

Hyogo Multicultural Society Promotion Guidelines (Revised)

March 2022

Hyogo Prefecture

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I. Regarding the revision of the Promotion Guidelines

1. Background of the Promotion Guidelines

Since the opening of the Kobe Port in 1868, Hyogo Prefecture has developed as a region with rich internationality, attracting people from all over the world with diverse backgrounds, such as different nationalities and cultures, and taking advantage of its strengths.

In fiscal 1993, our prefecture formulated the "Basic Guidelines for Promotion of Regional Internationalization" (hereinafter referred to as "Basic Guidelines") under the basic principle of "Realizing a society with rich internationality where Japanese residents live with people from around the world." In the guidelines, the name "foreign prefectural citizen" shall be used in the meaning that foreigners residing in the prefecture are "prefectural citizens." After the formulation, the "Hyogo Prefectural Foreign Citizens Symbiosis Conference" has been held every year since fiscal 1999 as an opportunity for foreign prefectural citizens to exchange opinions with the administration on various issues that they have faced.

In fiscal 2015, to realize a multicultural society in which all citizens of the prefecture, including foreign prefectural citizens, understand and support each other so that each person can make the most of themselves and take part in and collaborate with the community, we have formulated the "Hyogo Multicultural Society Promotion Guidelines" (hereinafter referred to as "Promotion Guidelines").

After that, toward the realization of a multicultural society, we have responded to the needs of not only foreigners residing in the prefecture but also people with foreign relations; have made efforts to enhance measures surrounding various fields, such as education, daily life, medical care, disaster prevention, and employment; and have also worked on the establishment of the Hyogo Multicultural Coexistence Center, support for the establishment of a native language center, and support for medical interpretation.

2. Situations around multicultural symbiosis

Five years have passed since the formulation of the Promotion Guidelines, and the total number of foreigners in the prefecture, which had been on a downward trend for a while, has turned to an increasing trend because of the promotion of acceptance of foreign human resources associated with the rapid progress of the declining birthrate and aging population. Furthermore, regional diversification and multi-nationalization are also progressing. The activities of groups and communities that support foreign prefectural citizens are expanding locally and in each field.

In response to these changes in circumstances, new initiatives are being advanced toward the realization of a multicultural society, such as domestic and overseas action plans and responses to the spread of new coronavirus infections.

(1) Promotion of acceptance of foreign human resources

While the "Immigration Control and Refugee Recognition Act" was amended in April 2019 and a new status of residence "Specific Skills" was established in April 2019, the national government, in order to promote the environmental improvement toward further accepting foreign human resources, compiled the "Comprehensive Measures for Accepting and Living in Harmony with Foreign Human Resources" in December 2018 and has revised them thereafter. Additionally, in June 2019, the "Act on Promotion of Japanese Language Education" was promulgated and enforced in order to promote the improvement of the environment for learning Japanese in multicultural symbiosis.

(2) Adoption of SDGs at the United Nations Summit

At the United Nations Summit in 2015, the "Sustainable Development Goals" (SDGs) were adopted, and countries worldwide have advanced their efforts to realize a sustainable society with diversity and inclusion where no one will be left behind.

(3) Revised "Regional Multicultural Symbiosis Promotion Plan" by the Ministry of Internal Affairs and

Communications

In line with the philosophy of SDGs, the Ministry of Internal Affairs and Communications revised the "Regional Multicultural Symbiosis Promotion Plan" in September 2020 and indicated its new direction for promoting multicultural symbiosis in the region. In this revision, even in local governments, multicultural symbiosis will be even more important in the future with modern significance in terms of the construction of "new daily life" by realizing a society with diversity and inclusiveness, contribution by foreign residents to regional revitalization and globalization, active participation by foreign residents in local communities, and securing diverse leaders.

(4) Spread of new coronavirus infection

The environment around multicultural symbiosis was also forced to undergo major changes, such as the restriction of traffic between people and contact between people, due to the spread of the new coronavirus worldwide.

3. Purpose of revision

The revision of the Promotion Guidelines this time, while utilizing the idea of the previous Promotion Guidelines, in addition to the increase of the number of foreign prefectural citizens and multinationalization, and changes in the legal system and the multicultural symbiosis promotion plan in the country, enriched the content so that the Guidelines will serve as the basis for promoting a multicultural society in this prefecture by incorporating new issues, such as dealing with new lifestyles (Hyogo style) that accompany the importance of foreign human resources in the prefecture's industries and the spread of new coronavirus infection.

4. Method of revision

For the revision this time, we set up the "Hyogo Multicultural Society Promotion Symposium" (chaired by Yasuko Takezawa, Professor, Institute for Research in Humanities, Kyoto University), which is composed of outside experts, had many discussions and received various opinions and proposals regarding future direction.

In addition, we received opinions from a wide range of people, such as through exchanging opinions at the "Hyogo Prefectural Foreign Citizens Symbiosis Conference" composed of representatives of foreign communities, questionnaire surveys for municipalities and foreign groups, and questionnaire surveys for students of Japanese language classes, etc.

Furthermore, we will revise the Guidelines in respect of the opinions and proposals that we received in public comments.

5. Positioning of the revised Promotion Guidelines

The revised Promotion Guidelines are positioned as guidelines for promoting a multicultural society throughout Hyogo Prefecture based on the "Hyogo 2030 Outlook" that shows basic policies for Hyogo Prefecture's vision for 2030 and for the creation of a new Hyogo, as well as on the "Hyogo Economy and Employment Revitalization Plan (fiscal 2019-fiscal 2023)" that shows the direction of the basic ideas and measures of the prefectural government management in the industrial and employment fields of Hyogo Prefecture. Also, the revised Promotion Guidelines indicate the roles played by each entity involved in multicultural symbiosis, such as the prefectural government as well as city and town governments and the International Association.

6. Assumed period of the revised Promotion Guidelines

The revised Promotion Guidelines were formulated on the basis of the supposition of five years from fiscal 2021 to fiscal 2025 and will be reviewed as necessary in consideration of the future promotion status of the multicultural society and changes in the socioeconomic situation.

II. Current situation and challenges

1. Current situation of foreign prefectural citizens

(1) Total number—Foreign prefectural citizens whose number has increased

The total number of foreign prefectural citizens (Chart 1) has started to increase from 96,530 (7th place in Japan) at the end of 2014, which was the final definite value at the time of the formulation of the previous Promotion Guidelines, according to the statistics of foreign residents* in the prefecture. At the end of 2019, the number was 115,681 (7th place in Japan), an increase of 19,151 (19.8%) foreign residents in 5 years.

The number of foreign residents nationwide was 2,933,137 at the end of 2019, which is an increase of 811,306 (38.2%) foreign residents from 2,121,831 at the end of 2014.

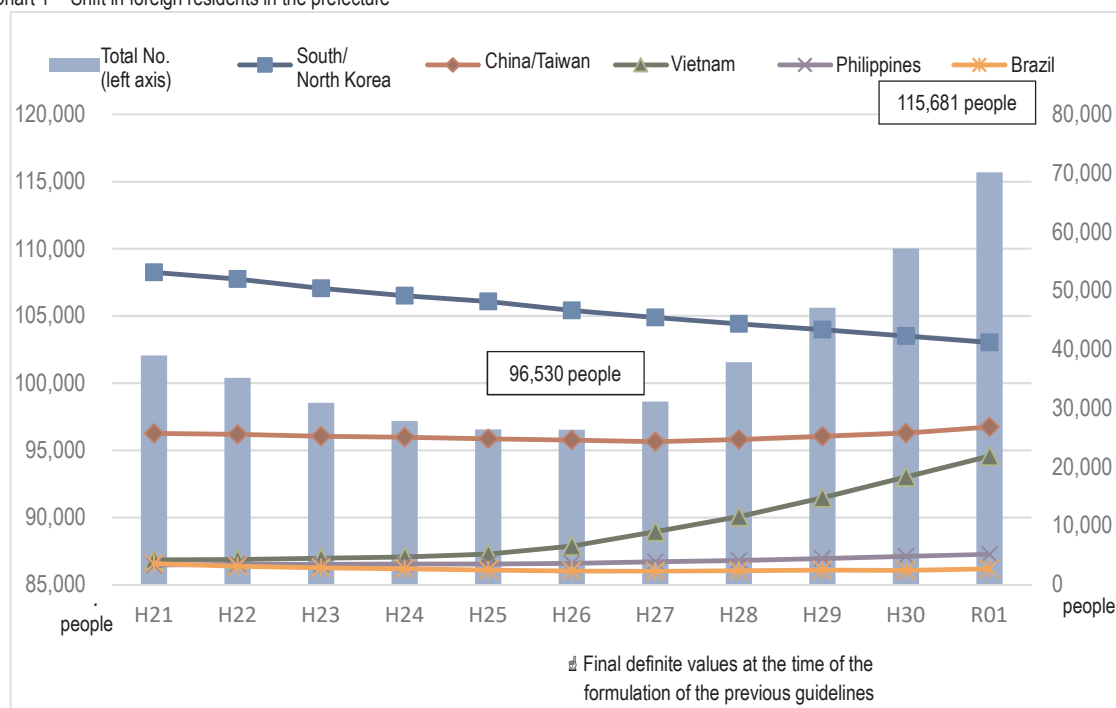
(2) According to countries and regions—Further being multinationalized foreign prefectural citizens

Looking at the number of foreign prefectural citizens by country / region (Charts 2 and 3), South / North Koreans (41,206 people, 35.6%) shows the greatest number of the total at the end of 2019, followed by Chinese / Taiwanese people (26,821 people, 23.2%) and Vietnamese people (21,870 people, 18.9%).

Since 2008, the number of foreign prefectural citizens had been showing a consistent downward trend because of the impacts of the Lehman shock, the sharp appreciation of the yen, the outbreak of new influenza, and the Great East Japan Earthquake; however, since 2014, the number has turned to an increase. Compared with the number at the end of 2014, the number of South / North Koreans decreased by 5,474 at the end of 2019, but the number of Vietnamese people increased by 15,290 and Chinese / Taiwanese people increased by 2,216.

The number of nationalities was 141 at the end of 2014 and 157 at the end of 2019, and during this period the number of people from African countries, etc. has increased.

Chart 1 Shift in foreign residents in the prefecture



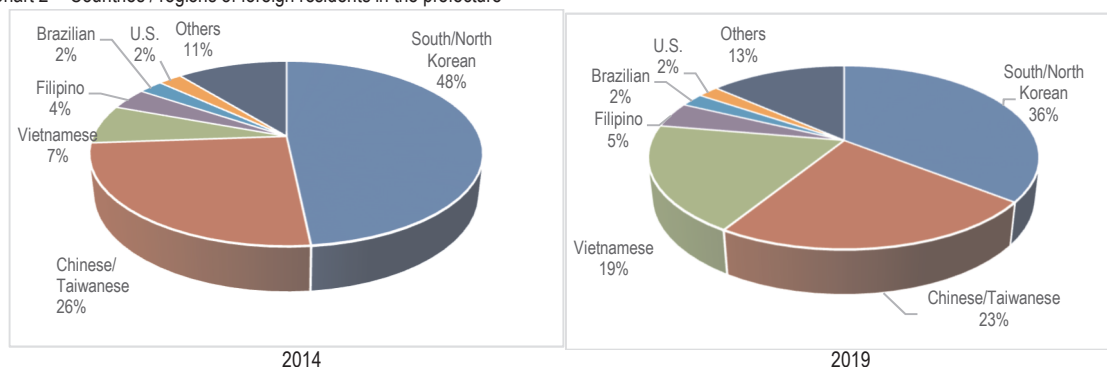
(Ministry of Justice "Statistics of Foreign Residents")

(Note) Regarding "Chinese / Taiwanese people," statistics for "Chinese people" and "Taiwanese people" have separately existed since 2012, but they are combined here for comparison with the number in or before 2011.

* [Foreign residents]

In these guidelines, in accordance with the definition of the Ministry of Justice, medium- to long-term residents and special permanent residents are referred to as "foreign residents."

Chart 2 Countries / regions of foreign residents in the prefecture



(Ministry of Justice "Statistics of Foreign Residents")

Chart 3 Shift of foreign residents in the prefecture by country / region

	2014 [people]	2019 [people]	2014→2019	
			Increased number	Rate of increase
South/North Korean	46,680	41,206	-5,474	-11.7
Chinese/Taiwanese	24,605	26,821	2,216	9.0
Vietnamese	6,580	21,870	15,290	232.4
Filipino	3,645	5,168	1,523	41.8
Brazilian	2,306	2,684	378	16.4
Others	12,714	17,932	5,218	41.0
Total No.	96,530	115,681	19,151	19.8

(Ministry of Justice "Statistics of Foreign Residents")

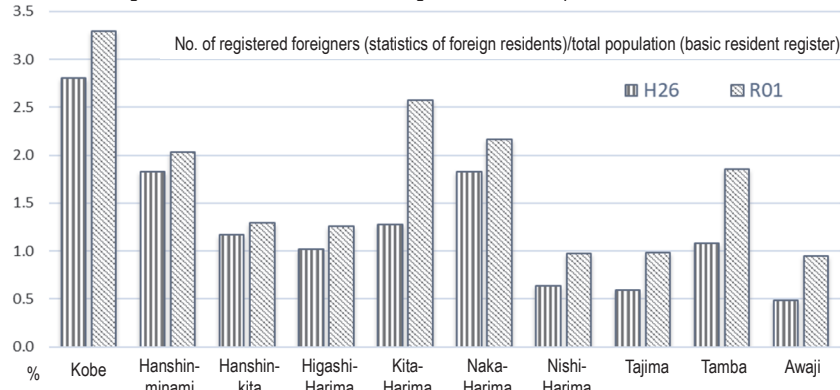
- (3) By region within the prefecture—Further being regionally decentralized foreign prefectural citizens
Looking at the number of foreign prefectural citizens by region (Charts 4 and 5), at the end of 2019, the Kobe area shows the highest number 50,155, and the Awaji area the lowest number 1,207. Looking at the increase / decrease by region from the end of 2014 to the end of 2019, the rate of increase is high in the order of the Kita-Harima area (+ 93.1%), Awaji area (+ 78.8%), Tamba area (+ 61.0%), and Tajima area (+ 53.7%), and the regional decentralization of foreign prefectural citizens is advancing. Additionally, the increase of the Kita-Harima area in the number of registered foreigners in the total population by region is also remarkable, followed by the increase of the Tamba area.

Chart 4 No. of foreign residents by area in the prefecture

	2014 [people]	2019 [people]	2014→2019	
			Increased number	Rate of increase
Kobe	43,247	50,155	6,908	16.0
Hanshin-minami	18,780	20,973	2,193	11.7
Hanshin-kita	8,352	9,265	733	8.6
Higashi-Harima	7,280	8,989	1,709	23.5
Kita-Harima	3,537	6,829	3,292	93.1
Naka-Harima	10,591	12,383	1,792	16.9
Nishi-Harima	1,698	2,429	731	43.1
Tajima	1,023	1,572	549	53.7
Tamba	1,167	1,879	712	61.0
Awaji	675	1,207	532	78.8
Total number	96,530	115,681	19,151	19.8

(Ministry of Justice "Statistics of Foreign Residents")

Chart 5 Changes in the ratio of the number of foreign residents in the prefecture



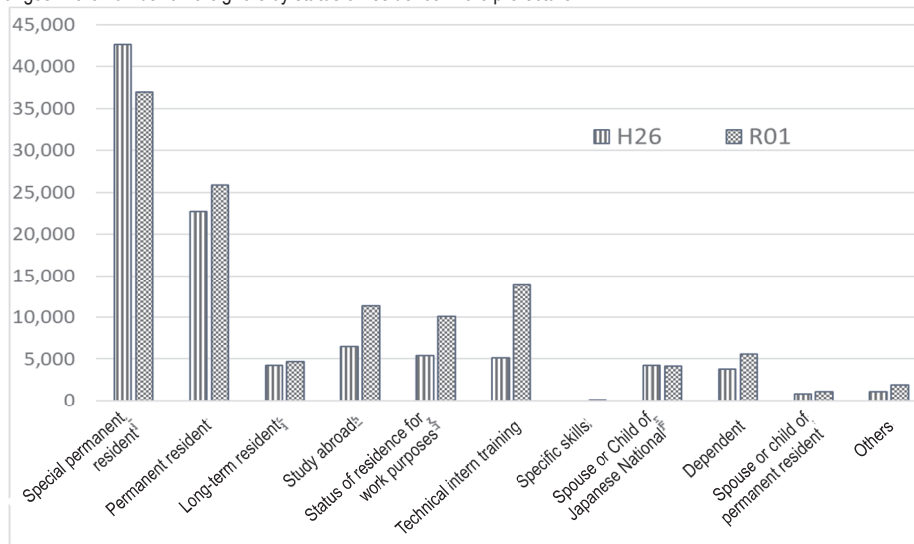
(Ministry of Justice "Statistics of Foreign Residents," and Ministry of Internal Affairs and Communications "Basic Resident Register")

- (4) By status of residence—Foreign workers / international students who are increasing their presence
Looking at foreign prefectural citizens by status of residence (Chart 6), at the end of 2019, the number of "Special Permanent Residents" (36,983 people, 32.0%) was the greatest, followed by "Permanent Residents" (25,881 people, 22.4%) and "Technical Intern Training" (13,891 people, 12.0%).

Looking at the increase / decrease from the values at the end of 2014, while the rate of increase is high in "Technical Intern Training" (+ 170.3%), "Status of residence for work purposes" (+ 86.5%), and "Study Abroad" (+ 74.2%), the number of "Special Permanent Residents" and "Spouse or Child of Japanese National" is on the decline.

The number of "Foreign residents under the status of residence with no restrictions on activities" such as "Special Permanent Residents" and "Permanent Residents" was 72,844 at the end of 2019, which accounts for 63.0% of all foreign prefectural citizens, and 1,497,223 nationwide, which accounts for 51.0% of all foreigners. "Foreign residents under the status of residence with no restrictions on activities" often stay in Japan for a long time, and foreign prefectural citizens of this prefecture highly tend to settle down.

Chart 6 Changes in the number of foreigners by status of residence in the prefecture



(Ministry of Justice "Statistics of Foreign Residents")

(Note) The status of residence, "Technical Intern Training" was established in 2010 and "Specific Skills" in 2019

- * [Special Permanent Resident] A status of residence given to those who have lived in Japan since before September 2, 1945, and who have withdrawn from Japanese nationality because of the entry into force of the San Francisco Peace Treaty and their descendants.
- * [Permanent Resident] Those who are granted permanent residence by the Minister of Justice
- * [Status of residence for work purposes] Persons with status of residence of "Specialist in Humanities," "International Services," "Engineer" "Skills," "Education," "Investment Management," "Intra-company Transfer," "Professor," "Research," or "Medical Care"
- * [Foreign residents under the status of residence with no restrictions on activities] Persons with a status of residence of "Special Permanent Resident," "Permanent Resident," "Long-term Resident," "Spouse or Child of Japanese National," or "Spouse or child of permanent resident, etc."

(5) Foreign workers—Ever-increasing number of foreign workers

The number of offices employing foreign workers in the prefecture and the number of foreign workers* in the prefecture (Chart 7) are both on a consistently increasing trend. They reached 4,036 offices and 17,614 foreign workers in 2014 and 7,275 offices and 41,083 foreign workers in 2019. Of the number of foreign workers by nationality (Charts 8 and 9), the number of Vietnamese workers of 17,207 (42%) is the greatest, followed by 9,582 Chinese workers (23%) and 3,094 Filipino workers (8%), which indicates a high proportion of Southeast Asian countries. Additionally, while the ratio of workers through "technical intern training" is high as a characteristic of this prefecture, the number of highly skilled foreign human resources (Chart 10) is steadily increasing.

Chart 7 Shift in the number of foreign workers in the prefecture

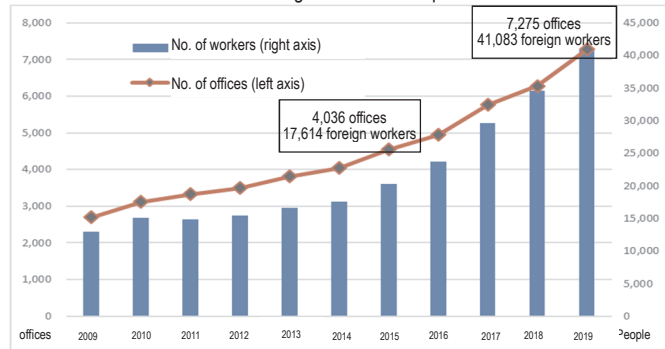
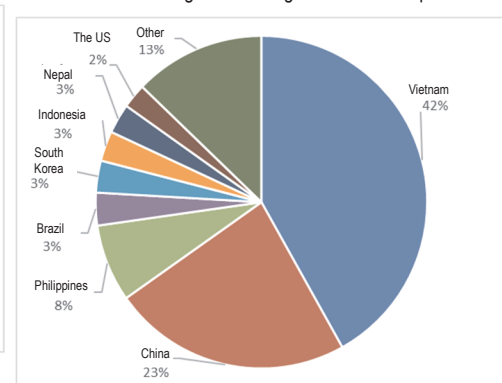


Chart 8 Countries / regions of foreign workers in the prefecture



(Hyogo Labor Bureau "Employment Status of Foreigners" as of the end of October 2019)

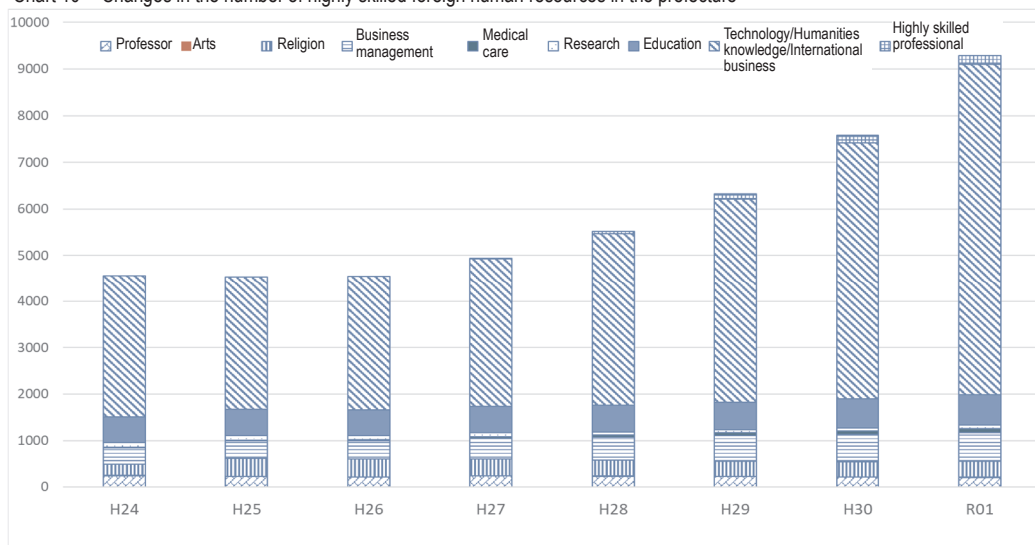
(Note) According to the statistics of the Labor Bureau, Taiwan is included in "Others."

