mind.
- In regions where newly-arrived foreign residents are increasing, it is necessary to raise multicultural awareness and understanding among local residents.

(2) Ensuring Access to Educational Opportunities

- As the number of students with foreign backgrounds increases, it is necessary to elevate the educational
 environment to enhance language learning and academic abilities that will help them realize their goals and
 develop their careers.
- With the Japanese Language Education Promotion Act now in effect, it will be necessary to offer more opportunities and systems for approachable, everyday Japanese language learning geared toward infants, children, students, international students, employees, etc.

(3) The Importance of Foreign Talent in Industries in the Prefecture

- From the perspective of developing a sustainable economy for the prefecture, it is necessary to grasp the foreign workers' actual situations while improving their work environment and employment support.
- It will be necessary to foster an environment of mutual support that allows foreign workers to benefit from bonds and connections with regional and local communities that they established through interaction.

(4) Dealing With Disasters and Infectious Diseases

 In addition to enhancing efforts to provide multilingual information and consultation services to foreign residents, it will be necessary to promote multiculturalism efforts that are compatible with the Hyogo Style (new lifestyle).

4 Visualization of Our Intended Goal, Issues, and Efforts

1 Intended Goal

To further develop this region to be more inclusive by utilizing its multinational diversity to encourage residents to connect with each other and enable a truly multicultural society in Hyogo.

2 Issues

Issues Surrounding Foreign Residents in Light of Changes in Socio-economic Conditions

(1) Dealing with Multi-Nationalization and Dispersion

(2) Ensuring Access to Educational Opportunities

(3) The Importance of Foreign Talent in Industries in the Prefecture

(4) Dealing with Disasters and Infectious Diseases

3 Parties **Promoting** Change

Hyogo Prefecture, municipalities, regional institutions of the national government, Hyogo International Association, municipal international associations, communities for foreigners, foreignersupport organizations, companies, educational institutions, and local resident organizations

Coordinate as a network to engage in these efforts

4 Efforts

(1) Key Policies

(1) Respecting the Human Rights of Foreign Residents (2) Promoting the Participation of Foreign Residents in Local Communities

(3) Ensuring Access to Educational Opportunities for Students With Foreign Backgrounds

(5) Establishing a System to Handle Situations Involving Medical Interpretation Disasters/Infectious

(2) Comprehensive Efforts

(1) Raising Multicultural

(2) Fostering Individuals Who Are Well-versed with Diverse Cultural Settings to Succeed

(3) Establishing a Standard of Living to Help Foreign Residents Live and Work with

(4) Further

System

Enhancing the

(4) Creating a Vibrant Community Where Everyone Can Participate

Raising Awareness on the Significance of Multiculturalism

Creating an Environment and Sharing Information That Meets the Needs of the Conditions of the Region

Promoting Japanese Language/Mother Tongue Education for Students with Foreign Backgrounds, etc.

Establishing a System to Receive Students at Schools and Ensuring Access to **Educational Opportunities**

Establishing a System to Receive Foreign International Students and Business Talent

Fostering the Growth of Global Talent from Hyogo Prefecture and Promoting Regional Exchange

Providing Multilingual Information

Enhance Multilingual Consultation Services

Providing Support for Learning Japanese Language, Culture, and

Establishing Infrastructure for Medical/Health and Welfare Services

Establishing a System to Secure Housing

During Disasters

and Assistance for Work and Employment Raising Disaster Risk Reduction Awareness and Establishing a Support System to Aid Residents

Enhancing the Environment

Raising Awareness on Infectious Disease Prevention and Establishing a System to Handle Situations Involving Infectious Diseases

Promoting the Participation of Foreign Residents in Community Activities

Fostering Talent Who Are Engaged in Activities to Promote Multiculturalism

5 Five Key Policy Areas

By taking into account the changes observed in various socio-economic conditions, we were able to identify the following five key policy areas where we will promote our efforts to develop comprehensive measures through collaboration with the involved parties.