Chart 9 Changes in the number of foreign workers in the prefecture

	2014 [people]	2019 [people]	2014→2019	
			Increased number	Rate of increase
Vietnam	2,330	17,207	14,877	638.5
China	8,323	9,582	1,259	15.1
Philippines	1,413	3,094	1,681	119.0
Brazil	1,050	1,307	257	24.5
South Korea	714	1,276	562	78.7
Others	3,784	8,617	4,833	127.7
Total No.	17,614	41,083	23,469	133.2

(Hyogo Labor Bureau "Employment Status of Foreigners")

Chart 10 Changes in the number of highly skilled foreign human resources in the prefecture



(Ministry of Justice "Statistics of Foreign Residents")

* [Foreign workers in the prefecture]

Since the statistics of the Hyogo Labor Bureau are used in the Promotion Guidelines revised at this time, "foreign workers in the prefecture" are used for foreign residents (excluding special permanent residents and those with the status of residence "diplomatic relations" or "public") to be employed by business owners in the prefecture who are subject to notification to the Labor Bureau.

Chart 11 Status of residence of foreign workers in the prefecture

No. of workers	Status of residence based on personal status or position	Technical intern training*	Activities other than those permitted under the status of residence (incl. international students*)	Statuses of residence in the specialized and technical fields	Specific activities	Total
No. of workers	10,905	11,856	9,771	7,881	670	41,083
Ratio	26.50%	28.90%	23.80%	19.20%	1.60%	100%
(National ratio)	32.10%	23.10%	22.50%	19.80%	2.50%	100%

(Hyogo Labor Bureau "Employment Status of Foreigners" as of the end of October 2019)

Chart 12 Status of permission for "Specific Skills" by foreign workers in the prefecture (285 workers) [Reference] 8,769 workers nationwide

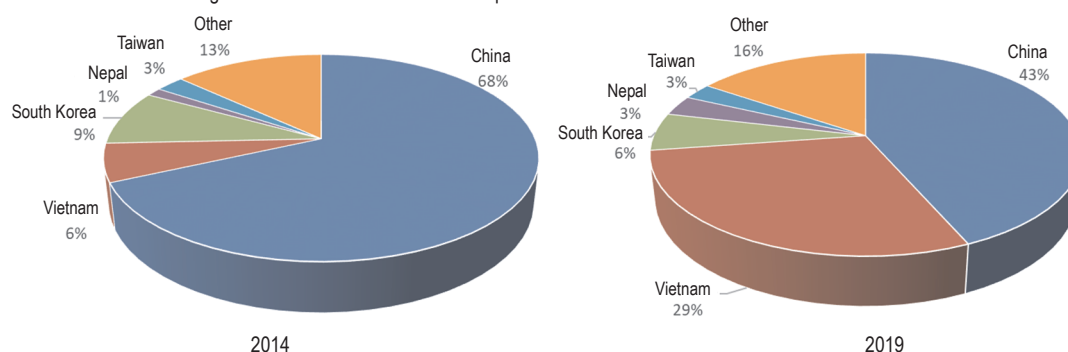
Field	No. of workers	Area
Nursing care field	20	1 in Kobe Higashinada, 2 in Nada Ward, 1 in Hyogo, 4 in Tarumi, 1 in Chuo, 3 in Himeji, 6 in Amagasaki, 1 in Nishinomiya, and 1 in Takarazuka
Casting and forging industry field	14	1 in Kobe Nishi Ward, 2 in Himeji, 5 in Akashi, 1 in Nishinomiya, 1 in Kakogawa, 1 in Kasai, 1 in Asago, and 2 in Taishi
Industrial machinery manufacturing field	69	2 in Kobe Nagata, 2 in Kita Ward, 7 in Nishi Ward, 3 in Himeji, 8 in Amagasaki, 3 in Akashi, 1 in Nishinomiya, 4 in Kakogawa, 11 in Kasai, 4 in Kato, 1 in Tatsuno, 1 in Inagawa, 3 in Taka, 14 in Fukusaki, 3 in Sayo, and 1 in Kami
Electric and electronic information field	26	1 in Kobe Nishi Ward, 1 in Himeji, 1 in Amagasaki, 8 in Akashi, 2 in Nishinomiya, 2 in Kakogawa, 8 in Miki, and 3 in Kato
Construction field	19	1 in Kobe Hyogo, 2 in Nishi Ward, 3 in Himeji, 3 in Amagasaki, 5 in Itami, 2 in Kakogawa, 2 in Takasago, and 1 in Kato
Shipbuilding / ship industry field	3	1 in Itami, and 2 in Aioi
Automobile maintenance field	2	2 in Kobe Chuo
Accommodation field	1	1 in Sumoto
Agricultural field	17	2 in Kobe Nishi Ward, 3 in Himeji, 2 in Sumoto, 1 in Nishiwaki, 1 in Kasai, 4 in Minamiawaji, 2 in Asago, and 2 in Awaji
Fisheries field	2	2 in Himeji
Food and beverage manufacturing industry	81	17 in Kobe Higashinada, 5 in Hyogo, 2 in Tarumi, 3 in Nishi Ward, 16 in Himeji, 2 in Amagasaki, 26 in Nishinomiya, 1 in Toyooka, 4 in Takarazuka, 1 in Sanda, 1 in Taka, and 3 in Inami
Food service field	31	3 in Kobe Higashinada, 5 in Hyogo, 2 in Nagata, 1 in Suma, 1 in Tarumi, 4 in Chuo, 1 in Nishi Ward, 1 in Himeji, 4 in Amagasaki, 2 in Nishinomiya, 1 in Ashiya, 1 in Miki, 1 in Kawanishi, 1 in Shiso, and 3 in Tatsuno

(Ministry of Justice Immigration Bureau) (As of the end of September, 2020)

(6) International students—Rapidly increasing Vietnamese students

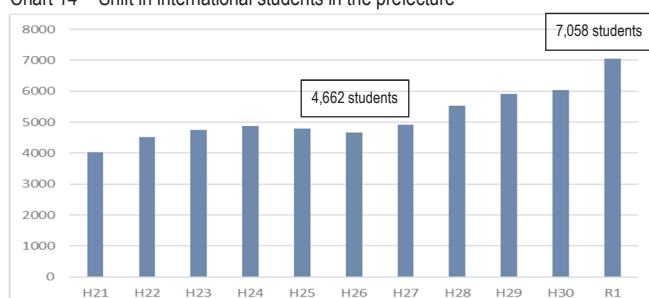
As for the countries / regions of international students in the prefecture (Charts 13, 14, and 15), the number of Chinese students is the greatest at 3,185 (68%) in 2014. Even in 2019, the number of Chinese students continued to be the greatest at 3,065 (43%), but the surge in the number of Vietnamese students to 2,065 (29%) was remarkable. The total number of international students has also increased significantly from 4,662 in 2014 to 7,058 in 2019.

Chart 13 Countries / regions of international students in the prefecture



(Hyogo Regional Student Exchange Promotion Conference "Survey on the International Student Enrollment Status in Hyogo Prefecture")

Chart 14 Shift in international students in the prefecture



(Hyogo Regional Student Exchange Promotion Conference "Survey on the international Student Enrollment Status in Hyogo Prefecture")

Chart 15 Shift in international students in the prefecture by country / region

	2014 [people]	2019 [people]	2014→2019	
			Increased number	Rate of increase
China	3,185	3,065	-120	-3.8
Vietnam	279	2,065	1,786	640.1
South Korea	402	424	22	5.5
Nepal	61	228	167	273.8
Taiwan	118	183	65	55.1
Others	617	1,093	476	77.1
Total No.	4,662	7,058	2,396	51.4

(7) Efforts of each region in the prefecture for foreign prefectural citizens

The situation of foreign prefectural citizens is different in each region of the prefecture, and various efforts are being made for foreign prefectural citizens in each region.

Area	Status of foreign residents (2019)		Examples of efforts
	No. of foreign residents	Features	
	Overall ratio in the prefecture Ratio against the end of 2016		
Kobe Hanshin	80,393	While the number of Korean-registered special permanent residents is gradually decreasing, the number of Vietnamese technical intern trainees in the manufacturing industry and the number of Chinese / Vietnamese international students is increasing.	Foreign communities and support groups are active mainly in Kobe City, and efforts to support foreigners in collaboration with the government are actively carried out. Many cities have set up foreigner consultation desks.
	69.5%		
	13.9% increase		
Harima	30,630	Besides the increase in the number of Vietnamese technical intern trainees in the manufacturing industry, there are Indonesian technical intern trainees in the fishing industry (oyster farming). A large influx of African foreigners also began to be seen.	In Himeji City, along with the opening of a Consultation Center for Foreign Residents in the city hall, the government provided life counseling by traveling to the Vietnamese settlement area. Supplementary classes are also provided by voluntary groups. In Kato City, as a model project of Hyogo Prefecture, a project to support the lives of foreign residents was implemented in fiscal 2020, and efforts were made to promote interactive communications by introducing a simple interpretation machine. Also, a Vietnamese-speaking foreign counselor and a Chinese-speaking foreign counselor were respectively assigned.
	26.5%		
	32.6% increase		
Tajima	1,572	The number of foreigners who are engaged in the manufacturing, fish processing, and accommodation industries has increased, and the presence of Indonesian technical intern trainees in the fishing industry is significant.	Toyooka City, in collaboration with NPO corporations and voluntary organizations, attentive support has been provided according to each life cycle, such as by holding Japanese language classes according to the area of residence, and classes to understand information necessary for receiving education and entering a higher-level school and by creating multilingual pamphlets. In Shinonsen Town, the fishery cooperative provides technical intern trainees with a wide range of services such as the management of an autonomous organization in the dormitory, lifestyle guidance, dialect education, and accompaniment to medical institutions.
	1.4%		
	53.7% increase		
Tamba	1,879	Besides Brazilians who work at manufacturing companies, etc., the number of Vietnamese who study at schools that train nursing care personnel is increasing.	Tamba-Sasayama City, in collaboration with NPOs, provides support for foreign residents related to interpretation, etc., and holds Japanese language classes. Additionally, guidebooks (in English, Chinese, Portuguese, and Vietnamese) for windows of administrative offices and administrative services were created.
	1.6%		
	61.0% increase		
Awaji	1,207	The number of Vietnamese technical intern trainees has increased in agricultural, manufacturing, and construction industries, etc. There are also movements of foreigners who are aiming to start a business to gather and lead a communal life.	While Awaji City, besides setting up a consultation desk for foreigners in collaboration with voluntary organizations, provides Japanese language learning support and holds community exchange events, Minamiawaji City holds classes to teach Japanese language and lifestyles in Japan in collaboration with voluntary organizations. Host companies of foreigners who aim to start a business have taken measures, such as creating opportunities for interactions with residents in addition to providing Japanese language education.
	1.0%		
	78.8% increase		

* For the number of foreign residents, the number of foreign residents at the end of 2019 in Chart 4 No. of foreign residents by area in the prefecture (the total number of foreign residents in the prefecture is 115,681) on page 4 (Ministry of Justice "Statistics of Foreign Residents") is used.

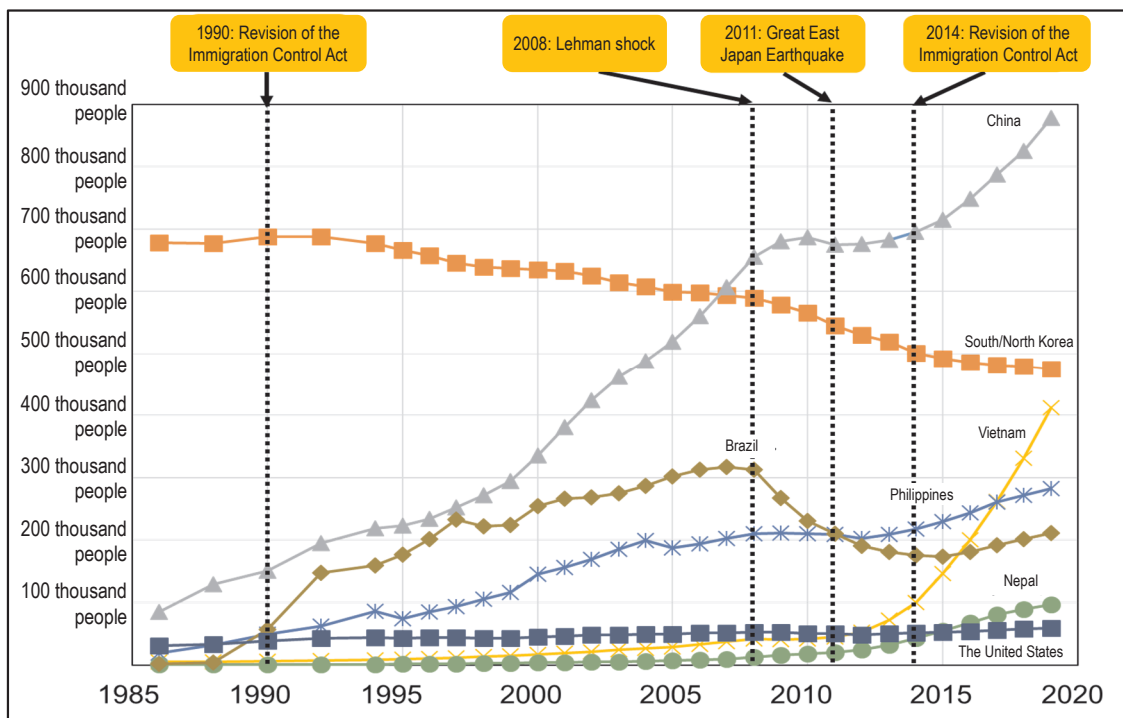
2. Actions of the national government

(1) Immigration control and changes in foreign residents

Chart 16 History of immigration control

Year	Immigration control	Trend of foreign residents (nationwide)
1951	Enforcement of the immigration Control Ordinance Improvement of the management of all people entering and leaving Japan	[Until 1980s] The majority of foreigners are South / North Korean nationals.
1982	Enforcement of the Immigration Control and Refugee Recognition Act (Immigration Control Act) The immigration control including refugee recognition procedures was improved.	
1990	Reorganization of the status of residence under the Immigration Control Act Established "Long-term Resident," a status of residence that allowed up to the third generation of Japanese descent to have a position with a work permit.	[1980s–2007] Foreigners entered Japan for employment purposes, mainly from Latin American countries, such as Brazil and Peru, through the status of residence such as "Long-term Resident" or "Spouse or Child of Japanese National." The technical intern training program has increased the number of Chinese nationals entering Japan, surpassing the number of South / North Koreans nationals in 2007.
1993	Enforcement of guidelines regarding the handling of the immigration control related to the technical intern training program Established a technical intern training program as the first type of "Specific Activities," one of the statuses of residence.	
2004	Establishment of the departure order system Established a system that makes forced repatriation of illegal foreign residents possible.	[2008–2014] Due to the effects of the Lehman shock, the sharp appreciation of the yen, the outbreak of new influenza, and the Great East Japan Earthquake, etc., the number of foreigners, mainly Brazilian nationals, decreased.
2012	Introduction of a new residence management system Abolished the Alien Registration System and issued new residence cards.	
2014	Reorganization of the status of residence under the Immigration Control Act Established "Highly Skilled Professional," as one of the statuses of residence, and integrated "Engineer" and "Specialist in Humanities/International Services," etc.	[2015–present] Labor shortages have become a more serious problem, especially among SMEs and small businesses, and the number of foreigners registered in Vietnam and Nepal has increased rapidly as new candidates to make up the labor shortages along with Chinese nationals.
2019	Execution of a status of residence "Specific Skills" Built a mechanism to accept foreign human resources even in occupations other than those that require specialized and technical knowledge.	

Chart 17 Shift of foreign residents



(Ministry of Justice "Statistics of Foreign Residents")

(2) Actions of the national government from 2016

In September 2017, the "Act on the Partial Revision of the Immigration Control and Refugee Recognition Act and the Ministry of Justice Establishment Act" was enforced, and the status of residence, "Nursing Care," was established. According to the "Act on the Partial Revision of the Immigration Control and Refugee Recognition Act and the Ministry of Justice Establishment Act," which was enacted in December 2018 and came into effect in April 2019, the statuses of residence, "Specific Skill No. 1" and "Specific Skill No. 2" were established and the "Immigration Services Agency" was set up.

Additionally, by properly accepting foreign human resources and aiming to realize a symbiotic society, the "Comprehensive Measures for Accepting and Living in Harmony with Foreign Human Resources," which indicated the direction that we should aim for in order to contribute to the realization of a society where Japanese and foreigners can live safely and with peace of mind, was approved by the Cabinet in December 2018 and have been revised since then.

Furthermore, in order to contribute to the formulation of guidelines and plans for promoting multicultural symbiosis in prefectures and municipalities amid changing socioeconomic conditions, the Ministry of Internal Affairs and Communications revised the "Regional Multicultural Symbiosis Promotion Plan" in September 2020.

2016	<ul style="list-style-type: none"> ○ Enactment of "Act on Proper Implementation of Technical Intern Training for Foreigners and Protection of Technical Intern Trainees" Regarding technical intern training, we will properly implement technical intern training and protect technical intern trainees by establishing a system for accreditation of technical intern training plans and permission of supervising organizations, and by establishing a foreign technical intern training organization that carries out office work related to their establishment. (Enforced on November 1, 2017). ○ Cabinet decision on "Japan Revitalization Strategy 2016—Toward the Fourth Industrial Revolution" Utilization of foreign human resources: (1) examination of the immigration / residence management system to attract more advanced foreign human resources, (2) strengthening of support for international students and overseas students to be employed by Japanese companies, (3) promotion of the acceptance of foreign employees by Japanese companies that have expanded globally, (4) strengthening of the foundation of the residency management and facilitating and speeding up the status of residence procedure, and (5) improvement of the living environment to promote the acceptance of foreigners (examination of the ideal way of accepting foreign human resources) ○ Enactment of "Act on Securing Educational Opportunities Equivalent to Ordinary Education at the Stage of Compulsory Education" Under the basic principle of "ensuring educational opportunities according to ability regardless of age or nationality," "providing opportunities for school attendance at schools that hold classes at night, etc." was stipulated (enforced on February 14, 2017).
2017	<ul style="list-style-type: none"> ○ Enactment of "Act on the Partial Revision of the Immigration Control and Refugee Recognition Act" Established a status of residence "Nursing Care" for foreigners who are certified as care workers to engage in nursing care work (or to give nursing care guidance) based on contracts with nursing care facilities (enforced on September 1, 2017). ○ Cabinet decision on "Future Investment Strategy 2017—Reforms for the Realization of Society 5.0" Utilization of foreign human resources: (1) further attraction of highly skilled foreign human resources, (2) improvement of living environment, (3) improvement of working environment, (4) employment support for international students, (5) promotion of acceptance of foreign employees in Japanese companies that expand globally, (6) utilization of foreign human resources in the fields of construction and shipbuilding, (7) strengthening of the foundation of the residency management for facilitating and speeding up residence status procedures, and (8) examination of the ideal way of accepting foreign human resources ○ Ministry of Internal Affairs and Communications announced "Collection of Multicultural Symbiosis Cases—10 Years from the Multicultural Symbiosis Promotion Plan: The Future of the Region to be Opened Together." It has been 10 years since the formulation and notification of the "Regional Multicultural Symbiosis Promotion Plan," which shows the ideas that can be used as a reference for formulating guidelines and plans for multicultural symbiosis measures in local governments. Thus, to contribute to the further promotion of the regional multicultural symbiosis measures, we have summarized excellent efforts that contribute to multicultural symbiosis nationwide.

2018	<ul style="list-style-type: none"> ○ Enactment of "Law to partially revise the Immigration Control and Refugee Recognition Act and the Ministry of Justice Establishment Act" Established "Specific Skill No. 1" and "Specific Skill No. 2" and set up the "Immigration Services Agency" as an external agency of the Ministry of Justice (enforced on April 1, 2019). ○ Cabinet decision on the "Comprehensive Measures for Accepting and Living in Harmony with Foreign Human Resources" To achieve the goal of contributing to the realization of a society where Japanese and foreigners can live safely and with peace of mind by properly accepting foreign human resources and aiming to realize a symbiotic society, the Comprehensive Measures show the direction that we should aim for regarding the acceptance of and living in harmony with foreign human resources. ○ "Future Investment Strategy 2018—Transformation to 'Society 5.0' and 'Data-Driven Society'" Promotion of active participation of foreign human resources: i) promotion of acceptance of highly skilled foreign human resources (1) cross-governmental efforts to promote domestic employment of international students, etc., (2) improvement of the immigration / residence management system, etc. to expand acceptance of highly-skilled foreign human resources; ii) acceptance of new foreign human resources; and iii) improvement of acceptance environment for foreigners (1) improvement of living environment, (2) improvement of working environment, (3) strengthening of the foundation of the residency management for facilitating and speeding up residence status procedures, and (4) drastic review of the comprehensive measures ○ Cabinet decision on the "Basic Policy for Creating Towns, People, and Work 2018" Utilization of foreign human resources in rural areas: To promote further activities of foreign human resources in the region and to further promote multicultural symbiosis measures in the region.
2019	<ul style="list-style-type: none"> ○ Cabinet decision on the "Improvement of the Comprehensive Measures for Accepting and Living in Harmony with Foreign Human Resources" Besides promoting the measures integrated in the "Comprehensive Measures for Accepting and Living in Harmony with Foreign Human Resources," we will show the direction of further improvement of the measures. ○ Enactment of the "Act on Promotion of Japanese Language Education" Clarified the responsibilities of the national government, local governments and business operators regarding the promotion of Japanese language education. Formulation of the basic policy and stipulation of basic items of other measures (enforced on June 28, 2019) ○ Cabinet decision on the "Comprehensive Measures for Accepting and Living in Harmony with Foreign Human Resources (revised)" Revised the comprehensive countermeasures, taking into account the implementation status of related measures. ○ Cabinet decision on the "Basic Policy for Creating Towns, People, and Work 2019" Building a multicultural community: Based on the establishment of a new status of residence, we provided support for the acceptance of and living in harmony with foreign human resources for their settlement in the region.
2020	<ul style="list-style-type: none"> ○ Formulation of the Agency for Cultural Affairs' "Basic Policy on Promotion of Japanese Language Education" Based on the Act on Promotion of Japanese Language Education, the Basic Policy on Promotion of Japanese Language Education was defined as a basic policy for comprehensively and effectively promoting measures related to the promotion of Japanese language education. ○ Cabinet decision on the "Basic Policy for Creating Towns, People, and Work 2020" Promote efforts such as support for acceptance of and living in harmony with foreign human resources in local governments, etc., so that foreign human resources can maximize their abilities and settle in the region as a leader of the region. ○ Cabinet decision on the "Comprehensive Measures for Accepting and Living in Harmony with Foreign Human Resources (revised in fiscal 2020)" Revised the Comprehensive Measures from the viewpoint of further improving the acceptance environment while appropriately responding to the new coronavirus infectious disease. ○ Revision of the Ministry of Internal Affairs and Communications' "Regional Multicultural Symbiosis Promotion Plan" Revised the "Regional Multicultural Symbiosis Promotion Plan" formulated in March 2006 in order to promote multicultural symbiosis measures by reviewing the guidelines and plans related to the promotion of multicultural symbiosis in local governments.