comprehensive measures unough conaboration with the involved parties.	
(1) Respecting the Human Rights of Foreign Residents	While interactions in everyday life, culture, sports, etc., have helped deepen mutual understanding of different cultures to some extent, however there are still cases where foreign residents are subjected to discriminatory remarks and actions and faced with issues such as hate speech. By understanding each other's historical backgrounds and respectfully acknowledging differences of nationality and ethnicity, we aim to realize a multicultural society where the human rights of foreign residents are respected.
(2) Promoting the Participation of Foreign Residents in Local Communities	To establish more inclusion throughout various areas of the prefecture, we will create an environment where foreign residents and the newly increased foreign talent to connect with, interact with, and receive support from people around them. We will have initiatives such as establishing spaces where business operators, administrative organizations, governments, and local communities can exchange opinions and collaborate. Additionally, regarding the employment of foreigners, we will move forward with efforts to secure appropriate working conditions for them, ensure their safety and health, and provide them with access to things such as insurance coverage.
(3) Ensuring Access to Educational Opportunities for Students With Foreign Backgrounds	We will establish a sustainable guidance/consultation system at schools that intends to promote language acquisition and academic ability retention as well as supporting foreign students to achieve their goals, such as advancing to the high school or university of their choice. Additionally, we will promote the implementation of special admission for foreign students at prefectural high schools across the prefecture. Furthermore, we will work towards improving multicultural training for administrators, teachers, and staff. In addition to promoting efforts to create spaces where students with foreign backgrounds can receive educational support, we will also support efforts to enhance Japanese language education at the local level and mother tongue education being carried out by communities for foreigners.
(4) Further Enhancing the Medical Interpretation System	We will move forward with efforts to firmly establish medical interpretation systems and meet other needs to increase the level of convenience at medical institutions so that foreigners can enjoy peace of mind as they receive medical services. Additionally, to foster an environment where foreigners can have a sense of security when receiving medical services, we will make efforts to thoroughly provide information and establish a system to ensure that medical institutions can serve as hubs and play an active role.
(5) Establishing a System to Handle Situations Involving Disasters/Infectious Diseases	In addition to promoting efforts to provide administrative information in multiple languages and Easy Japanese, we will promote efforts to coordinate with different consultation services offered to foreigners. Additionally, we will also promote multiculturalism-related efforts that are compatible with the Hyogo Style (new lifestyle). We will proceed with efforts to effectively communicate information to foreigners by creating a mechanism to establish a multilingual support center in the event that a

large-scale disaster occurs, etc.

To further develop this region to be more inclusive by utilizing its multinational diversity to encourage residents to connect with each other and enable a truly multicultural society in Hyogo.

connect with each other and enable a truly multicultural society in Hyogo. **Major Policies** Raising Multicultural Awareness Conducting workshops for local residents, companies, NGOs, etc. (1) Raising Awareness on the Significance of Multiculturalism 2 Identifying multicultural trends by utilizing our overseas offices, etc. 3 Promoting education aimed at achieving multiculturalism Monitoring discriminatory posts related to hate speech, etc. on the Internet (2) Creating an Environment and Promoting two-way communication by introducing the usage of automatic voice interpreting devices and dispatching Sharing Information That Meets volunteer interpreters ② Raising awareness on multiculturalism through two-way communication eds of the Conditions of the Region Sharing information on efforts being carried out in model-regions (regions with a rapid increase of foreign residents) Promoting the establishment of a multicultural environment throughout the prefecture 2 Fostering Individuals Who Are Well-Versed In Diverse Cultural ttings to Succeed ① Improving the Japanese language instruction system at schools and providing training for teachers and staff © Conducting practical research on how to provide effective Japanese language instruction and multicultural education elementary and junior high schools (1) Promoting Japanese Language/Mother Tongue 3 Providing Japanese language instruction in special educational curriculum Education for Students with Dispatching supporters for Japanese language instruction to improve Japanese language skills Foreign Backgrounds, etc ⑤ Providing support to information sharing hubs that facilitate mother tongue/heritage culture education 6 Creating spaces that serve a function in daily life and act as a safety net ② Enhancing Japanese language education at the local community-level (2) Establishing a System to Receive Students at Schools and Ensuring Access to Educational Opportunities Providing foreign students with information and educational consultations on attending school, Japanese language instruction, and career guidance
Enhancing the support provided by coordinators for students with multicultural backgrounds, such as career 3 counseling, study counseling, and introduction to support organizations, etc. Conducting training for teachers and staff using the handbook for receiving foreign students Promoting the implementation of special admission that provides foreign students with post-entry academic support at prefectural high schools Enhancing junior high night schools that are open to foreign students Supporting students who have difficulty attending school due to financial reasons 8 Supporting the operation of foreign schools and their exchange activities with local residents Increasing acceptance of international students at prefectural universities through using international student selection (3) Establishing a System to Receive Foreign International Students and Business Talent examinations, etc. 2 Supporting international students' study activities through scholarships, etc. 3 Promoting the employment of international students at companies in the prefecture Promoting efforts to attract foreign and foreign-affiliated companies and highly-skilled foreign human resources Encourage companies in the prefecture to hire highly-skilled foreign human resources ① Fostering a desire and attitude to understand different cultures in school settings (4) Fostering the Growth of Global Talent from Hyogo 2 Improving students' language and communication skills by enlisting the help of Assistant Language Teachers (ALTs) Prefecture and Promoting Fostering the growth of human resources who can communicate fluently and acquire international awareness through 3 Regional Exchange international exchange Promoting grassroots exchange by dispatching citizens friendship exchange delegations to sister and friendly states Promoting the establishment of a multicultural society from an overseas perspective
 Enhancing the scope of lectures available in English at the prefectural university and promoting exchange with interesting electrical extractors. international students Treating opportunities to exchange information with foreign and foreign-affiliated companies to promote students' 3 Establishing a Standard of Living to Help Foreign Residents Live and Work With Ease understanding of global business B Developing global human resources who can play an active role in the tourism industry in the prefecture Enhancing efforts to share information on public administration and daily life in multiple languages and Easy Ð 1) Providing Multilingual Japanese 2 Enhancing efforts to provide multilingual information via social media 3 Promoting two-way communication using automatic voice interpreting devices, etc. Promoting efforts to provide information in Easy Japanese (5) Promoting efforts to provide information in an easy-to-understand manner $oldsymbol{\oplus}$ Enhancing multilingual consultation services to better assist the challenges foreign residents face (2) Enhance Multilingual Consultation Services Supporting communities for foreigners and foreigner-support organizations that provide foreign residents with community spaces ③ Promoting the establishment and enhancement of consultation services in cities and towns, etc. Promoting coordination and information sharing between the consultation services provided by local international exchange associations. NOOs NOOs are exchange associations, NPOs, NGOs, etc. 6 Enhancing consultation services throughout the prefecture by using automatic voice interpretating devices, etc. Providing more opportunities to learn Japanese language, culture, and customs (3) Providing Support for Developing model-projects for each region of the prefecture to establish a system that allows people to learn Japane in their everyday lives Learning Japanese Language, Culture, and Customs 3 Developing educational materials on Japanese language, culture, and customs Encouraging foreign residents to participate in communication ınities through Japanese language classes Supporting local Japanese language classes 6 Training Japanese language teachers, coordinators, and volunteers Supporting the establishment of systems to ensure that medical institutions, etc., will play an active role serving as (4) Establishing Infrastructure for Medical/Health and Welfare 2 Consider using ICT to establish a medical interpretation system Services ③ Promoting awareness on the information sharing systems for medical institutions offering multilingual services Promoting awareness of Japan's social welfare system (5) Efforts to provide multilingual information on procedures and details for childcare and welfare services Promoting measures to promptly contacting the Legal Affairs Bureau and other relevant organizations when there is a 1 (5) Establishing a System to Secure Housing possible human rights violation, such as a denial of housing Promoting efforts to provide information on rental properties that will not deny foreigners housing Saising awareness on human rights and multiculturalism to eliminate foreigners being denied housing Making efforts in model-regions to provide information on the rules and customs of everyday living and spread the information throughout the professions. information throughout the prefecture (6) Enhancing the Environment and Assistance for Work and Promoting the employment of foreigners by enhancing corporate consultation services Promoting cooperation among companies, local communities, and public administration to optimize the Technical **Employment** Intern Training Program 3 Raising awareness among companies that are hiring Promoting safe, secure, and appropriate employment in cooperation with Labor Standards Inspection Offices, etc. Requesting the national government to improve the system for receiving foreign human resources Supporting employment and skill development in cooperation with Public Employment Security Offices, etc. 7 Promoting the improvement of Japanese language education programs necessary for employment Supporting internship programs where international students are placed at companies within the prefecture (7) Raising Disaster Risk Reduction Awareness and Establishing a Support System to Aid Residents During Disasters Promoting efforts to keep track of the number of foreign residents and share information regularly by cooperating with relevant municipal departments and local community organizations