3. Challenges toward the realization of a multicultural society

Based on the results of a questionnaire survey for cities, towns and organizations in the prefecture and foreign prefectural citizens, from a contemporary perspective that captures changes in the socioeconomic situation, we will summarize the challenges toward the realization of a multicultural society with four pillars: "Creating awareness of multicultural symbiosis," "Creating people who can understand diverse cultures and play an active role," "Creating a living infrastructure that is easy to live and work in," and "Creating a vibrant community where everyone can participate."

(1) Creating awareness of multicultural symbiosis

Since the formulation of the Basic Guidelines in fiscal 1993, this prefecture has been working on "internationalization of the mind" to foster understanding and tolerance for different cultures, lifestyles, and values, but discriminatory words, deeds and treatment of foreign prefectural citizens still remain, and problems, such as the so-called hate speech on the Internet and streets, have occurred. The "barrier of mind" that creates misunderstandings, frictions, and troubles has not yet been resolved.

In the results of the questionnaire survey for municipalities and organizations in the prefecture, the number of respondents, who answered that "lack of understanding and low awareness of multicultural symbiosis" and "lack of opportunities for communication and interactions with foreign residents" are problems, increased.

① Awareness-raising activities

In each region of the prefecture, we will establish a place to learn the historical background of various foreign communities together, a place to interact with foreign residents, and a place to promote awareness of multicultural symbiosis and promote efforts to serve as a model. It is necessary to aim for the realization of a multicultural society on the basis of respect for the human rights of foreign prefectural citizens by widely disseminating the activities and results of these efforts.

② Construction of everyday life with diversity and Inclusion

Based on the understanding of the human rights and multicultural symbiosis of foreign prefectural citizens, under the recognition that the challenges faced by foreign prefectural citizens are recognized as the challenges of Japanese society, we are expected to create a daily life with diversity and inclusion, including that of foreign prefectural citizens.

(2) Creating people who can understand diverse cultures and play an active role

In the results of a questionnaire survey for cities, towns and organizations in the prefecture, an increasing number of respondents answered that "foreign children / students with insufficient Japanese proficiency and native language ability" was a challenge. The "Act on Promotion of Japanese Language Education" has been enforced in June 2019.

Additionally, in the above survey results, the number of respondents who answered that "the absence of a coordinator / key person who connects with foreign residents" is a challenge for community development, has also increased.

① Securing educational opportunities

As the number of foreign children / students increases, in order to promote self-realization and career development, it is necessary to improve the environment and measures for acquiring language proficiency, establishing academic ability at schools, creating a place to stay, and improving high school and university entrance.

② Japanese language education

Based on the "Act on Promotion of Japanese Language Education," aiming for not only infants, children, pupils, students, and international students, but also all foreign prefectural citizens, including workers and their families, to acquire the Basic Interpersonal Communicative Skills (BICS) in Japanese, we are expected to further expand opportunities to receive Japanese

language education in each region of the prefecture and to develop and disseminate self-study Japanese language learning materials. Furthermore, it is necessary to improve native language education and subject learning in the region.

③ Fostering human resources to promote multicultural symbiosis

In each region of the prefecture, we are required to develop human resources who promote interactions with foreign prefectural citizens and human resources who promote exchanges with foreign countries.

Besides language abilities and communication skills, it is necessary to fully understand the idea of multicultural symbiosis and develop global human resources who can play an active role in the global arena.

(3) Creating a living infrastructure that is easy to live and work in

According to the questionnaire for foreign prefectural citizens, whereas the number of responses for the most important information in life in Japan is greatest in the order of "employment," "health and welfare," "medical care," and "Japanese language class," the number of responses for what you expect from the government is greater with "Dissemination of Japanese lifestyle rules, customs, cultural differences, etc.," "Improvement of the consultation system and multilingual information," etc.

Additionally, based on the establishment of the status of residence of "Specific Skills," the national government has formulated the "Comprehensive Measures for Accepting and Living in Harmony with Foreign Human Resources" and indicates the direction related to the improvement of the environment for accepting foreign human resources.

① Improvement of the information provision and consultation system

In the results of the questionnaire survey to municipalities and organizations in the prefecture, many respondents answered that "Have provided information in multiple languages, but dissemination is insufficient" is the challenge. They are expected to strengthen the dissemination of living information and administrative information that reach foreigners, while utilizing "easy Japanese," and it is also important to spread information to prepare for disasters. They are also expected to establish / improve multilingual consultation systems in collaboration with municipalities, foreign communities, and support organizations for foreigners, etc.

② Response to the medical consultation system for foreigners

In the results of the questionnaire survey to municipalities and organizations in the prefecture, the number of respondents who answered "there are few medical institutions with foreign language support" has increased, and in the results of the questionnaire survey to foreign prefectural citizens, the number of respondents who answered "communication was not successful" was the greatest. Efforts are required to improve foreign language support at medical institutions.

③ Stabilization of employment of foreign human resources

We are required to set up and improve consultation desks for foreigners and business operators, to implement Japanese language training necessary for employment, and to establish and improve vocational training in consideration of Japanese proficiency, while coordinating with entities involved in the employment of foreign human resources. Additionally, collaborative efforts of business operators, supervising organizations, regions, and governments, etc. are necessary for technical intern trainees to learn the Japanese language, etc.

Furthermore, we are required to create an environment in which foreign human resources can connect with regional and local communities and encourage mutual help.

④ Response to infectious diseases

With the spread of new coronavirus infectious diseases, the number of consultations with foreigner consultation desks for has increased rapidly, but many foreigners do not know about the consultation desks, so we need to further publicize and promote the consultation desks.

We also tried to disseminate living information and administrative information in multiple languages and "easy Japanese," but for some languages, we have to rely on translation by

volunteers of support organizations for foreigners, our provision may lack promptness, so we are required to strengthen the system for transmitting multilingual information.

(4) Creating a vibrant community where everyone can participate

In the situation where the number of foreign prefectural citizens is increasing, and the area where they live is becoming more decentralized, in the results of the questionnaire survey to municipalities and organizations in the prefecture, some respondents chose "Have not understood the present and actual conditions of foreign residents" as their challenge.

Additionally, many cities, towns and organizations answered that "lack of communications and opportunities to interact with foreign residents" is the challenge in the above survey results. In a questionnaire survey mainly for Japanese language class students, the number of respondents who answered that they "participate in local events and activities as long as it is convenient" remained only about half.

① Responding to the multinationalization and decentralization of foreign prefectural citizens

As the situation where foreign prefectural citizens with different statuses of residence coexist in each region of the prefecture is expanding, efforts for multicultural symbiosis are required to be developed according to the actual conditions of each region, such as promoting interactive communications with people of a wide range of nationalities after understanding the situation of foreign residents in collaboration with related entities such as municipalities.

Of these efforts, efforts to raise the awareness and understanding of local residents toward multicultural symbiosis and to create an environment where foreigners can receive medical services with peace of mind are important.

② Promotion of participation in local activities

We are required to strengthen the call for foreign prefectural citizens to participate in local activities in "easy Japanese," etc., and it is also important to create a network in the case of a disaster or emergency by calling for participation in disaster prevention drills.

Additionally, it is necessary to foster regional organizations that support the lives of foreigners and next-generation leaders who will be responsible for multicultural symbiosis and to expand efforts for multicultural symbiosis.

III. Ideal situation and action policies

1. Ideal situation

In the history of more than 150 years of prefectural government, in Hyogo Prefecture, the residing of foreigners advanced with the opening of Kobe Port in 1868, and foreign prefectural citizens have greatly contributed to the economic and cultural development of Hyogo Prefecture. With the charm of Hyogo Prefecture as a property, while facing issues such as population decline, declining birthrate and aging population due to recent changes in socioeconomic situation, it is necessary for all citizens of the prefecture and organizations related to multicultural symbiosis to work together to move forward toward solving these issues.

Additionally, all citizens of the prefecture making the most of themselves, while understanding the wonderfulness of being exposed to different cultures from around the world; understanding each other's historical background, lifestyle, and values in Japan; respecting each other's differences; and helping each other, will lead to the realization of a vibrant society.

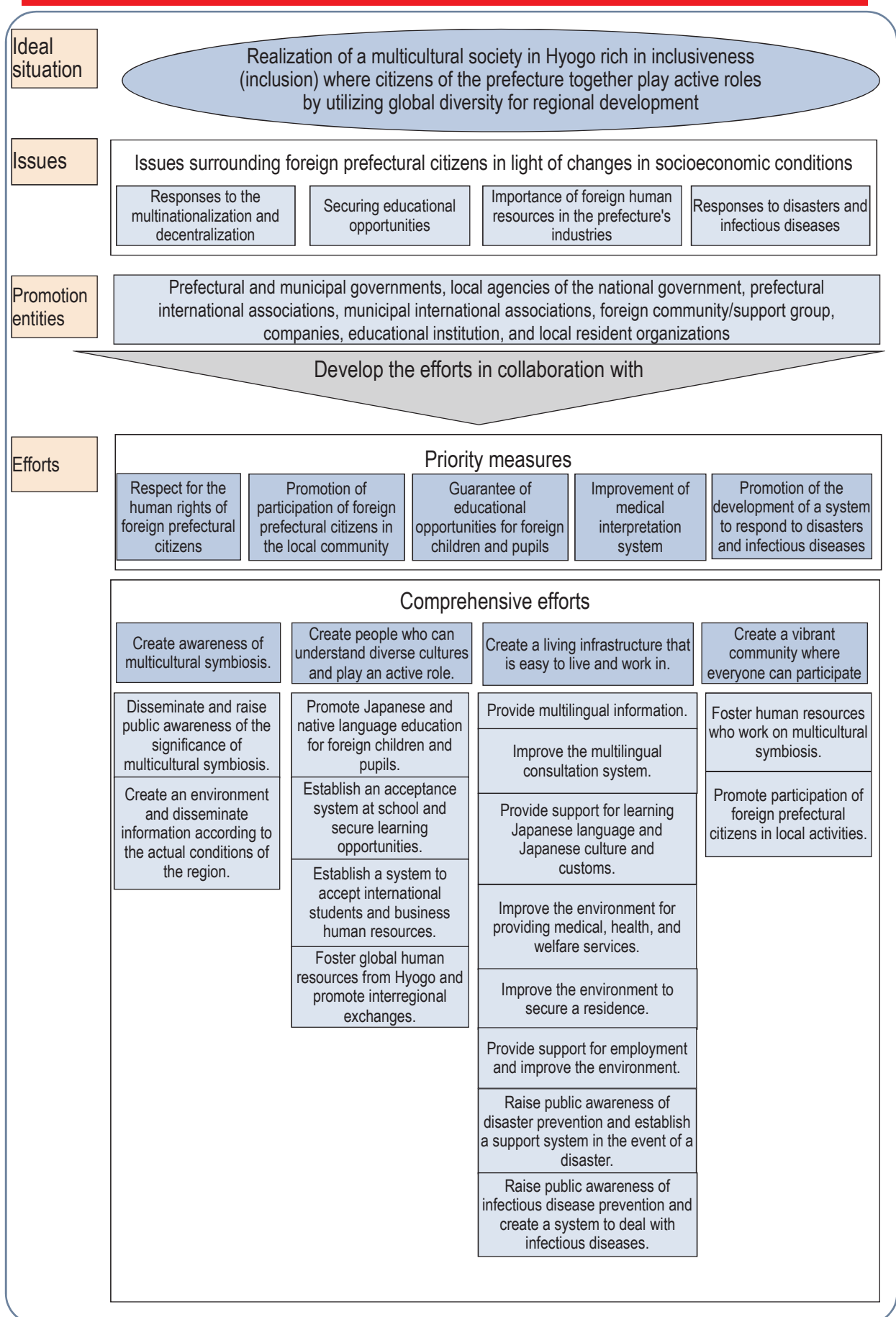
In line with the SDGs philosophy, the Ministry of Internal Affairs and Communications, while responding to socioeconomic changes, revised the "Regional Multicultural Symbiosis Promotion Plan" in September 2020 and indicated a new direction toward the realization of multicultural society in the region.

Based on the revised plan of the Ministry of Internal Affairs and Communications and the idea of SDGs, it is important to create an environment where people can live with peace of mind from the perspective of accepting all foreign prefectural citizens as members of the local community without isolating them. Additionally, now that foreign prefectural citizens are spreading to various areas in the prefecture, we are required to consider and form the ideal way of multicultural symbiosis according to the actual situation of the area.

On top of that, to promote foreign prefectural citizens' efforts to learn about culture and lifestyle as members of the region, to contribute to the revitalization of the region by utilizing their strengths and unique perspectives, and to become leaders who will support the local community with population decline, declining birthrate and aging population will lead to the creation of a modern multicultural society.

The Promotion Guidelines revised this time are a scenario to be shared to create an environment for multicultural symbiosis at the all-prefecture level and to improve and deepen distinctive efforts in each region while various entities in the region cooperate with each other and aim to realize "a multicultural society in Hyogo that is rich in inclusion and where citizens of the prefecture can play an active role together by utilizing global diversity for regional development."

2. Image of the action policies



3. Entities that promote multicultural symbiosis

In promoting multicultural symbiosis, it is indispensable for related entities to work in collaboration with each other. In the table below, roles of the major multicultural symbiosis promotion entities in the prefecture are summarized.

Chart 18 Major roles of governmental and other entities

Entities	Major roles
Prefecture	As a wide-area local government, the prefecture formulates prefecture-wide basic principles, promotes efforts in fields for which it is difficult for municipalities to make efforts, such as raising public awareness of basic principles and related information provision, responses to wide-area issues, and advanced efforts, and promotes mutual collaboration cooperation among related organizations in the prefecture through collaboration of prefectural related departments and local organizations mainly with the Hyogo Prefecture International Policy Promotion Council.
Cities and towns	Cities and towns, as administrative entities closest to foreign prefectural citizens, accurately grasp their needs of daily life and provide necessary services. Additionally, they will create an environment for interactions and collaboration between foreign prefectural citizens and local residents and attentively promote efforts according to the characteristics of each region.
Local agencies of the national government	The Regional Immigration Bureau, the public employment security office that has jurisdiction over the labor field, the Labor Standards Inspection Office and other local agencies of the national government accurately play their roles, such as providing guidance on the basis of various laws and regulations and counseling services for foreign prefectural citizens according to each administrative field. Also, they will collaborate with prefectures, municipalities, international associations, foreign communities, and support organizations for foreigners, etc.
Educational institutions	Elementary, junior high, and high schools will work on training for their faculty and staff members, raise awareness of guardians related to multicultural symbiosis, and education related to multicultural society for all children and students. Additionally, they will promote the development of an acceptance system that includes Japanese language lesson and support for admission to a desired high school/university. Universities will foster an international sense of students through support for surveys and research on multicultural symbiosis and develop human resources and global human resources who can play an active role in the field of multicultural symbiosis.
Prefectural International Association	In collaboration with the prefecture, foreign communities, and foreigner support groups, the Prefectural International Association makes use of specialized knowledge such as Japanese language education and native language education and know-how to operate liaison councils in the prefecture and takes initiative in wide-area multicultural efforts by taking advantage of its mobility. Additionally, we will develop a comprehensive business including advanced efforts, such as establishing a support system at the time of a disaster.

Municipal International Association	The Municipal International Association, in cooperation with the municipalities, will utilize its specialized knowledge, know-how, and mobility to promote detailed business development based on local issues and needs, such as promoting the participation of foreign prefectural citizens in local activities.
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Chart 19 Major roles of entities such as organizations and companies

Foreign communities	In response to the needs and interests of community members who share the country/region of origin, language, and culture, etc., foreign communities engage in activities in various organizational forms, such as exchange programs, learning support for children, native language education, consultation support, etc.
Support organizations for foreigners	Support organizations for foreigners utilize the characteristics of each organization to carry out support activities related to multicultural symbiosis that accurately grasps the needs of foreign prefectural citizens and local needs, such as providing information in multiple languages, counseling, and Japanese language learning support.
Companies	When employing foreigners, companies must comply with labor-related laws and regulations and take necessary measures such as ensuring proper working conditions and safety and health, and applying insurance. Additionally, companies are required to make efforts to support Japanese language learning for employed foreigners and their families. Additionally, support for daily life such as interactions with the local community is desired.
Local resident organizations	Local resident organizations such as neighborhood councils give easy-to-understand explanation to foreign prefectural citizens, while considering differences in lifestyles and cultures, and promote the participation of foreign prefectural citizens in local activities.

4. Networks that promote multicultural symbiosis

In the prefecture, prefectural and municipal governments, international associations, foreign communities, support organizations for foreigners, and volunteers, etc. have so far been working on multicultural symbiosis while coordinating and exchanging information through the networks below. It will also be important for each local entity to cooperate with each other and promote active efforts in the future.

(1) Hyogo Prefectural Foreign Citizens Symbiosis Conference

In Hyogo prefecture, there are various countries' and regions' foreign communities and support organizations for foreigners. These entities provide information and counseling, and conduct exchange programs for foreign prefectural citizens. As a place for exchanging opinions between these groups and Hyogo Prefectural government, the "Hyogo Prefectural Foreign Citizens Symbiosis Conference" (Secretariat: Hyogo Prefectural International Exchange Division) is held every year to promote multicultural symbiosis measures.

(2) Foreign Prefectural Citizen Consultation Network Promotion Council

In Hyogo Prefecture, there are more than 40 foreign prefectural citizens' consultation desks operated by international exchange organizations, NPOs, and NGOs, etc., and the "Foreign Prefectural Citizen Consultation Network Promotion Council" (Secretariat: Hyogo International Association), which comprises these consultation counters is working to promote smooth consultation services by coordinating with related organizations and sharing information.

(3) Hyogo Japanese Language Network Practitioners' Conference

While there are more than 100 Japanese language classes in Hyogo Prefecture, in the "Hyogo Japanese Language Network Practitioners' Conference" (Secretariat: Hyogo International Association), to which Japanese language education-related organizations, Japanese language teachers, Japanese language learning supporters/groups, etc. attend, information is exchanged on a monthly basis, mutual collaboration and cooperation are promoted, and activities related to dissemination and improvement of Japanese language education are conducted.

(4) Hyogo Regional Student Exchange Promotion Conference

The "Hyogo Regional Student Exchange Promotion Conference" (Secretariat: Kobe University), which consists of universities, governments, and chambers of commerce and industry in Hyogo Prefecture, exchanges information every year and conducts surveys on the enrollment status of international students in the prefecture, and is promoting the acceptance of international students and exchange activities.

(5) Municipal International Exchange Chiefs Meeting

The "Municipal International Exchange Chiefs Meeting" (Secretariat: Hyogo Prefectural International Exchange Division), which comprises the International Exchange and Multicultural Coexistence Divisions of cities and towns in Hyogo Prefecture, shares information on measures of the prefectural and national governments, and exchange opinions related to municipalities' initiatives.

(6) Hyogo International Exchange Group Liaison Council

The "Hyogo International Exchange Group Liaison Council" (Secretariat: Hyogo International Association) consists of 37 groups and 4 towns, including the Prefectural International Association, municipal international associations in the prefecture, and towns without international associations, and is promoting international exchanges and the creation of a multicultural society.

(7) Council of Local Authorities for International Relations

The Council of Local Authorities for International Relations was established in July 1988 as an organization jointly promoted internationalization by local governments. The Council implements the "Japan Exchange and Teaching Programme (JET Program)" and provides support for friendship and sister city exchanges and international economic exchanges by local governments. Hyogo Prefecture has the second largest number of JET youths accepted in Japan, and a network of accepted JET youths has also been formed.

(8) Kansai Consular Corps

The "Kansai Consular Corps," which consists mainly of consul generals and honorary consuls residing in the six prefectures of Kansai, plays a role as a window for promoting international exchanges between Kansai and overseas. The "Hyogo-Kobe International Summit" is held every year as a place to exchange opinions between consuls general in Kansai and Hyogo Prefecture, Kobe City, and the Kobe Chamber of Commerce and Industry (KCCI).

5. Comprehensive action policies

To realize the ideal situation that the revised Promotion Guidelines aim for, it is necessary for related entities to work in collaboration with each other to promote efforts on the basis of recent changes in socioeconomic situation.

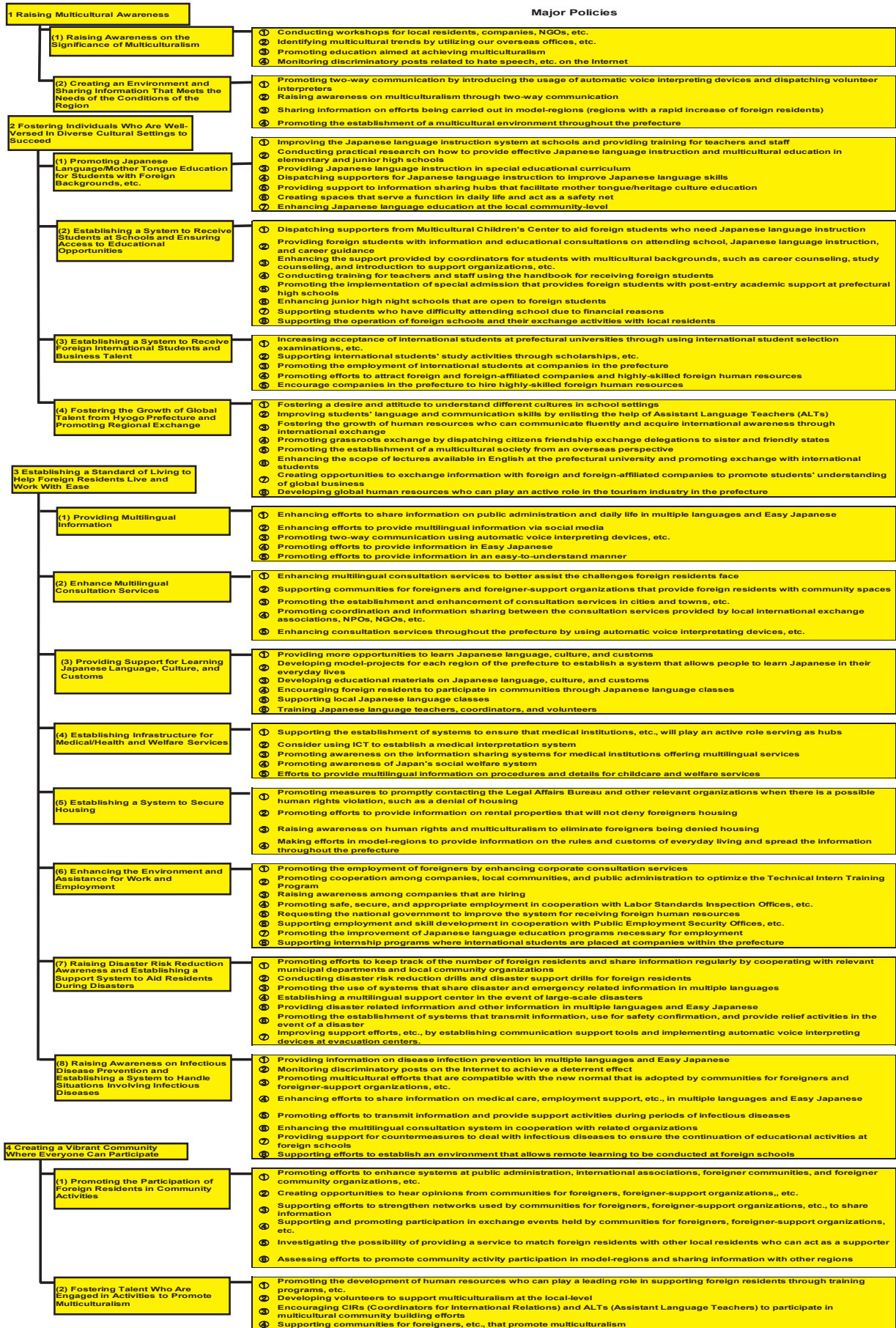
Regarding the comprehensive action policies, based on the four pillars of "Creating awareness of multicultural symbiosis," "Creating people who can understand diverse cultures and play an active role," "Creating a living infrastructure that is easy to live and work in," and "Creating a vibrant community where everyone can participate," which were presented in the guidelines before the revision, each entity will work in collaboration with each other to develop promotion measures toward the realization of a multicultural society while continuing and improving the efforts so far.