Conducting disaster risk reduction drills and disaster support drills for foreign residents Promoting the use of systems that share disaster and emergency related information in multiple languages Establishing a multilingual support center in the event of large-scale disasters Providing disaster related information and other information in multiple languages and Easy Japanese Promoting the establishment of systems that transmit information, use for safety confirmation, and provide relief interpreting due establishment or systems that transmit information, use for safety confirmation, and provide relie activities in the event of a disaster
 improving support efforts, etc., by establishing communication support tools and implementing automatic voice interpreting department. interpreting devices at evacuation centers. Providing information on disease infection prevention in multiple languages and Easy Japanese (8) Raising Awareness on Monitoring discriminatory posts on the Internet to achieve a deterrent effect nfectious Disease Prevention Promoting multicultural efforts that are compatible with the new normal that is adopted by communities for foreigners and Establishing a System to Handle Situations Involving and foreigner-support organizations, etc. ♠ Enhancing efforts to share information on medical care, employment support, etc., in multiple languages and Easy Infectious Diseases ⑤ Promoting efforts to transmit information and provide support activities during periods of infectious diseases 6 Enhancing the multilingual consultation system in cooperation with related organizations Providing support for countermeasures to deal with infectious diseases to ensure the continuation of educational Creating a Vibrant Community Where Everyone Can Participate activities at foreign schools 8 Supporting efforts to establish an environment that allows remote learning to be conducted at foreign schools Promoting efforts to enhance systems at public administration, international associations, foreigner communities, and (1) Promoting the Participation of foreigner community organizations, etc. CONTRACTOR CO Creating opportunities to hear opinions from communities for foreigners, foreigner-support organizations,, etc. Supporting efforts to strengthen networks used by communities for foreigners, foreigner-support organizations, etc., to Supporting and promoting participation in exchange events held by communities for foreigners, foreigner-support organizations, etc. Investigating the possibility of providing a service to match foreign residents with other local residents who can act as a Supporter

Solve Assessing efforts to promote community activity participation in model-regions and sharing information with other regions regions Promoting the development of human resources who can play a leading role in supporting foreign residents through (2) Fostering Talent Who Are Engaged in Activities to Promo Multiculturalism ന Developing volunteers to support multiculturalism at the local-level 3 Encouraging CIRs (Coordinators for International Relations) and ALTs (Assistant Language Teachers) to participate in multicultural community building efforts

Supporting communities for foreigners, etc., that promote multiculturalism
3