Chart 20 Comprehensive efforts

1. Creating awareness of multicultural symbiosis	(1) Disseminate and raise public awareness of the significance of multicultural symbiosis.
	(2) Create an environment and disseminate information according to the actual conditions of the region.
2. Creating people who can understand diverse cultures and play an active role	(1) Promote Japanese and native language education for foreign children and pupils.
	(2) Establish an acceptance system at school and secure learning opportunities.
	(3) Establishing a system for accepting international students and business human resources
	(4) Foster global human resources from Hyogo and promote interregional exchanges.
3. Creating a living infrastructure that is easy to live and work in.	(1) Provide multilingual information.
	(2) Improve the multilingual consultation system.
	(3) Provide support for learning Japanese language and Japanese culture and customs.
	(4) Improve the environment for providing medical, health, and welfare services.
	(5) Improve the environment to secure a residence.
	(6) Provide support for employment and improve the environment.
	(7) Raise public awareness of disaster prevention and establish a support system in the event of a disaster.
	(8) Raise public awareness of infectious disease prevention and create a system to deal with infectious diseases.
4. Creating a vibrant community where everyone can participate	(1) Promote participation of foreign prefectural citizens in local activities.
	(2) Foster human resources who work on multicultural symbiosis.

6 Framework of Our Initiatives

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.



6. Five priority measures

The following five priority measures are to be taken in consideration of changes in socioeconomic conditions and will be promoted in collaboration with related entities:

Chart 21 Five priority measures

<p>① Respect for the human rights of foreign prefectural citizens</p>	<p>Mutual understanding is being deepened through exchanges in life and culture and sports, but discriminatory words and deeds toward foreign prefectural citizens still remain, and problems such as hate speech have occurred. We aim to realize a multicultural society in which people understand each other's historical background, recognize differences in nationality and ethnicity, and respect the human rights of foreign prefectural citizens.</p>
<p>② Promotion of participation of foreign prefectural citizens in the local community</p>	<p>Each region of the prefecture promotes the formation of inclusive areas by creating an environment that encourages connections, exchanges, and mutual help among people around foreign prefectural citizens, including newly increasing foreign human resources, such as providing opportunities to exchange opinions so that business operators, supervising organizations, government agencies, and local communities can collaborate with each other.</p> <p>Furthermore, for the employment of foreigners, we will take an approach with which we can take measures, such as ensuring proper working conditions and safety and health and applying insurance.</p>
<p>③ Guarantee of educational opportunities for foreign children and pupils</p>	<p>To support the self-realization of foreign students, such as going on to a desired high school or university, we will promote the establishment of a continuous guidance system and consultation system for learning language acquisition and establishing academic ability at schools. Additionally, we will promote the selection of special quotas for foreigners at high schools in various regions of the prefecture. Furthermore, we will improve training related to multicultural symbiosis for managers and faculty and staff members.</p> <p>We will promote the creation of places where foreign children and students can be themselves and receive education, as well as support the improvement of Japanese language education in the region and native language education by foreign communities.</p>
<p>④ Improvement of medical interpretation system</p>	<p>We will promote efforts, such as to secure a necessary medical interpretation system to improve the environment where foreigners can receive medical services with peace of mind by improving the convenience of medical institutions, etc.</p> <p>In addition, in order to promote the development of an environment where foreigners can receive medical services with peace of mind, we will thoroughly notify and promote the establishment of a system so that medical institutions that serve as bases can play appropriate roles.</p>
<p>⑤ Promotion of the development of a system to respond to disasters and infectious diseases</p>	<p>We will promote the dissemination of administrative information in multiple languages and "easy Japanese" and facilitate collaboration with the foreigner consultation desks. In addition, we will promote multicultural symbiosis efforts that correspond to new lifestyles (Hyogo style). We will advance the establishment of a system with which we can effectively convey information to foreigners such as by setting up a multilingual support center in the event of a large-scale disaster.</p>

IV. Comprehensive measures

Toward the realization of an ideal situation while responding to the issues of multicultural symbiosis, we will comprehensively develop measures with 16 policy goals on the basis of 4 pillars in the period up to 2025.

1. Creating awareness of multicultural symbiosis

(1) Disseminate and raise public awareness of the significance of multicultural symbiosis.

Direction of measures	<ul style="list-style-type: none"> • Create opportunities for all prefectural citizens to learn about the wonders of being exposed to different cultures around the world and to learn about each other's historical background, lifestyle, and values in Japan. Promote and raise public awareness that to utilize oneself while helping each other will lead to the realization of a vibrant society. • Based on the "Comprehensive Promotion Guidelines for Human Rights Education and Awareness in Hyogo Prefecture," promote education and dissemination of the idea of respect for human rights in all places, such as homes, schools, communities, and workplaces. • Promote raising public awareness so that those who carry out measures and business related to prefectural citizens can give necessary consideration to multicultural symbiosis from the planning stage.
Main measures	<p>① Raising public awareness of multicultural symbiosis [Case 1]</p> <ul style="list-style-type: none"> • Promote public awareness for local residents, companies, NGOs, local governments, etc. to continuously create awareness of multicultural symbiosis by seizing various opportunities such as workshops. • Understand trends of multicultural symbiosis efforts in countries and regions around the world through prefectural overseas offices, etc., reflect them in measures, and promote public awareness. <p>② Raising public awareness of respecting human rights of foreigners</p> <ul style="list-style-type: none"> • Develop awareness-raising projects as part of the prefectural movement to promote human rights culture and promote education that aims at realizing a multicultural society on the basis of respecting human rights. • To promote the deterrence of discriminatory writing on the Internet related to hate speech, etc., we will monitor these conducts, provide information to related cities and towns, and request deletion of malicious discriminatory writings.



[Case 1] Workshop for thinking about multicultural symbiosis

Every year the Prefectural International Association, in collaboration with NPOs, holds a "Workshop to Think about 'Multicultural Symbiosis'" with the aim to realize a multicultural society where people recognize differences in cultures, languages, and lifestyles and respect each other. The targets of the workshop are prefectural/municipal government officials (in charge of foreign residents, in charge of international matters, case workers, and board of education staff members), teachers, Japanese language teachers/volunteers, staff members of an NGO that supports foreigners, corporate staff members, and other general prefectural citizens. Its purpose is to share information among people concerned and raise awareness of multicultural symbiosis among the citizens of the prefecture.


(2) Create an environment and disseminate information according to the actual conditions of the region.

Direction of measures	<ul style="list-style-type: none"> • To smoothly develop multicultural symbiosis efforts in the region, it is important for local residents to understand multicultural symbiosis. In a situation where regional decentralization of foreign prefectural citizens is advancing, we will promote the creation of an environment for multicultural symbiosis according to the actual conditions of each region after understanding the situation of foreign prefectural citizens. • To disseminate regional examples of efforts to take the initiative in creating awareness and creating an environment for multicultural symbiosis, to share information widely, and to connect the information to the creation of an environment of prefecture-wide multicultural symbiosis
Main measures	<ul style="list-style-type: none"> ① Creating an environment according to the actual conditions of the region <ul style="list-style-type: none"> • To facilitate interactive communications between foreign residents and local residents by introducing automatic voice translation machines and dispatching volunteer interpreters and to promote the creation of an environment for multicultural symbiosis, such as solving problems due to lack of communication • To promote the creation of awareness of multicultural symbiosis by experiencing and understanding each other's differences through interactive communication ② Dissemination of information on pioneering efforts [Case 2] <ul style="list-style-type: none"> • To verify interactive communication efforts that were modeled on the case of an area where the number of foreign prefectural citizens is increasing rapidly and to disseminate the results to other areas • To promote the prefecture-wide creation of an environment for multicultural symbiosis on the basis of the local situation by encouraging efforts in each area of the prefecture, such as cross-disciplinary support according to the needs of the area



[Case 2] Model project to support the lives of foreign residents in Kato City

In Kato City, which has the highest rate of increase in the number of foreigners in the prefecture, the number of foreigners has tripled in the past 5 years. Of these foreign residents, Vietnamese nationals account for more than 70% (approximately 1,200 people), and living in harmony with foreign residents has become an issue due to rapid environmental changes. For this reason, the prefecture has positioned Kato City as an advanced model area for solving the issue and is working on solving the issue from the aspects of introducing simple translation machines, translating administrative and district documents, and dispatching volunteer interpreters to regional events.



2. Creating people who can understand diverse cultures and play an active role

(1) Promote Japanese and native language education for foreign children and pupils.

Direction of measures	<ul style="list-style-type: none"> • While the number of foreign children enrolled in schools is increasing year by year, the "Act on Promotion of Japanese Language Education" has been enforced. Based on this Act, we will encourage the establishment of a system to accept foreign children and students in public schools. • The importance of preserving the native language and culture of foreign children/students is increasing, and we will promote efforts that consider the native language and culture, education of the mother tongue, and information dissemination of the native language education and culture at schools and regional bases.
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Main measures	<p>① Development of Japanese language teaching system, etc. at school</p> <ul style="list-style-type: none"> • To provide training for faculty and staff members regarding the establishment of a Japanese language teaching system at schools, effective Japanese language teaching, and classroom practice • To designate Japanese language teaching research promotion schools from elementary and junior high schools in the prefecture in areas where foreign children and students who need Japanese language teaching are enrolled To disseminate practical research and results on effective Japanese language teaching and multicultural education for children • To understand the status of Japanese language learning of foreign children and students who need Japanese language teaching and to practice effective Japanese language teaching through a "special curriculum" • To dispatch Japanese language teaching support staff to provide Japanese language lesson in Japanese to foreign children and students who need Japanese language teaching. <p>② Promotion of Japanese language education and native language education in the community [Case 3]</p> <ul style="list-style-type: none"> • To provide support for native language educational and cultural information dissemination bases for foreign children and students living in the prefecture • To promote the creation of a place where foreign children and students can gather regularly, and serve as a base for the local community to function as a safety net for daily life and at the time of emergency. • To promote a project to create a comprehensive system for local Japanese language education by receiving support of the national government and further improve Japanese language education in the community.
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[Case 3] Native language center

The Prefectural International Association has established and provided support for native language centers (CBK Native Language Center (in Portuguese), Hyogo Latin Community Takatori Native Language Center (in Spanish), and Vietnam Dream KOBE Takatori Native Language Center (in Vietnamese)) operated by foreign communities in the prefecture for the purpose of promoting native language education and facilitating the dissemination and raising public awareness of native cultural education by these communities.



(2) Establish an acceptance system at school and secure learning opportunities.

Direction of measures	<ul style="list-style-type: none"> • Since the number of foreign children and students who need Japanese language teaching is increasing year by year and the number of schools accepting them for the first time is increasing, we will promote the development of an attentive acceptance system, so that foreign children and students can adapt to Japanese schools without being isolated due to differences in culture and lifestyle. • We will encourage foreign children and students to master learning languages and establish academic abilities by securing learning opportunities, establish a continuous teaching system and consultation system so that their opportunities for admission to high schools and universities are not impaired, and provide support for their self-realization. • We will collaborate with foreign schools in the prefecture, support exchange activities with the local community, and foster the motivation and attitude of all children to live in harmony with people with diverse cultural backgrounds.
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Main measures	<p>① Development of an acceptance system [Case 4]</p> <ul style="list-style-type: none"> • Encourage foreign children and students who need Japanese language lessons to have smooth communications, and dispatch "supporters for children's multicultural symbiosis" in order to promote early adaptation to school life such as by encouraging them to adapt to life in Japan, providing learning support, and facilitating their mental stability. • To hold educational support guidance for foreign children and students for their school attendance and entrance to a higher-level school, to provide information on Japanese language lessons and career guidance, and educational counseling, and to dispatch multilingual counsellors with the "Children's Multicultural Center" as the core • To improve the support provided by the coordinators of children's multicultural symbiosis, such as career counseling, learning counseling, and introduction to support groups, and to improve training for managers, etc. related to children's multicultural education, including backgrounds and challenges of foreign children and students <p>② Development of Japanese language teaching system [Case 5]</p> <ul style="list-style-type: none"> • To provide faculty and staff training utilizing the "Handbook for Accepting Foreign Children and Students, etc." to establish a Japanese language teaching system at schools <p>③ Promotion of support for going on to higher education</p> <ul style="list-style-type: none"> • To promote the selection of special quotas, which devises a method to select enrollees and provides learning support after enrollment at high schools in various regions of the prefecture for foreign students who have just arrived in Japan and do not have sufficient Japanese proficiency and communication skills, etc. • To establish/improve night junior high schools to which foreign students can commute <p>④ Support for foreign schools and students</p> <ul style="list-style-type: none"> • To provide support for students who have difficulty attending school due to financial reasons • To provide support for the operation of foreign schools in the prefecture and for exchange activities with local residents, including children and students
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[Case 4] Children's Multicultural Center

The Prefectural Board of Education provides support for the self-realization of foreign children and students and promotes multicultural education for children. The Prefectural Board of Education established the "Children's Multicultural Center" as its core facility on the premises of the Prefectural International High School (Ashiya City) to provide information on Japanese language lessons and career paths, as well as educational counseling, and to coordinate the dispatch of supporters for children's multicultural symbiosis and multilingual counseling.



[Case 5] Handbook for Accepting Foreign Children and Students, etc.

Due to the revision of the Immigration Control Act, a future increase in the cases of admission of foreign children and students is expected. The number of cities, towns, and schools that accept foreign children and students for the first time is increasing, and not a few faculty members are at a loss about how to respond to the situation. Therefore, to promptly provide support and instructions for foreign children and students, we have created a guidebook on points to keep in mind when accepting students, how to organize a "special curriculum," and classroom practice. It is used on a daily basis when establishing a support system in municipalities and schools and teaching Japanese and is also used for faculty and staff training.



(3) Establishing a system for accepting international students and business human resources

Direction of measures	<ul style="list-style-type: none"> • International students are valuable human resources who not only acquire advanced expertise and Japanese proficiency through education at higher education institutions but also deepen their understanding of the prefecture through interactions with Japanese students and local residents. We will improve the acceptance system for international students and support their learning and living. • International students and foreign business human resources are greatly expected to become key persons in creating a multicultural community together with foreign students raised in Japan, and we will provide support for the creation of regional vitality through their employment in the prefecture.
Main measures	<p>① Development of an acceptance system for international students, etc. [Case 6]</p> <ul style="list-style-type: none"> • To promote acceptance of international students at prefectural universities through entrance examination specific to international students, etc. • To implement support such as by providing scholarships to international students in order to stabilize the lives of international students and support their learning activities, while considering the trends in scholarships from universities in the prefecture, International Student Support Organization, Japan Student Services Organization, and private organizations. <p>② Promotion of employment of international students to companies in the prefecture [Case 7]</p> <ul style="list-style-type: none"> • To promote support for international students' internships at companies in the prefecture and improvement of their Japanese proficiency in order to facilitate their employment at companies in the prefecture. <p>③ Development of an acceptance system for foreign business human resources</p> <ul style="list-style-type: none"> • To promote the attraction of foreign/foreign-affiliated companies and highly skilled foreign human resources by disseminating the charms and strengths of Hyogo/Kobe to the world, such as satisfying foreign schools/foreign communities and a comfortable living environment for foreigners • To introduce examples of the utilization of advanced foreign human resources in overseas business development to companies in the prefecture and to provide support for securing human resources



[Case 6] Provision of scholarships to privately funded international students

The prefectural government and the Prefectural International Association have been providing scholarships to privately funded international students since fiscal 1988 in order to stabilize the lives of international students and to provide support for their learning activities. The total number of students who have received scholarship so far is 5,497.



[Case 7] Support for international students' employment from the University Consortium Hyogo Kobe

The prefectural government outsources its employment support project to the University Consortium Hyogo Kobe, so that companies in the prefecture can hire international students as highly skilled human resources and expand their overseas business development, which in turn contributes to regional vitality.

For example, the prefectural government has provided support for employment of international students by companies in the prefecture by holding company information sessions and internships in the prefecture in order to provide opportunities for international students to be interested in companies in the prefecture, and Japanese language courses and job hunting Q & A courses in Japan so that international students can acquire the qualities required by companies.



(4) Foster global human resources from Hyogo and promote interregional exchanges.

Direction of measures	<ul style="list-style-type: none"> • We will improve education, which is provided from a perspective of multicultural symbiosis in order to develop global human resources who not only have language abilities and communication skills but also who fully understand the idea of multicultural symbiosis and can play an active role in the global arena. • This prefecture, which has led the internationalization of Japan, has concluded friendship tie-ups with 21 overseas regions including seven friendship sister states/provinces. The prefecture, based on these interregional exchanges, will create opportunities of international exchange for children, pupils, and students and develop global human resources. • With the advantage of the concentration of foreign and foreign-affiliated companies, this prefecture is expected to have an increase in the number of foreign tourists. While strengthening these economic efforts, the prefectural government will work to develop global human resources.
Main measures	<p>① Human resources development at school</p> <ul style="list-style-type: none"> • To foster the motivation and attitude to understand different cultures and to live together through learning in each subject together with returning children and students, foreign children and students, and other children and students with overseas connections. • To improve children's/students' language abilities and communication skills by utilizing foreign language teaching assistants (ALTs), improving English lessons by setting learning achievement goals, and training to improve teachers' teaching skills. <p>② Promotion of international exchanges between regions [Case 8]</p> <ul style="list-style-type: none"> • To create opportunities for international exchanges through education, sports, culture, and homestay, etc. and to develop human resources who can communicate smoothly with foreigners by acquiring an international sense on the basis of interregional exchanges in this prefecture • To dispatch prefectural exchange missions in order to promote grassroots exchanges to commemorate the anniversary of the alliance with the friendship sister states/provinces • To promote a multicultural society from the perspective of Hyogo Prefecture as seen from overseas, which can be obtained through the overseas offices of this prefecture <p>③ Development of global business human resources [Case 9]</p> <ul style="list-style-type: none"> • To improve lectures in English and to encourage interactions with international students at prefectural universities • To create opportunities for information exchanges on employment/internships between students and personnel management officers of or graduates of their universities who work for foreign/foreign-affiliated companies and to promote students' understanding of global business • To develop global human resources who will lead the tourism industry in the prefecture through initiatives in collaboration with universities with tourism departments and courses such as internships




[Case 8] Student exchange support at the Hyogo Cultural Exchange Center in Western Australia

During summer vacation at the Hyogo Cultural Exchange Center in Western Australia, which is the prefecture's overseas office, we provide opportunities to deepen understanding of different cultures in the visiting training for more than 400 students from 30 schools, mainly prefectural high schools, by introducing local schools where you can experience homestays and English lessons and holding exchange meetings with Australians.

We also carry out programs such as the Japanese language education assistant (JLA) dispatching program and internships where university students in the prefecture can experience working at local schools and the Center.



[Case 9] Establishment of Hyogo Prefectural University Global Business Course



The University of Hyogo established the Global Business Course of the Faculty of International Commerce and Economics in April 2019 as a course to develop excellent international students and Japanese students who can play an active role in global companies as immediately effective workers.

In the Global Business Course, all lectures and seminars, including general liberal arts courses and specialized courses in economics and business administration, are provided in English. In the first year, all students move into international student dormitories, and Japanese students and international students live together to promote cross-cultural interactions and improve communication abilities.

3. Creating a living infrastructure that is easy to live and work in.

(1) Provide multilingual information.

Direction of measures	<ul style="list-style-type: none"> • For foreign prefectural citizens to live safely and securely and play an active role in the community, it is indispensable to have them understand living information and administrative information correctly, and we will improve our prompt information transmission in multiple languages. • The number of foreign prefectural citizens who can understand Japanese to some extent has increased, and we will promote the spread of "easy Japanese" and showing the reading of Chinese characters by writing <i>kana</i> above each of them.
Main measures	<p>① Improving and strengthening information dissemination in multiple languages</p> <ul style="list-style-type: none"> • To improve and strengthen the transmission of living information and administrative information in multiple languages and "easy Japanese" by collaborating with foreign communities and support organizations for foreigners and utilizing ICT technologies, such as an automatic voice translation machine. • To improve and strengthen multilingual information transmission on SNS used by foreign prefectural citizens to collect information • To promote information provision through interactive communications using automatic voice translation machines, etc. <p>② Utilization and dissemination of "easy Japanese"</p> <ul style="list-style-type: none"> • To promote the provision of information in "easy Japanese" as a prefecture by providing information for prefectural citizens also in "easy Japanese" • To disseminate information provision in easy-to-understand notations by promoting the use of "easy Japanese" and by adding <i>kana</i> to Chinese characters in administrative information, etc.


(2) Improve the multilingual consultation system.

Direction of measures	<ul style="list-style-type: none"> • In collaboration with related organizations, we will develop a system for counseling in multiple languages so that foreign prefectural citizens can live safely and securely. • While the national government is formulating "Comprehensive Measures for Accepting and Living in Harmony with Foreign Human Resources," we will develop and improve consultation systems in cities, towns, etc. in the prefecture and promote their collaboration.
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Main measures	<ul style="list-style-type: none"> ① Multilingual consultation [Case 10] <ul style="list-style-type: none"> • To promote effective multilingual counseling while deepening collaboration with related organizations and utilizing government subsidies, so that foreign prefectural citizens can respond to the challenges and changing needs that they face • To provide support for the activities of foreign communities and support organizations for foreigners that provide a place to stay and serve as an attentive consultation desk ② Development and improvement of consultation systems in municipalities, etc. <ul style="list-style-type: none"> • To promote the establishment and improvement of consultation systems in municipalities, and foreign communities, etc., which are service-providing institutions more familiar to foreign prefectural citizens • To promote mutual collaboration and information sharing by consultation desks of international associations, NPOs, and NGOs in cities, towns, and regions • To implement and verify multilingual consultation support using automatic voice translation machines in the region as a model and to promote its dissemination throughout the prefecture
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[Case 10] Hyogo Multicultural Coexistence Center
To meet the ever-increasing diverse living support and consultation needs of foreign prefectural citizens by entrusting the Prefectural International Association, since April 2019, the prefectural government, utilizing the Ministry of Justice grant, has opened a consultation desk even on weekends in collaboration with NGOs in addition to weekdays and have established a consultation system that responds to consultations in 11 languages by visiting the office and by telephone.



(3) Provide support for learning Japanese language and Japanese culture and customs.

Direction of measures	<ul style="list-style-type: none"> • A certain level of Japanese proficiency is required for foreign prefectural citizens to live safely and securely and play an active role in the community. Based on the "Act on Promotion of Japanese Language Education," the national government, local governments, and business operators responsible for promotion will work together to further improve learning opportunities for Japanese language and Japanese culture and customs in the region. • Since Japanese language classes in each community is playing an important role as the forefront of multicultural symbiosis in the community, providing not only a place for foreign prefectural citizens to learn Japanese continuously but also a safety net in the event of a disaster as well as in daily life, we will provide support for their activities.
Main measures	<ul style="list-style-type: none"> ① Comprehensive promotion of regional Japanese language education [Case 11] <ul style="list-style-type: none"> • To improve a system to comprehensively promote Japanese language education in the community while utilizing the national government's assistance, in collaboration with the national government, municipalities, related organizations, and companies, etc. in the prefecture, and to promote the provision of learning opportunities about Japanese language and Japanese culture and customs • To develop model projects in each area of the prefecture in order to establish a system in which foreign prefectural citizens can master Japanese language abilities necessary for living, working, and raising children, etc. in their familiar living sphere • To develop learning materials related to Japanese language and Japanese culture and customs and to disseminate and raise public awareness of ICT learning materials that can be self-studied. • To promote the implementation of citizen participation type events and workshops of local Japanese language classes to promote the social participation of foreign prefectural citizens and the understanding by local residents of multicultural symbiosis ② Support for local Japanese language classes in the community <ul style="list-style-type: none"> • To provide support for Japanese language classes held by local volunteer groups and municipal international associations to create an environment where the Japanese language can be learned throughout the prefecture. • To promote fostering Japanese language teachers, coordinators, and volunteers, who will be responsible for learning Japanese in the region, into paid workers



[Case 11] Comprehensive promotion of Japanese language education

Since fiscal 2019, the prefectural government and the Prefectural International Association have started the "Hyogo Prefecture Regional Japanese Language Education Comprehensive System Creation Promotion Project" by utilizing the Agency for Cultural Affairs subsidy. In addition to the conventional support for classrooms by volunteers, we aim to expand the opportunities necessary for foreign prefectural citizens to learn Japanese, such as holding classrooms by Japanese teachers and introducing and disseminating ICT teaching materials.



(4) Improve the environment for providing medical, health, and welfare services.

Direction of measures	<ul style="list-style-type: none"> Given the increase in the number of foreigners visiting medical institutions, we will promote the improvement of an environment where foreigners can receive medical services with peace of mind by promoting the provision of information on medical institutions and social insurance with foreign language support and improving the convenience of medical institutions. We will make the system known to foreign prefectural citizens who have insufficient understanding of Japan's health, welfare, and nursing care systems.
Main measures	<p>① Construction of medical system and promotion of information provision [Cases 12 and 13]</p> <ul style="list-style-type: none"> To ensure the dissemination of necessary information and to promote system development so that the medical institutions that serve as bases can play an appropriate role as part of the development of an environment where foreigners can receive medical services with peace of mind To promote the use of ICT technology and to discuss building a prefecture-wide medical interpretation system To promote the dissemination of information provision systems with multiple language support, etc. of medical institutions to foreign prefectural citizens in collaboration with municipalities, NGOs, and NPOs, etc. <p>② Dissemination of the social security system</p> <ul style="list-style-type: none"> To disseminate information about Japan's social security system in collaboration with the national and municipal governments To promote the provision of information in multiple languages regarding the content of services and procedures for using them so that foreign prefectural citizens can properly use child rearing and welfare services.



[Case 12] Study group for the building of a medical care provision system for foreigners visiting Japan

In 2019, medical personnel concerned set up a "Study Group for the Building of a Medical Care Provision System for Foreigners Visiting Japan" and had discussions on selecting "base medical institutions that accept foreign patients" and the direction of the establishment of the system, etc.



[Case 13] Project to improve the environment for accepting foreign patients at medical institutions

The multilingual center FACIL, which has implemented a model project for the construction of a medical interpretation system, has been subsidized by the Prefectural International Association and Kobe municipal government since fiscal 2018 and is currently working on a medical interpretation project in cooperation with seven hospitals in the prefecture.

(5) Improve the environment to secure a residence.

Direction of measures	<ul style="list-style-type: none"> • For foreign prefectural citizens to live with peace of mind, they need residences that will serve as a base for their lives. Thus, we will eliminate cases where they are refused housing rental agreements because they are foreigners and promote the provision of housing information.
Main measures	<p>① Securing a residence</p> <ul style="list-style-type: none"> • To promote prompt contact with related organizations such as the Legal Affairs Bureau regarding discriminatory treatment that may infringe on human rights such as refusal of concluding a housing rental agreement. • To promote the registration with rental housing (safety net housing) without refusing to conclude a rental agreement; to strengthen the dissemination of that information; and to provide support for the designation and activities of residence support corporations that provide housing support for people requiring special consideration for securing their residences, such as foreigners, into private sector housing, etc., and conduct monitoring activities after occupancy, to ensure smooth occupancy and stable living life for foreign prefectural citizens. • To raise public awareness of the human rights and multicultural symbiosis of foreign prefectural citizens and promote smooth occupancy in rental housing in order to eliminate refusals of concluding a housing rental agreement due to being foreigners • To provide support for efforts in model areas and disseminate information regarding the information provision of lifestyle rules and customs in the community and interactive communications using automatic voice translation machines throughout the prefecture

(6) Provide support for employment and improve the environment.

Direction of measures	<ul style="list-style-type: none"> • While the number of foreign workers is expected to increase, such as the increase in foreign technical intern trainees and the establishment of a Specific Skills System, the national government has formulated "Comprehensive Measures for Accepting and Living in Harmony with Foreign Human Resources." The prefectural government will also promote the smooth and proper acceptance of foreign workers in the prefecture. • Besides complying with labor-related laws and regulations, we will promote the development of a comfortable working environment and multicultural symbiosis in the workplace so that foreign prefectural citizens can work safely and securely. • We will promote employment support and capacity development in order to secure employment opportunities for foreign prefectural citizens with a status of residence that allows them to work.
Main measures	<p>① Promotion of employment of foreigners [Case 14]</p> <ul style="list-style-type: none"> • To promote employment of foreigners by deepening the understanding of employment of foreigners by companies in the prefecture and by improving the efforts of the "HYOGO Support Desk for Employment of Foreigners" established to support smooth employment under the Specific Skills System. • To promote collaboration among companies, communities, and governments toward the optimization of the technical intern training program at the "Kansai District Regional Council on Technical Intern Training Law." <p>② Improvement of working environment</p> <ul style="list-style-type: none"> • To strive to understand the actual situation of companies that employ foreign workers and to promote raising awareness of employers so that companies can provide an appropriate working environment. • To promote proper, safe, and stable employment in accordance with labor-related laws and regulations in collaboration with the Labor Standards Inspection Office, etc. • To request the government to establish a system to accept foreign human resources <p>③ Securing employment opportunities</p> <ul style="list-style-type: none"> • To provide support for employment and skill development in collaboration with local public employment security offices, etc. in order to secure employment opportunities for foreign prefectural citizens with a status of residence that allows them to work. • To respond to consultations regarding employment of foreigners and to promote the improvement of Japanese language education for learning the reading and writing skills necessary for employment. • To provide support for internships at companies in the prefecture in order to promote employment of international students



[Case 14] Establishment of HYOGO support desk for employment of foreigners for companies in the prefecture

The prefectural government set up a support desk in the Hyogo/Work Information Plaza in April 2020 to deepen the understanding of the employment of foreigners by companies in the prefecture and to provide support for smooth employment under the Specific Skills System. Besides counseling on the status of residence, employment system for foreigners, work content, and points to keep in mind regarding personnel and labor management, we will introduce appropriate specialized institutions as necessary.

(7) Raise public awareness of disaster prevention and establish a support system in the event of a disaster.

Direction of measures	<ul style="list-style-type: none"> • Since some foreign prefectural citizens are not fully aware of and prepared for disaster prevention partly due to the difference in climate from their home country, we will raise public awareness in multiple languages during normal times. • In the event of a disaster, we will strive to convey information to foreign prefectural citizens, confirm their safety, and improve support activities at evacuation shelters, etc.
Main measures	<p>① Awareness raising of disaster prevention [Case 15]</p> <ul style="list-style-type: none"> • To promote efforts such as grasping the number of foreigners in normal times and disseminating appropriate information in collaboration with municipal departments concerned and local resident organizations. • To disseminate and raise public awareness of disaster prevention knowledge by conducting disaster prevention drills for foreigners and support drills in the event of a disaster in collaboration with municipalities and foreign communities, etc. • To promote the use of multilingual systems that transmit emergency information such as on disasters and evacuation in multiple languages. <p>② Development of a support system in the event of a disaster</p> <ul style="list-style-type: none"> • To establish a multilingual support center at the Prefectural International Association in the event of a large-scale disaster • To transmit disaster information in multiple languages and "easy Japanese" in the event of a disaster • To promote the establishment of a system related to information transmission, safety confirmation, and support activities in the event of a disaster in cooperation with municipalities, the Consul General in Kansai, and foreign communities, etc. on the basis of the regional disaster prevention plan • To improve support activities such as the development of communication support tools assuming the use at evacuation shelters and the introduction of automatic voice translation machines



[Case 15] Implementation of support training for foreigners in the event of a disaster

As the number of foreign residents increases, the number of cases where foreign residents become victims of a disaster is increasing. Some people have great anxiety because of their lack of knowledge and experience about disasters. The Prefectural International Association raise public awareness of disasters for foreigners, establish a multilingual support center, and provide training for support in the event of a disaster in preparation for a disaster that may occur at any time.



(8) Raise public awareness of infectious disease prevention and create a system to deal with infectious diseases.

Direction of measures	<ul style="list-style-type: none"> • As awareness of infectious disease prevention increases due to the spread of the new coronavirus infection, we will further promote awareness raising for prevention among foreign prefectural citizens as well. • We will promote efforts for multicultural symbiosis to respond to new lifestyles (Hyogo style) while improving information transmission and consultation support to foreign prefectural citizens during the time of the spread of an infectious disease.
Main measures	<p>① Raising public awareness of infectious disease prevention, etc.</p> <ul style="list-style-type: none"> • To provide information on infectious disease prevention in multiple languages and "easy Japanese" and raise public awareness of prevention among foreign prefectural citizens in collaboration with municipalities and foreign communities, etc. • To carry out monitoring in order to promote the deterrence of discriminatory writings on the Internet related to new coronavirus infectious disease, to provide information to related cities and towns, and to request deletion of the discriminatory writings. <p>② Creating a system to deal with infectious diseases</p> <ul style="list-style-type: none"> • To promote the development of an infection prevention environment within the facilities by foreign communities and support organizations for foreigners, and efforts for multicultural symbiosis corresponding to the Hyogo style. • To enhance and strengthen the information transmission in multiple languages and in "easy Japanese," such as on medical care and life support, etc. during the spread of an infectious disease • To promote information transmission and support activities during the spread of an infectious disease in collaboration with municipalities, the Consul General of Japan in Kansai, and foreign communities, etc. • To enhance and strengthen multilingual consultation response system in collaboration with related organizations during the spread of an infectious disease <p>③ Support for infectious disease control at foreign schools</p> <ul style="list-style-type: none"> • To provide support for efforts to prevent infectious diseases for the continuation of school education activities • To provide support for efforts to develop an environment for remote lessons

4. Creating a vibrant community where everyone can participate

(1) Promote participation of foreign prefectural citizens in local activities.

Direction of measures	<ul style="list-style-type: none"> • To link efforts for multicultural symbiosis to regional revitalization, we will complete the systems of administrative and international associations, foreign communities, support organizations for foreigners, etc. and promote the participation of foreign prefectural citizens in community development. • As the residential areas of foreign prefectural citizens are becoming more decentralized, efforts are required to prevent foreign prefectural citizens from being isolated to form a safe and secure community. Thus, we will promote active participation of foreign prefectural citizens in local activities and mutual understanding in the region.
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Main measures	<ul style="list-style-type: none"> ① Promotion of participation in community development <ul style="list-style-type: none"> • To improve the budget and personnel related to multicultural symbiosis of administration and international associations, etc. and to provide support for the improvement of the system of foreign communities and support organizations for foreigners. • To secure opportunities to listen to opinions widely from foreign communities and support organizations for foreigners, etc. in order to enhance efforts for multicultural symbiosis. • To provide support for the strengthening of networks to promote information sharing among foreign communities and support organizations for foreigners ② Promotion of participation in local activities [Case 16] <ul style="list-style-type: none"> • To provide support for and promote participation in exchange events held by foreign communities, support organizations for foreigners, etc. • To discuss support for matching between foreign prefectural citizens and residents who will serve as their supporters • To verify efforts to encourage participation in local activities through interactive communications that are modeled on the case of an area where the number of foreign prefectural citizens is increasing rapidly and to disseminate the results to other areas.
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[Case 16] Gathering of Hyogo Multicultural Symbiosis
In commemoration of the 150th anniversary of the prefectural government and to further improve the dissemination of multicultural Hyogo's charms and awareness of multicultural symbiosis in collaboration with foreign communities and NPOs, the Prefectural International Association held the "World Fureai Hiroba"—150th Anniversary of the Prefectural Government "Gathering of Hyogo Multicultural Symbiosis Project" & Kobe Global Charity Festival Joint Event in November 2018, which disseminates the attractiveness of overseas cultures multicultural symbiosis by holding a mini-athletic event and folk dance and concert, and by providing ethnic food.

(2) Develop human resources who work on multicultural symbiosis.

Direction of measures	<ul style="list-style-type: none"> • We will expand the base of human resources who work on multicultural symbiosis by developing leaders who will be involved in support for foreign prefectural citizens to live and work in the community with peace of mind and training volunteers who will be active for support and interactions in the community. • We will promote the participation of foreign prefectural citizens in multicultural symbiosis in the local area through Coordinators for International Relations (CIRs), who are involved in international exchanges in local governments and Assistant Language Teachers (ALTs), who are involved in foreign language education at elementary, junior high, and high schools.
Main measures	<ul style="list-style-type: none"> ① Training leaders and volunteers <ul style="list-style-type: none"> • To promote the development of human resources who will be leaders in providing support for foreign prefectural citizens through training, etc. and to provide support for the activities of foreign communities and support organizations for foreigners, which will be places where leaders can play active roles. • To train and provide support for volunteers who support multicultural symbiosis in the community ② Promotion of multicultural symbiosis by foreign prefectural citizens <ul style="list-style-type: none"> • To promote participation in multicultural community development, by introducing examples of CIRs' and ALTs' initiatives for multicultural symbiosis • To provide support for foreign communities that work on activities, which support the lives and employment of foreign prefectural citizens

Reference materials

1. Questionnaire survey for municipalities and foreigner groups in the prefecture

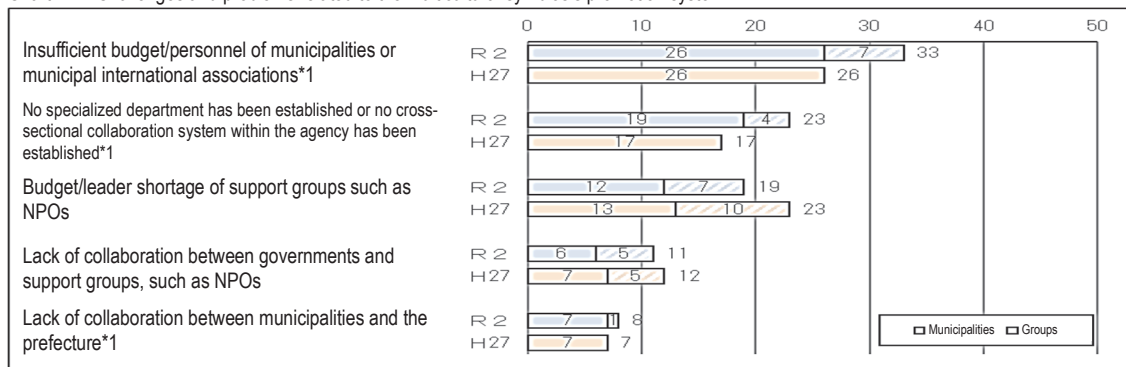
We conducted a survey in July 2020, targeting a total of 54 groups such as municipalities (cities and towns) in the prefecture, foreign communities, and support organizations (groups) for foreigners regarding challenges and problems toward the realization of a multicultural society (R2 survey) and compared the results with those of the previous survey (H27 survey) conducted in fiscal 2015. The content of the survey is the same as that of the H27 survey, but we added some questions in consideration of changes in the social situation in recent years. The questionnaire survey method is described on page 6.

[Note] * 1. Questions that have not been surveyed with groups in the H27 survey
 * 2. Questions that have not been surveyed with either municipalities or groups in the H27 survey

(1) Multicultural symbiosis promotion system

Many respondents answered "Insufficient budget/personnel of municipalities or municipal international associations," "No specialized department has been established or no cross-sectional collaboration system within the agency has been established," and "Budget/leader shortage of support groups such as NPOs," and their recognition of the problems was similar to that of the H27 survey.

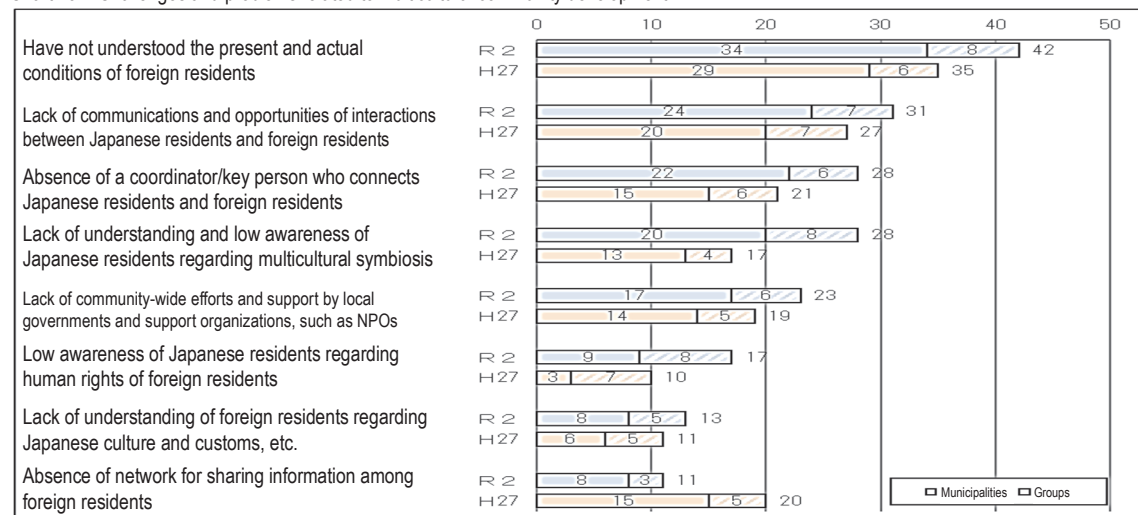
Chart 22 Challenges and problems related to the multicultural symbiosis promotion system



(2) Building multicultural communities

Compared with the H27 survey, many respondents answered "Have not understood the present and actual conditions of foreign residents," "Lack of understanding and low awareness of Japanese residents regarding multicultural symbiosis," and "Lack of communications and opportunities of interactions between Japanese residents and foreign residents" were problems. As the number of foreign residents increased, the lack of understanding of the actual situation and Japanese residents' lack of understanding of the multicultural symbiosis have also become problems. Conversely, as the number of respondents who answered "Absence of network for sharing information among foreign residents" decreased, it can be inferred that the network among foreign residents has been formed and enhanced as the number of foreign residents increases.

Chart 23 Challenges and problems related to multicultural community development



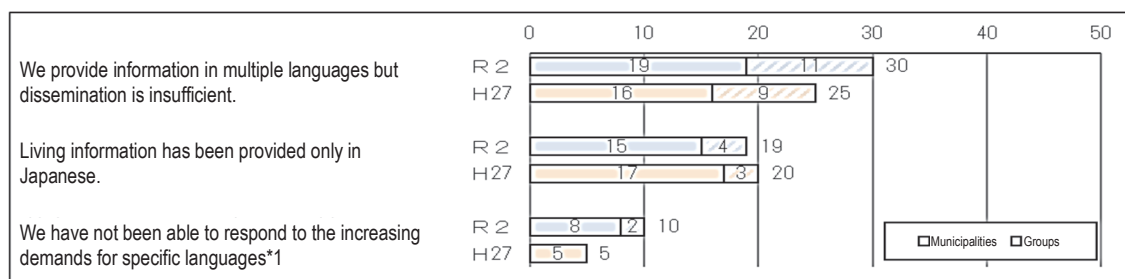
(3) About challenges and problems related to living support measures for foreign residents

① Provision of multilingual information

Compared with the H27 survey, the number of respondents who answered "We have not been able to respond to the increasing demands for specific languages" has increased, and it can be presumed that some cities and towns have not been able to respond to the increase in the number of foreign residents from a specific country in their language.

Additionally, with an increase in the number of respondents who answered that "We provide information in multiple languages but dissemination is insufficient" is a problem, along with the enhancement of multilingual support, the dissemination has become a problem.

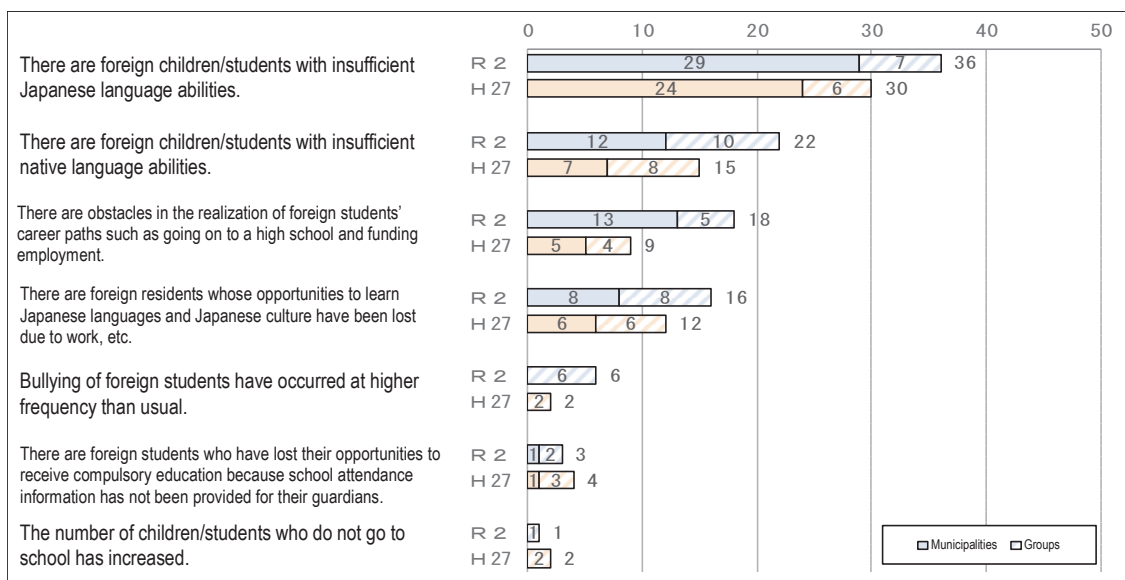
Chart 24 Challenges and problems related to multilingual information



② Education

The number of responses such as "There are foreign children/students with insufficient Japanese language abilities," "There are foreign children/students with insufficient native language abilities," and "There are obstacles in the realization of foreign students' career paths such as going on to a high school and finding employment" has increased compared with the H27 survey. This is presumed to be because the number of foreign children and students has increased along with the increase in the population of foreign residents, and the number of cities, towns, and organizations that have recognized the challenges related to their education has increased.

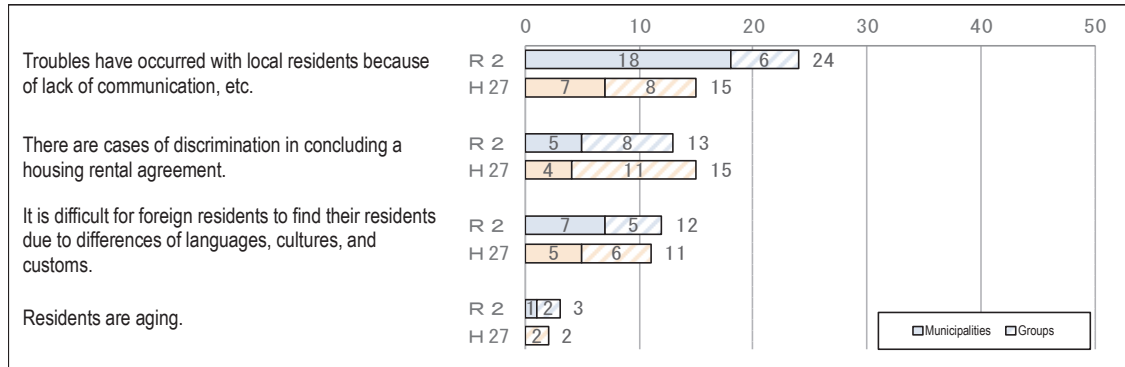
Chart 25 Challenges and problems related to education



③ Residences

Compared with the H27 survey, the number of respondents who answered that "Troubles have occurred with local residents due to lack of communication, etc." has increased in cities and towns, but this is presumed to be attributed to the lack of communication due to differences in language, culture, and customs while the number of foreign residents has increased and their presence is enhanced in the area.

Chart 26 Challenges and problems related to residences

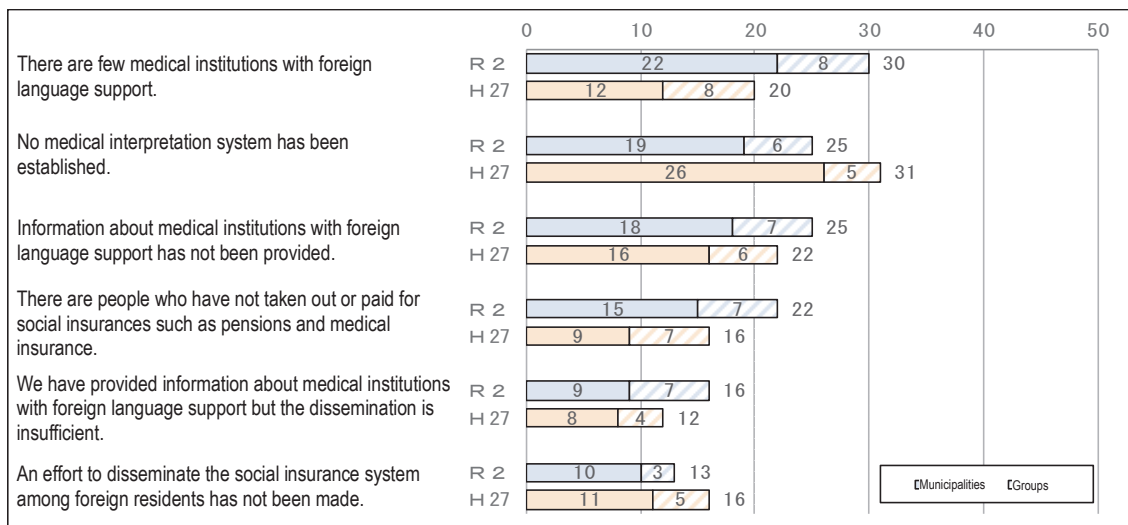


④ Medical care/insurance/welfare

Regarding medical care, an increasing number of respondents answered that "There are few medical institutions with foreign language support" and "We have provided information about medical institutions with foreign language support but the dissemination is insufficient," so medical institutions are required to support foreign languages, including the establishment of a medical interpretation system.

Regarding insurance and welfare, although the number of respondents who answered that "An effort to disseminate the social insurance system among foreign residents has not been made" has decreased in both municipalities and groups, we still have some challenges left related to joining the social insurance system with the significant increase in the number of respondents from cities and towns who answered that "There are people who have not taken out or paid for social insurances such as pensions and medical insurance."

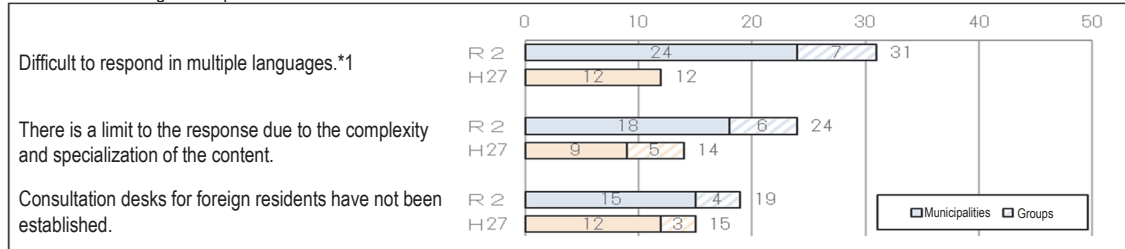
Chart 27 Challenges and problems related to medical care, insurance, and welfare



⑤ Consultation desks

Compared with the H27 survey, the number of respondents who answered "Difficult to respond in multiple languages" and "There is a limit to the response due to the complexity and specialization of the content" at a consultation desk has significantly increased. This is presumed to be due to arising challenges, such as the difficulty in and limitations of multilingual counseling support, in line with the situation where multilingual counseling support has become much in demand based on the increase in the number of foreign residents.

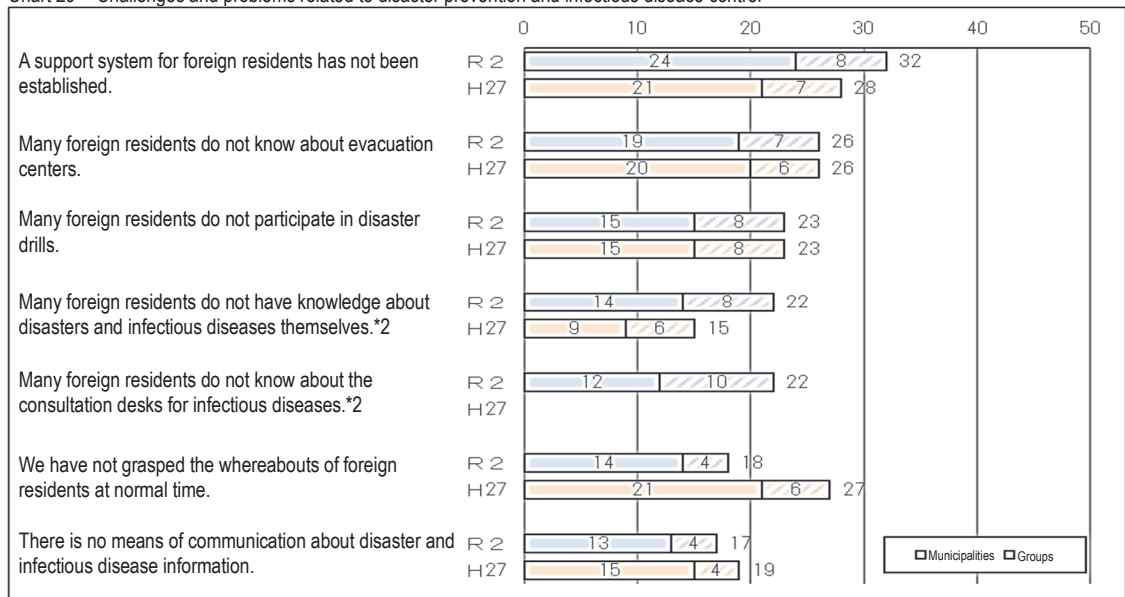
Chart 28 Challenges and problems related to consultation desks



⑥ Disaster prevention and infectious disease control

Since the number of respondents answered that "A support system for foreign residents has not been established" and "Many foreign residents do not have knowledge about disasters and infectious diseases themselves" has increased in addition to many responses for "Many foreign residents do not know about evacuation centers" and "Many foreign residents do not know about the consultation desks for infectious diseases," the dissemination of disaster prevention and infectious disease control has become a challenge.

Chart 29 Challenges and problems related to disaster prevention and infectious disease control

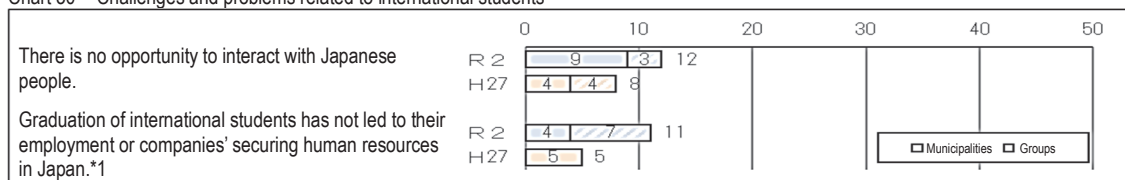


* From this survey, "infectious disease" was newly added to the question content.

⑦ International students

Compared with the H27 survey, the number of cities and towns that answered that "No opportunity to interact with Japanese people" has increased, and interactions with foreign residents, including international students, has become a challenge. Additionally, as more than half of the groups answered that "Graduation of international students has not led to their employment or companies' securing human resources in Japan," there is a difference between responses from municipalities and from groups regarding the recognition of challenges related to international students.

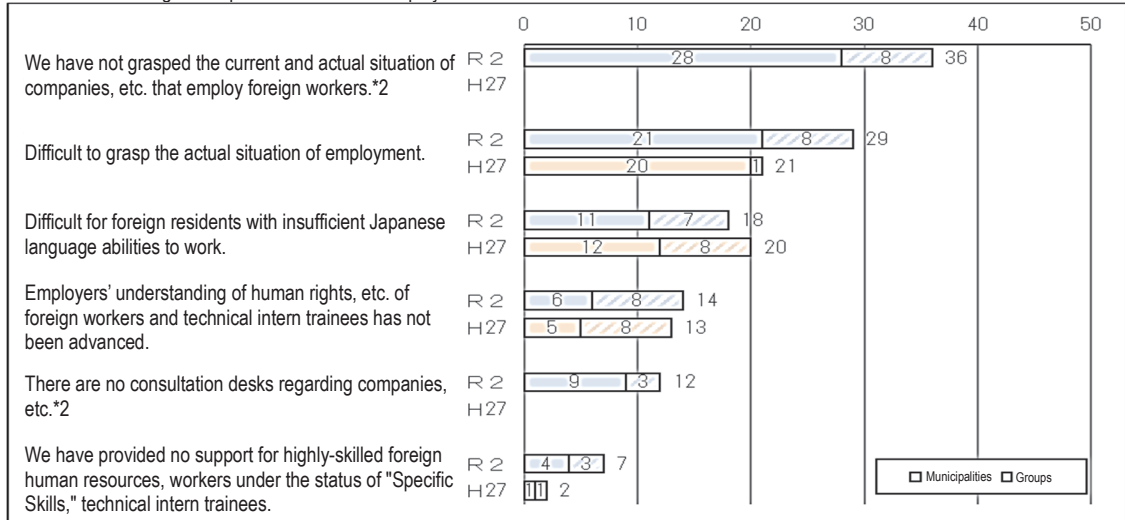
Chart 30 Challenges and problems related to international students



⑧ Employment

More than half of the cities, towns and organizations answered that "We have not grasped the current and actual situation of companies, etc. that employ foreign workers," and compared with the H27 survey," the number of respondents who answered "Difficult to grasp the actual situation of employment" has increased. This is presumed to be due to the fact that there are few opportunities for information exchanges between municipalities/organizations and companies, etc. that employ foreign workers.

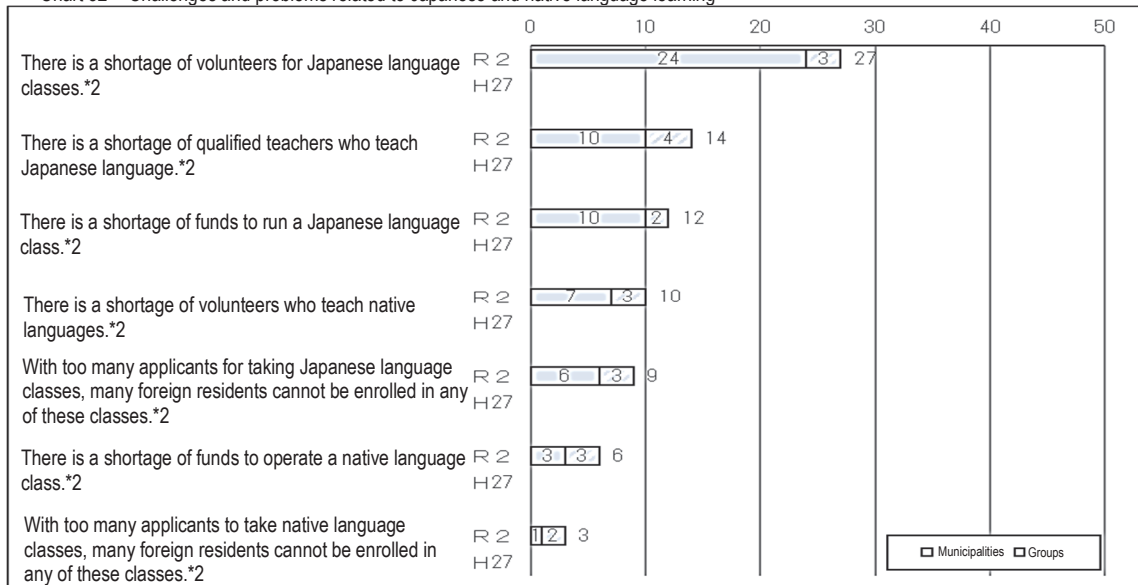
Chart 31 Challenges and problems related to employment



⑨ Japanese/native language learning

As many respondents answered that "There is a shortage of volunteers for Japanese language classes," "There is a shortage of qualified teachers who teach Japanese language," and "There is a shortage of funds to run a Japanese language class," the shortage of human resources and funds for Japanese and native language learning has become a challenge.

Chart 32 Challenges and problems related to Japanese and native language learning



<Summary>

As a result of conducting a survey in a total of 54 cities, towns and groups in the 2020 survey and a total of 53 cities, towns, and groups in the 2015 survey, more than half of the respondents consider that the following items are challenges in the creation of a multicultural symbiosis promotion system and community development: ① shortage of budget and personnel for a multicultural symbiosis promotion system, ② lack of understanding of the actual situation of foreign residents, and ③ lack of understanding of foreign residents. This is presumed that the increase and decentralization of foreign prefectural citizens have been reflected.

Regarding life support measures for foreign residents, ① multilingual consultation support, ② medical institutions with foreign language support, and ③ strengthening of the support system for foreign residents in an emergency are also challenges for more than half of the respondents, and the number of respondents who point out challenges related to ④ domestic employment of international students has also increased significantly.

Furthermore, regarding Japanese language education in the community, the Prefectural International Association has taken the lead in opening classrooms in all cities and towns in the prefecture in 2015, and there are also responses that it is necessary to further improve the educational environment.

Chart 33 Questionnaire survey method

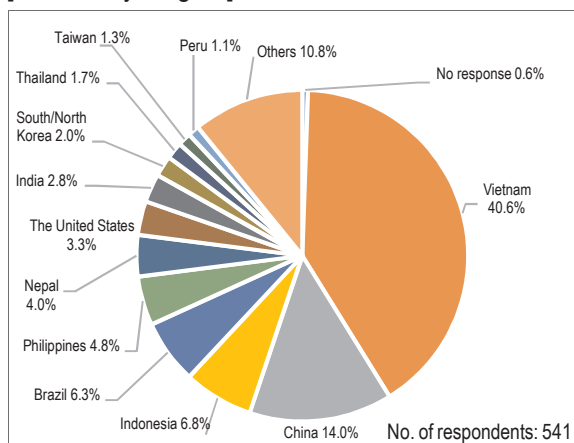
<input type="radio"/> Time of survey: July 2020 <input type="radio"/> Answer method: Multiple choice method <input type="radio"/> Survey targets		
	2015 Survey	2020 Survey
Cities and towns	41 cities and towns	41 cities and towns
Foreign communities, support organizations for foreigners, etc.	The following 12 groups: <ul style="list-style-type: none"> • Kansai Brazilian Community • Kobe Overseas Chinese History Museum • Indian Chamber of Commerce in Japan • Korean Mindan in Japan, Hyogo Prefecture Regional Branch • General Association of Korean Residents in Japan, Hyogo Prefecture Headquarters • Hyogo Latin Community • Community House & Information Center • Vietnam Dream KOBE • Association of Foreign Schools in Hyogo Prefecture • Network for Foreigners' Assistance KOBE • Takatori Community Center • Kobe Foreigners Friendship Center (KFC) 	The following 13 groups: <ul style="list-style-type: none"> • Kansai Brazilian Community • Kobe Overseas Chinese History Museum • Indian Chamber of Commerce in Japan • Korean Mindan in Japan, Hyogo Prefecture Regional Branch • Kakogawa Philippines Community • Hyogo Latin Community • Community House & Information Center • Vietnam Dream KOBE • Association of Foreign Schools in Hyogo Prefecture • Hyogo Korean School Educational Corporation • Network for Foreigners' Assistance KOBE • Takatori Community Center • Kobe Foreigners Friendship Center (KFC)

2. Questionnaire survey for foreign prefectural citizens

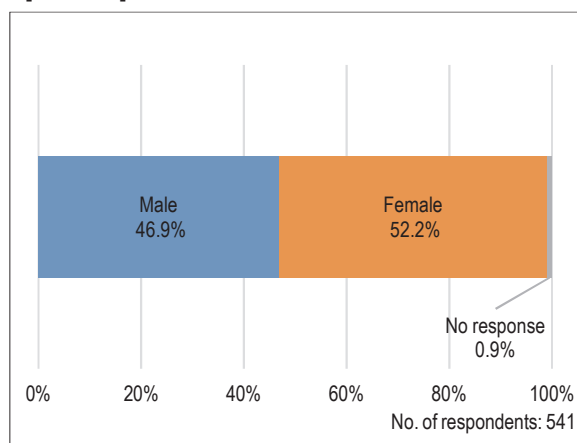
With the cooperation of Japanese language classes (36 groups) in the prefecture, we conducted a questionnaire survey on challenges for a society where foreign prefectural citizens can live comfortably, targeting foreign prefectural citizens living in Hyogo prefecture, mainly students of each class, from July to August in 2020, and received responses from 554 people. The attributes of foreign prefectural citizens who responded to the questionnaire are described on this page, and the questionnaire survey method is described on page 13.

Chart 34 Attributes of survey respondents

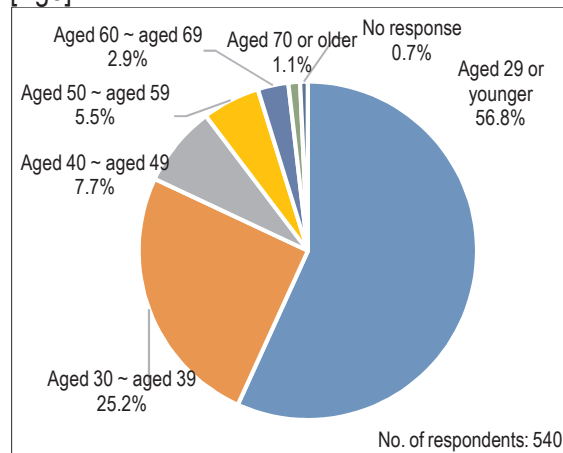
[Nationality/Region]



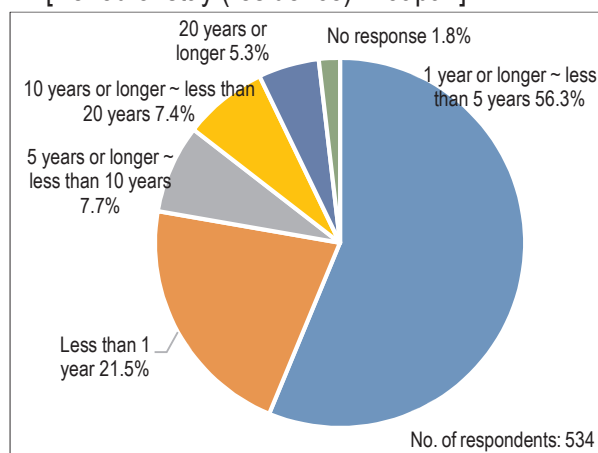
[Gender]



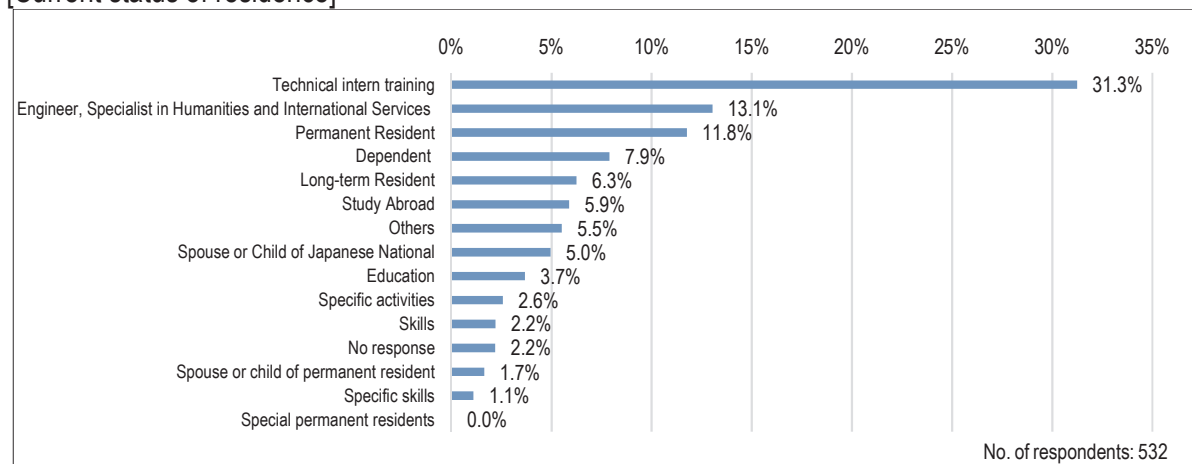
[Age]



[Period of stay (residence) in Japan]



[Current status of residence]

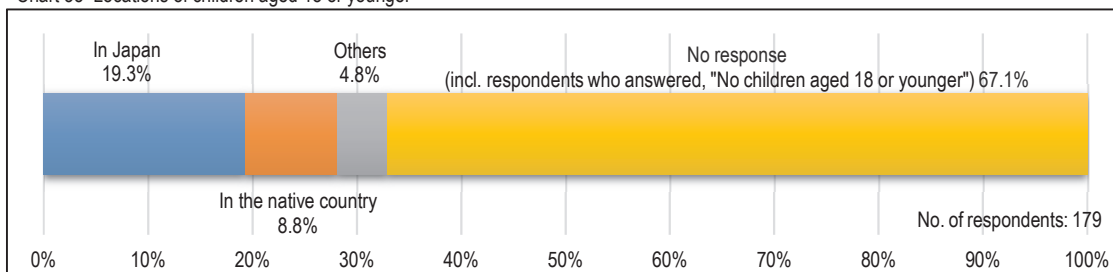


(1) Child rearing

① Whereabouts of children

As for the whereabouts of minor children, the most frequent response was "Japan" at 19.3% of the total responses, and the respondents who chose "Japan" account for approximately 60% of the respondents with children. This indicates that many foreign prefectural citizens are staying in Japan with their families. The next frequent response was "home country" at 8.8%.

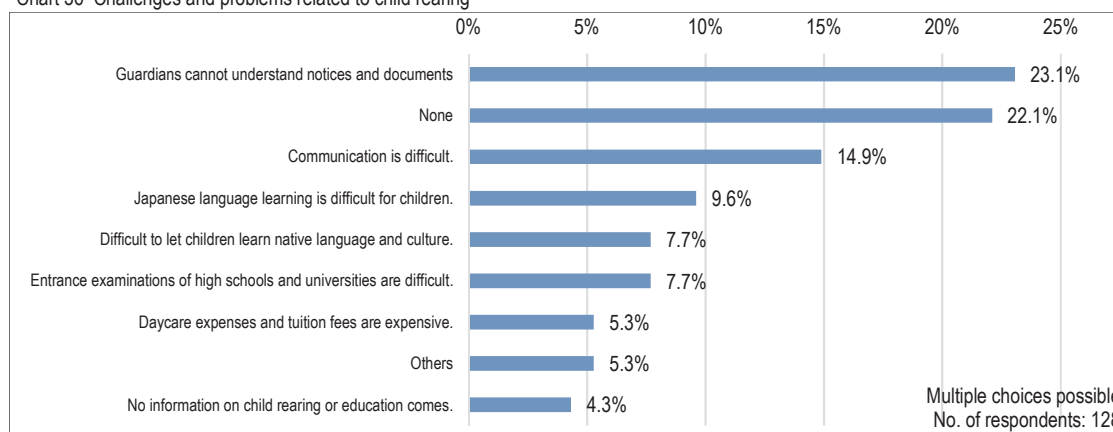
Chart 35 Locations of children aged 18 or younger



② Challenges and problems

For the question of a difficult child rearing situation for respondents who have minor children in Japan, the most frequent response was "Guardians cannot understand notices and documents" at 23.1%, followed by "Communication is difficult" at 14.9%, and "Japanese language learning is difficult for children" at 9.6%. Of these respondents, the percentage of respondents who answered that they had no difficult experience was as high as 22.1%.

Chart 36 Challenges and problems related to child rearing

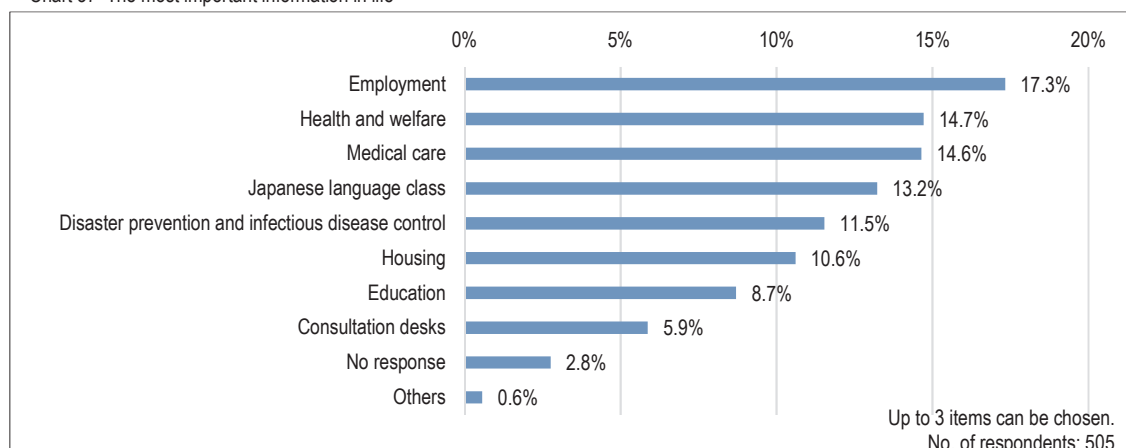


(2) Life/residence

① The most important information in life

The most frequent response for the most important information in life in Japan was "Employment" at 17.3%, followed by "Health and welfare" at 14.7%, "Medical care" at 14.6%, and "Japanese language class" at 13.2%.

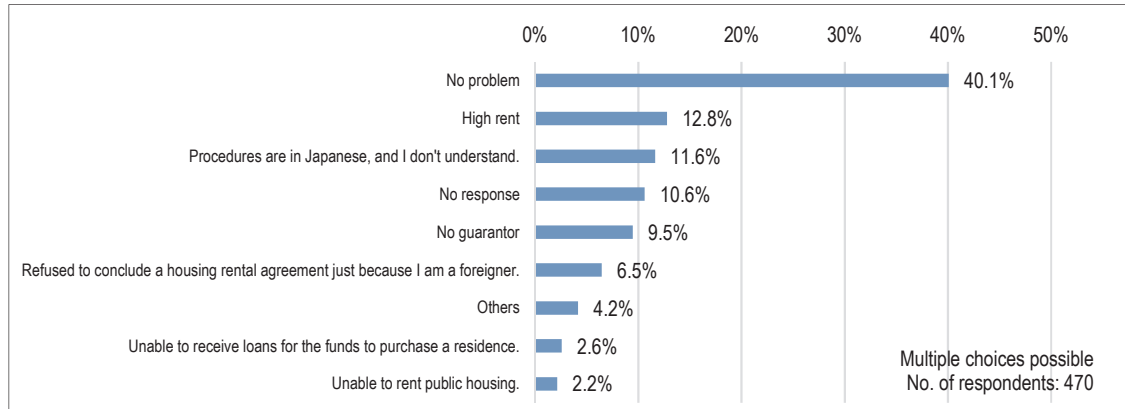
Chart 37 The most important information in life



② Challenges and problems

Among the respondents, the most frequent response about difficulties in finding a residence was "High rent" at 12.8%, followed by "Procedures are in Japanese and I don't understand" at 11.6% and "No guarantor" at 9.5%. However, about 40% of the total respondents answered that they had "No problems." This should be because the Japanese side has a great acceptance system for respondents with the status of residence of "Technical Intern Training" (31.3% of the total).

Chart 38 Challenges and problems related to finding a residence

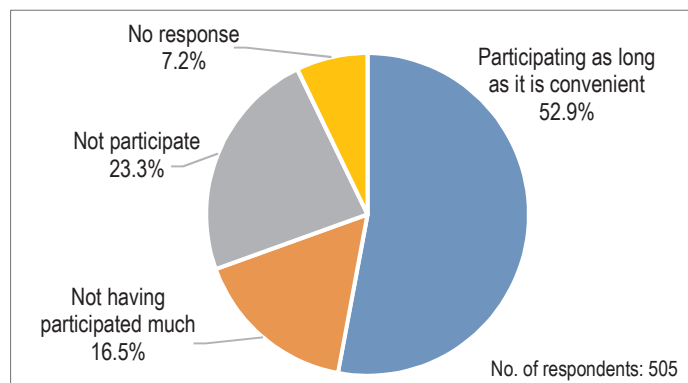


③ Regional events/activities

The number of respondents who chose "Participating as long as it is convenient" was more than half of the total at 52.9%. If the number of respondents who chose "Not having participated much" is added, the percentage becomes 69.4% of the total, indicating that approximately 70% of people participate in regional exchanges in some way.

The challenge is how to involve 23.3% of those who chose "Not participate."

Chart 39 Participation status in regional events/activities

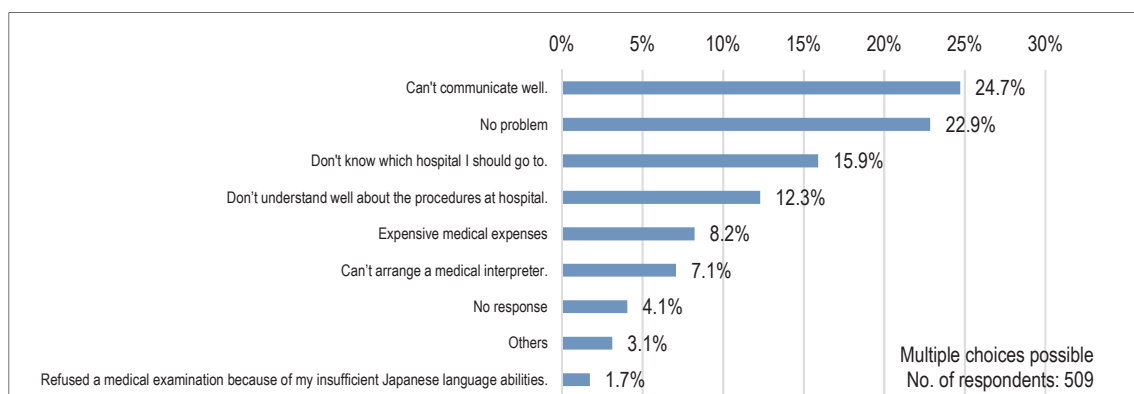


(3) Medical care/insurance/welfare

① Challenges and problems related to medical care

As for the problems at the time of medical consultation, the most frequent answer was "I can't communicate well" at 24.7%, followed by "I don't know which hospital I should go to" at 15.9%, and "I don't understand well about the procedures at hospital" at 12.3%. Although the percentage was small, 1.7% of the respondents chose "Because of my insufficient Japanese language abilities, I am refused a medical examination."

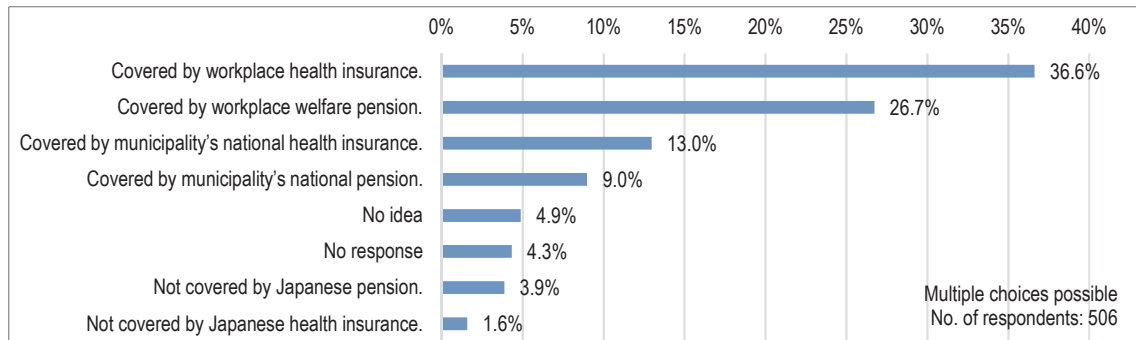
Chart 40 Challenges and problems related to medical care



② Challenges and problem related to social security

Regarding the state of joining the social security system, the most frequent response for health insurance was "I am covered by workplace health insurance" at 36.6%, followed by "I am covered by municipality's national health insurance" at 13.0%. Regarding the pension system, in contrast to respondents who chose "I am covered by workplace welfare pension" at 26.7%, the percentage of respondents who chose "I am covered by municipality's national pension" was 9.0%, which indicates that the ratio of the population insured by the national pension is low.

Chart 41 Challenges and problem related to social security

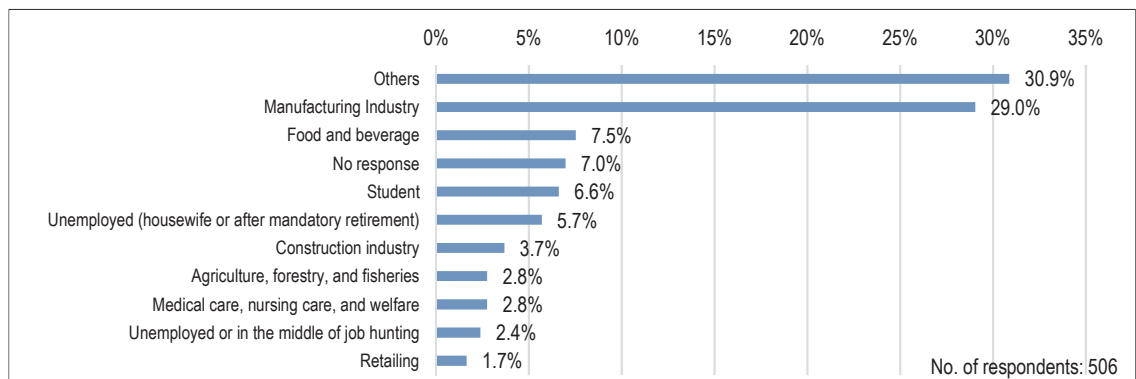


(4) Employment

① Business type of the place of employment

Reflecting the fact that in the ratio of status of residence, "Technical Intern Training" and "Engineer/Specialist in Humanities/International Services" are high, the most frequent answer is "Manufacturing industry" at 29.0%, followed by "Food and beverage" at 7.5%, if "Others" is excluded. In addition, "Construction industry," "Agriculture, forestry, and fisheries," and "Medical care, Nursing care, and Welfare" account for certain percentages.

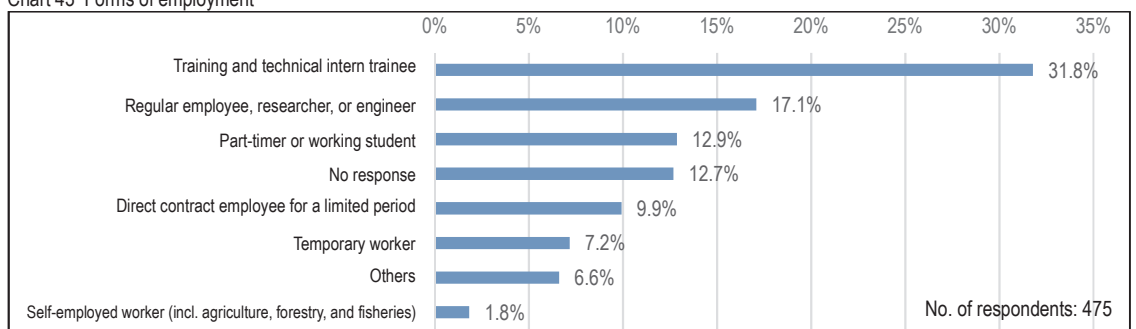
Chart 42 Business type of the place of employment



② Forms of employment

After reflecting the ratio of status of residence types, "Training and technical intern trainee" is the most frequent choice for the form of employment. The second largest choice was "Regular employee, researcher, or engineer" at 17.1%, followed by "Part-timer or working student" at 12.9%, and "Direct contract employee for a limited period" at 9.9%.

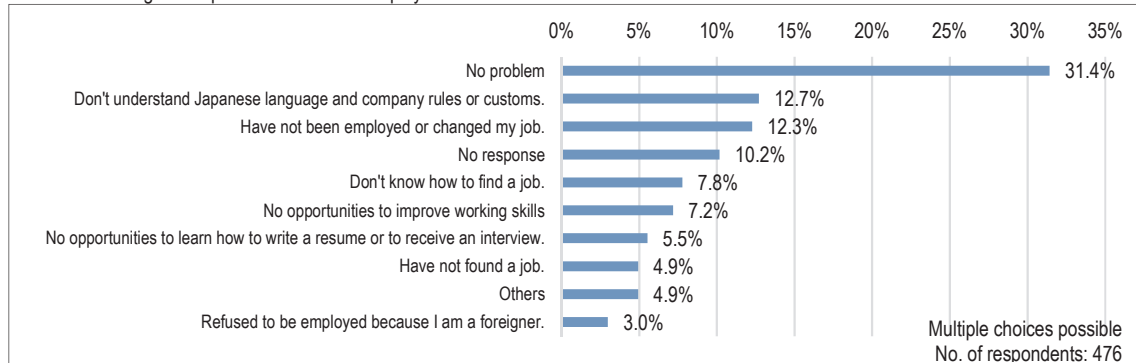
Chart 43 Forms of employment



③ Challenges and problems

As for the problems related to employment, the most frequent choice was "Don't understand Japanese language and company rules or customs" at 12.7%, followed by "Don't know how to find a job" at 7.8%, "No opportunities to improve working skills" at 7.2%, and "No opportunities to learn how to write a resume or to receive an interview" at 5.5%.

Chart 44 Challenges and problems related to employment

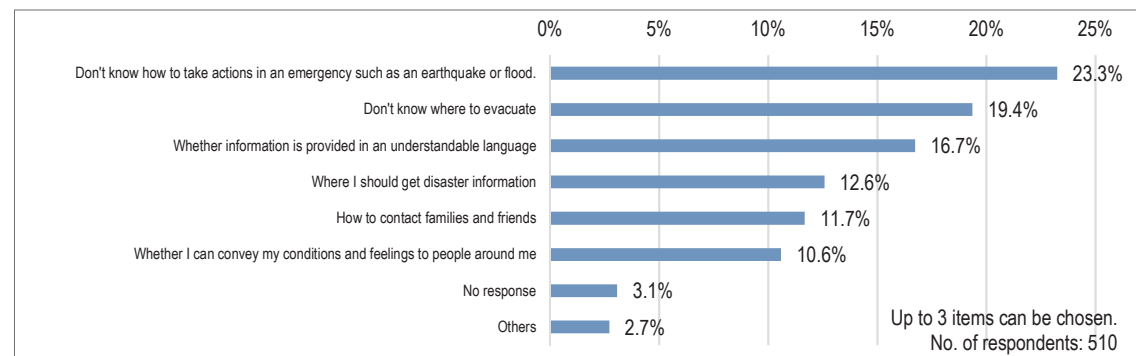


(5) In an emergency

① Anxiety in the event of a disaster

As for the points of anxiety in the event of a disaster, the most frequent choice was "I don't know how to take actions in an emergency such as an earthquake or flood" at 23.3%, followed by "I don't know where to evacuate" at 19.4%, and "Whether information is provided in an understandable language" at 16.7%, and "Where can I get disaster information?" at 12.6%, which indicates that there are many concerns about information.

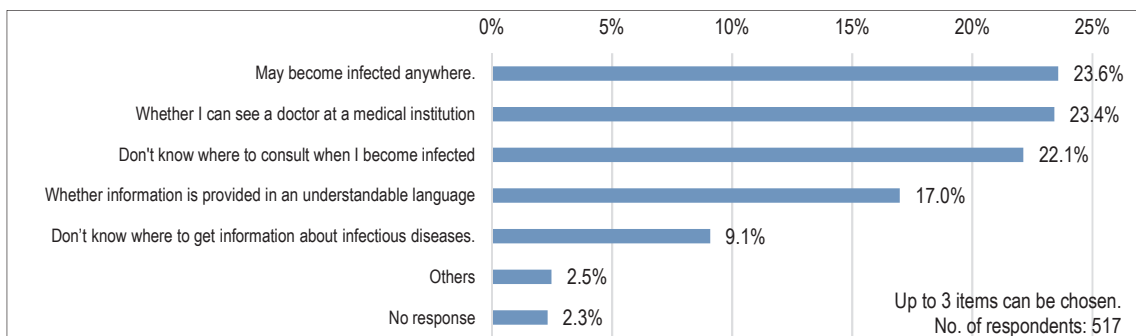
Chart 45 Things that are concerned most in the event of a disaster



② Anxiety about infectious diseases

As for points of anxiety about infectious diseases, respondents who chose "May become infected anywhere," "Whether I can see a doctor at a medical institution," and "Don't know where to consult when I become infected" account for over 20% of the total, respectively, which indicates that the level of anxiety is similar to that of Japanese people.

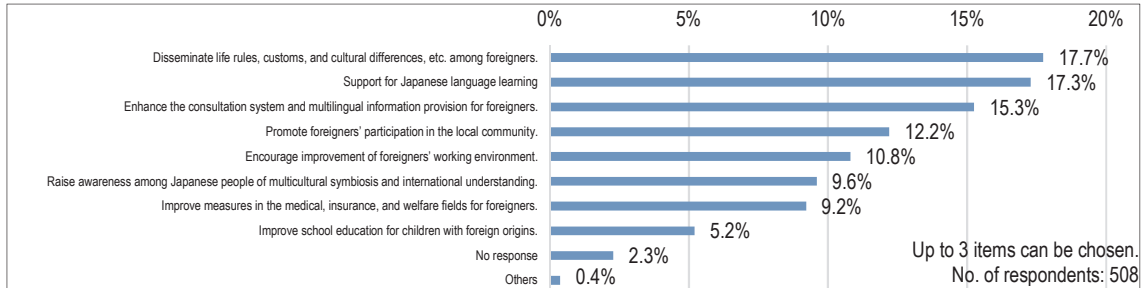
Exhibit 46 Things that are concerned most about infectious diseases



(6) Expectations for the government

As for the expectations for the government toward the realization of a multicultural society, the most frequent choice was "Disseminate life rules, customs, and cultural differences, etc. among foreigners" at 17.7% of the total, followed by "Support for Japanese language learning" at 17.3%, "Enhance the consultation system and multilingual information provision for foreigners" at 15.3%.

Chart 47 Expectations for the government



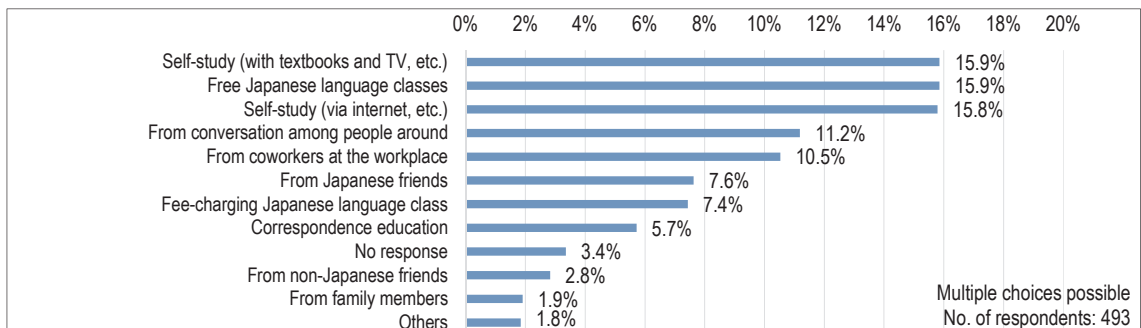
(7) Japanese language learning

Regarding the status of Japanese language learning, of the 527 respondents, 89.0% respondents answered that they are "Currently learning Japanese," and 7.9% answered that they "Have not learned the Japanese language."

① Japanese language learning method

Regarding the learning methods and places of those who are currently learning Japanese, the most frequent choice was "Self-study" with textbooks, TV, and the Internet, etc. at 31.7%, followed by "Free Japanese language classes" at 15.9% and "From conversation among people around" at 11.2%, which indicates that they are learning Japanese language by taking various opportunities.

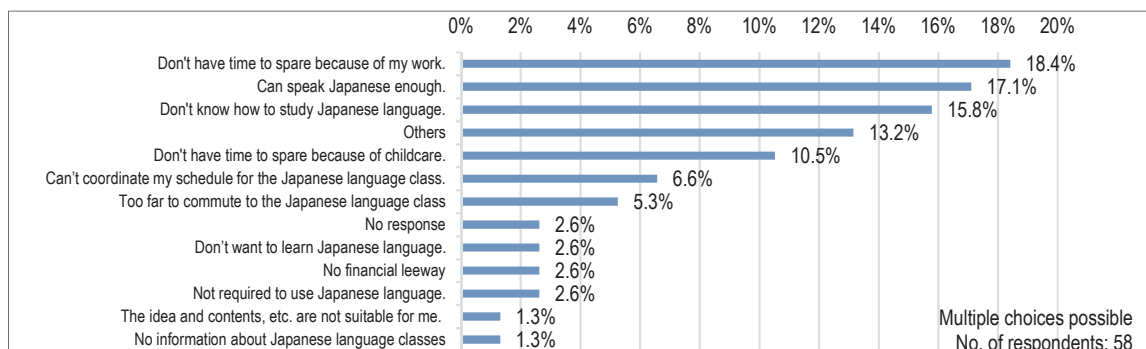
Chart 48 Japanese language learning method



② Reasons for not learning Japanese

As the reason for answering "Not currently learning Japanese language" the most frequent choice was "Don't have time to spare because of my work" at 18.4%, followed by "(Already) can speak Japanese enough" at 17.1%, "Don't know how to study Japanese language" at 15.8%, and "Don't have time to spare because of childcare" at 10.5%.

Chart 49 Reasons for not learning Japanese language



<Summary>

Since approximately 40% of the foreign prefectural citizens who responded in this survey have Vietnamese nationality and approximately 60% of the respondents answered, "Period of stay in Japan is from 1 year to less than 5 years" and "Aged 29 or younger," the responses of foreign prefectural citizens who are relatively young and came to Japan relatively recently are mainly reflected in the survey results.

Because we, with the cooperation of Japanese language classes in the prefecture, conducted a questionnaire focusing on the students of each class, although most of the respondents are learning Japanese; many respondents answered "Guardians cannot understand notices and documents" when raising children, "I can't communicate well" at hospital and "Don't know how to take actions in an emergency such as an earthquake or flood" in an emergency. It is inferred that there is a lack of Japanese language abilities, and lack of understanding of life rules, customs, and culture.

There are many expectations for the government to "Inform foreigners of life rules, customs, cultural differences, etc.," "Support for Japanese language learning," and "Enhance the consultation system and multilingual information provision for foreigners."

Chart 50 Questionnaire Survey Method

<ul style="list-style-type: none"> ○ Time of survey: July 2020–August 2020 ○ Response method: Single choice method or multiple choice method ○ Survey targets: Foreign prefectural citizens living in the prefecture ○ Target languages: 9 languages and 10 types of questionnaire forms will be distributed. ○ Distribution method: With the cooperation of Japanese language classes (36 sponsoring organizations) in the prefecture, questionnaire forms were distributed to foreign prefectural citizens to students of each class. Collection status: Collected questionnaire forms of 544 respondents from 36 host organizations (response rate: 38.9%, No. of distributed forms: 1,400) 	<p>Japanese (easy Japanese), English, Chinese (simplified/traditional), South/North Koreans, Spanish, Portuguese, Vietnamese, Nepali, and Indonesian languages</p>
<p>List of Japanese language classes in the prefecture from which we have obtained cooperation</p>	
<p>(Kobe)</p> <ul style="list-style-type: none"> • Kansai Brazilian Community CBK Learning Support Course AMIGOS • (Public interest incorporated foundation) Kobe Student Youth Center Rokko Scholarship Nihongo Salon • (Public interest incorporated foundation) Kobe City International Cooperation and Exchange Center • KFC Kobe Settlement Foreigner Support Center • Suminoe Japanese Language Class • Japanese language volunteer "Chao" • NPO corporation Research Center for Locations and Connectivity (Hokushin Japanese language class) • Higashinada Japanese Language Class • Myanmar Kansai <p>(Hanshin-kita)</p> <ul style="list-style-type: none"> • Itami City International and Peace Exchange Association • Itami UNESCO Association Japanese Language Class • Inagawa Town International Association • (Special) Takarazuka City International Association • Takarazuka Japanese Language Class "Tomodachi" • Citizens' Association to interact with Chinese returnees • Tomoni-ikiru Takarazuka <p>(Higashi-Harima)</p> <ul style="list-style-type: none"> • (Public interest incorporated foundation) Akashi City Cultural International Creation Foundation • (Public interest incorporated foundation) Kakogawa City International Association • Sakura Japanese Language Class • Multicultural Center Man-Maru Akashi • Hyogo Association (Akashi) to Support "Japanese War Orphans" from China • Nishi Akashi Japanese Language Class 	<p>(Kita-Harima)</p> <ul style="list-style-type: none"> • Kasai Japanese Language Class • (Special) Kato City International Association • Taka Japanese Language Class • Nishiwaki City International Friendship Association • (Special) Nehime College • Mike City International Association <p>(Naka-Harima)</p> <ul style="list-style-type: none"> • Ichikawa Town International Association • Kamikawa Japanese Language Class • Nihongo Salon Wa • Fukusaki Nihongo Salon <p>(Nishi-Harima)</p> <ul style="list-style-type: none"> • Aioi City International Association • Shiso City International Association <p>(Tajima)</p> <ul style="list-style-type: none"> • Asago City Union International Association • Kami Town International Association • Toyooka City International Association • Nihongo Toyooka AIUEO • Yabu Japanese Language Class <p>(Tamba)</p> <ul style="list-style-type: none"> • (Special) Sasayama International Understanding Center • Tamba City International Association <p>(Awaji)</p> <ul style="list-style-type: none"> • Nihongo Circle Awaji

3. Guidelines for the Hyogo Multicultural Society Promotion Symposium

(Purpose)

Article 1 Regarding the multicultural symbiosis measures of this prefecture, in order to listen to the opinions of experts, etc. before discussing medium- to long-term measures to respond to changes in the socioeconomic situation, the Hyogo Multicultural Society Promotion Symposium (hereinafter referred to as "Symposium") shall be held.

(Matters to be discussed)

Article 2 The Symposium is intended to discuss the following matters.

- (1) Matters regarding the results of the multicultural symbiosis measures.
- (2) Matters regarding the discussion of the basic direction related to the promotion of a multicultural society.
- (3) Matters regarding the discussion of measures to realize a multicultural society.
- (4) Besides the matters listed in the preceding items, matters necessary to achieve the purpose specified in the preceding three items.

(Members and chairpersons)

Article 3 1. The Symposium shall consist of the persons listed in the attached table.

2. To proceed with the proceedings of the Symposium, a chairperson shall be appointed by mutual election of the members.
3. If the chairperson has an accident or is missing, a member appointed by the chairperson beforehand shall take over his/her duties.

(Operation)

Article 4 1. The international supervisor shall convene the members involved in holding the Symposium.

2. If a member cannot attend the Symposium due to an accident or other unavoidable reason, he/she may be able to have a proxy attend by obtaining the approval of the international supervisor beforehand.
3. The international supervisor can, when he/she finds it necessary, request a person other than the members to attend the Symposium and listen to the person's opinion.

(Opening of the Symposium to the public)

Article 5 1. The Symposium will be open to the public. However, if a significant obstacle is found to operate the Symposium, it can be kept private.

2. Necessary matters regarding the audiences of the Symposium shall be defined separately.

(Minutes)

Article 6 1. When a Symposium is held, the minutes shall be prepared.

2. Minutes and Symposium materials shall be disclosed in principle. When disclosing them, we must keep in mind the protection of personal information and exclude the matters corresponding to the proviso of the preceding article.

(Rewards/travel expenses)

Article 7 1. When a member and his/her proxy attend the Symposium, a reward and travel expenses shall be paid.

2. The payment of rewards shall be determined separately.
3. The amount of travel expenses shall be equivalent to the amount calculated in accordance with the provisions of the Ordinance on Travel Expenses for Staff, etc. (Hyogo Prefecture Ordinance No. 44 of 1960).

(Supplementary rules)

Article 8 Besides matters stipulated in these Guidelines, necessary matters regarding the holding of the Symposium shall be stipulated separately.

Supplementary provisions

(Effective dates)

1. These Guidelines shall come into effect on June 12, 2020.

(Revocation of these Guidelines)

2. These Guidelines shall cease to be effective only on March 31, 2021.

(Annexed table of the Guidelines)

Members of the Hyogo Multicultural Society Promotion Symposium
(In the order of the Japanese syllabary, titles omitted)

(Name)	(Job title)
Miki Inui	Professor, School of Human Science and Environment, University of Hyogo
Seonkil Kim	Chairman, Kobe Foreigners Friendship Center
Takaaki Sakai	Mayor of Tamba Sasayama City
Makiko Shinya	Professor, School of International Studies, Osaka Sangyo University
Yoshiro Takai	Chief Director, Hyogo International Association
Sachi Takatani	Associate Professor, Graduate School of Human Sciences, Osaka University
(Chair) Yasuko Takezawa	Professor, Institute for Research in Humanities, Kyoto University
Jay Burke	Principal, Ashiya International School
Yoshiki Fujitani	Representative Director, Hyogo Prefecture Small and Medium Entrepreneurship Friends Association Representative Director, Kobe Sheet Metal Industry Co., Ltd.
Yoko Furuyama	Associate General Counsel & Executive Officer, Procter & Gamble Japan K.K.
Masayoshi Yasuda	Mayor of Kato City
Shizuyo Yoshitomi	Chairman, NPO Corporation Multilingual Center FACIL Professor, School of Global Governance and Collaboration, Nagoya University of Foreign Studies

4. Results of the "Hyogo Multicultural Society Promotion Symposium," etc.

Date	Contents
June 12, 2020	Established the "Hyogo Multicultural Society Promotion Symposium"
June 26, 2020	<p>The first "Hyogo Multicultural Society Promotion Symposium" held</p> <div data-bbox="512 353 1310 510" style="border: 1px solid black; padding: 5px;"> <p>[Proceedings]</p> <ul style="list-style-type: none"> • About the Hyogo Multicultural Society Promotion Symposium • About changes in the situation of foreign prefectural citizens • About the direction of the revision of the Guidelines </div>
June 22, 2020 ~ July 17, 2020	<p>Questionnaire survey for municipalities and foreign groups in the prefecture conducted</p> <div data-bbox="512 629 1310 969" style="border: 1px solid black; padding: 5px;"> <p>[Targets] A total of 54 groups, including 41 cities and towns in the prefecture and 13 groups such as foreign communities and support organizations for foreigners.</p> <p>[Items] <ul style="list-style-type: none"> • Multicultural symbiosis promotion system • Multicultural community development • Challenges and problems related to living support measures for foreign residents </p> </div>
July 15, 2020 ~ August 7, 2020	<p>Questionnaire survey for foreign prefectural citizens conducted</p> <div data-bbox="512 1025 1310 1384" style="border: 1px solid black; padding: 5px;"> <p>[Targets] With the cooperation of Japanese language classes (36 groups) in the prefecture, 554 foreign prefectural citizens living in Hyogo prefecture, mainly students of each class, responded.</p> <p>[Items] <ul style="list-style-type: none"> • Child-rearing • Medical care/insurance/welfare • In an emergency • Japanese language learning • Life/Residence • Employment • Expectations for the government </p> </div>
October 29, 2020	<p>The Second "Hyogo Multicultural Society Promotion Symposium" held</p> <div data-bbox="512 1440 1310 1552" style="border: 1px solid black; padding: 5px;"> <p>[Proceedings] <ul style="list-style-type: none"> • About the proposal draft of the Hyogo Multicultural Society Promotion Guidelines </p> </div>
December 23, 2020 ~ January 12, 2021	<p>Public comments invited</p> <div data-bbox="512 1608 1310 1697" style="border: 1px solid black; padding: 5px;"> <p>[Opinions] <ul style="list-style-type: none"> • 11 opinions (3 people) </p> </div>
January 22, 2021	<p>The third "Hyogo Multicultural Society Promotion Symposium" held</p> <div data-bbox="512 1794 1310 1939" style="border: 1px solid black; padding: 5px;"> <p>[Proceedings] <ul style="list-style-type: none"> • About responding to opinions in the invited public comments • About the final draft report of the Hyogo Multicultural Society Promotion Symposium </p> </div>

5. List of public comments on the report (draft) of the Hyogo Multicultural Society Promotion Symposium

Public comment invitation period: December 23, 2020–January 12, 2021

Number of submissions of opinions, etc.: 11 opinions (3 people)

No	Opinions from the invited public comments
1	<ul style="list-style-type: none"> I would like you to cancel your effort for multicultural symbiosis and diversity and to stop accepting trainees and international students. Multicultural understanding and symbiosis are two different things. We strongly oppose the multicultural prefectural administration promoted by Hyogo Prefecture.
2	<ul style="list-style-type: none"> Multicultural symbiosis sounds comfortable, but Japan accepts naturalization under optimistic standards, so I would like the government to realize that there is a danger that foreigners, not Japanese, will make laws that are convenient to them and manipulate politics.
3	<ul style="list-style-type: none"> A multicultural society is a terrible society for Japanese people. Rather than promoting a multicultural society, I sincerely hope that the government will carry out a policy that can create a society where Japanese people, Hyogo prefectural residents, can live with peace of mind.
4	<ul style="list-style-type: none"> Regarding the description of the report, "Discriminatory words/deeds and treatment of foreign prefectural citizens still remains, and hate speech on the Internet and on the streets," I would like you to include them in the report after conducting careful investigation on how many such cases have actually happened in Hyogo prefecture over the past year. If such facts are not confirmed, please delete that part.
5	<ul style="list-style-type: none"> How about investigating whether companies that hire foreign workers have treated these worker in a discriminatory way, and if necessary, having these companies take human rights courses and cross-cultural experience courses, etc.?
6	<ul style="list-style-type: none"> How about the town hall plays a role of getting foreign workers to link to the community, such as by distributing information about Japanese language classes, counseling offices, and foreign communities when they move in to the community, including procedures for resident cards?
7	<ul style="list-style-type: none"> Although the opportunities are equal, I am not convinced by the government's policies of exemption from tuition fees and generous support for international students. Speaking of equal opportunity, shouldn't Japanese university students be supported first, rather than international students?
8	<ul style="list-style-type: none"> For information dissemination in multiple languages, I believe that "multilingual support" + "easy Japanese" is practical, such as adding explanations in "easy Japanese." How about assigning staff members who can provide "easy Japanese" support to the city hall or hospitals? Companies hiring foreign workers should be encouraged to give all of their Japanese employees concerned take "Easy Japanese" training.
9	<ul style="list-style-type: none"> To improve the quality of local Japanese language classes, the treatment of specialists (Japanese teachers, coordinators, and counselors, etc.) should be upgraded to paid volunteers or employees.
10	<ul style="list-style-type: none"> Foreigners who do not pay health insurance premiums can enjoy Japanese medical care service. If foreigners receive medical services in Japan, I believe it is natural for them to bear the burden accordingly.
11	<ul style="list-style-type: none"> I propose mutual support between foreign residents. I believe that by teaching about lifestyles and cultural differences and participating in events together, interactions with other residents will be created. If schools should serve as places for interactions, shouldn't we hold an event in which local residents from other Asia countries can join?

6. Population of foreign residents by municipality

Statistics of Foreign Residents of the Ministry of Justice: End of December 2019

Municipalities	Total number	Chinese	South Korean	Vietnamese	Filipino	Brazilian	Nepali	Indonesian	Taiwanese	American	Thai	Other
Hyogo Prefecture	115,681	24,496	38,516	21,870	5,168	2,684	1,804	1,790	2,325	2,388	1,039	13,601
Kobe City	50,155	13,906	15,747	7,512	1,417	545	989	456	1,480	1,261	326	6,516
Higashinada Ward	6,505	1,388	1,322	1,027	282	207	399	75	171	338	40	1,256
Nada Ward	4,794	1,455	1,403	459	111	32	68	75	149	222	32	788
Hyogo Ward	6,359	2,029	1,310	1,996	112	21	113	93	133	53	34	465
Nagata Ward	7,143	802	4,046	1,600	90	26	21	41	63	34	13	407
Suma Ward	3,557	429	2,263	188	80	30	20	22	68	92	14	351
Tarumi Ward	2,771	809	1,011	117	116	21	55	33	51	110	32	416
Kita Ward	2,369	450	932	198	87	129	32	25	105	81	20	310
Chuo Ward	13,553	5,813	2,553	1,287	318	51	259	47	654	288	102	2,181
Nishi Ward	3,104	731	907	640	221	28	22	45	86	43	39	342
Himeji City	11,605	1,508	4,238	3,604	570	108	70	215	58	99	90	1,045
Amagasaki City	12,002	1,787	6,440	1,509	428	157	125	89	170	112	90	1,095
Akashi City	3,698	764	1,082	671	269	158	47	66	58	67	58	458
Nishinomiya City	7,251	1,335	3,107	793	226	118	155	55	169	261	66	966
Sumoto City	309	57	50	98	40	3	5	4	4	12	6	30
Ashiya City	1,720	368	574	54	108	41	18	18	54	103	29	353
Itami City	3,293	561	1,640	409	86	69	64	35	30	29	23	347
Aioi City	523	84	159	136	31	7	2	15	-	7	5	77
Toyooka City	828	174	68	228	164	6	15	63	32	17	29	32
Kakogawa City	3,003	464	854	536	318	227	75	79	38	32	38	342
Ako City	409	71	100	87	60	27	4	3	4	12	4	37
Nishiwaki City	708	78	154	314	62	13	14	7	2	5	4	55
Takarazuka City	3,181	396	1,607	208	136	139	46	51	63	102	33	400
Miki City	1,859	294	239	481	109	231	21	39	11	10	43	381
Takasago City	1,228	104	523	198	121	44	7	29	25	8	9	160
Kawanishi City	1,401	208	645	138	46	21	50	47	15	67	16	148
Ono City	932	61	109	369	74	112	6	47	21	9	6	118
Sanda City	1,190	243	379	224	58	20	19	23	20	36	12	156
Kasai City	1,344	314	53	650	41	116	11	38	3	6	8	104
Tamba Sasayama City	870	68	73	327	96	215	10	4	2	13	15	47
Yabu City	113	39	6	19	24	-	-	8	4	8	-	5
Tamba City	1,009	341	56	333	97	81	2	18	1	16	9	55
Minamiawaji City	503	81	36	238	50	15	-	17	10	11	1	44
Asago City	349	75	17	96	70	15	9	35	2	8	3	19
Awaji City	395	56	49	123	43	-	5	7	13	14	27	58
Shiso City	267	84	16	59	39	11	1	-	2	15	5	35
Kato City	1,705	152	42	1,195	50	71	4	46	10	4	6	125
Tatsuno City	674	142	77	196	25	13	8	71	7	14	12	109
Inagawa-cho, Kawabe-gun	200	18	80	46	12	5	2	1	2	7	3	24
Taka-cho, Taka-gun	281	77	12	127	46	5	-	7	1	3	-	3
Inami-cho, Kako-gun	545	46	43	237	83	14	1	44	5	1	12	59
Harima-cho, Kako-gun	515	89	90	156	65	55	1	8	1	7	2	41
Ichikawa-cho, Kanzaki-gun	148	44	6	49	12	-	-	9	-	2	-	26
Fukusaki-cho, Kanzaki-gun	567	282	17	163	9	4	15	31	-	2	8	36
Kamikawa-cho, Kanzaki-gun	63	12	2	26	4	6	-	-	-	1	7	5
Taishi-cho, Ibo-gun	246	14	68	78	16	8	2	18	2	-	10	30
Kamigori-cho, Ako-gun	148	11	28	55	31	1	-	4	-	-	2	16
Sayo-cho, Sayo-gun	162	33	15	56	3	3	-	8	5	1	22	16
Kami-cho, Mikata-gun	141	14	8	48	27	-	1	25	1	5	-	12
Shinonsen-cho, Mikata-gun	141	41	7	24	2	-	-	50	-	1	-	16