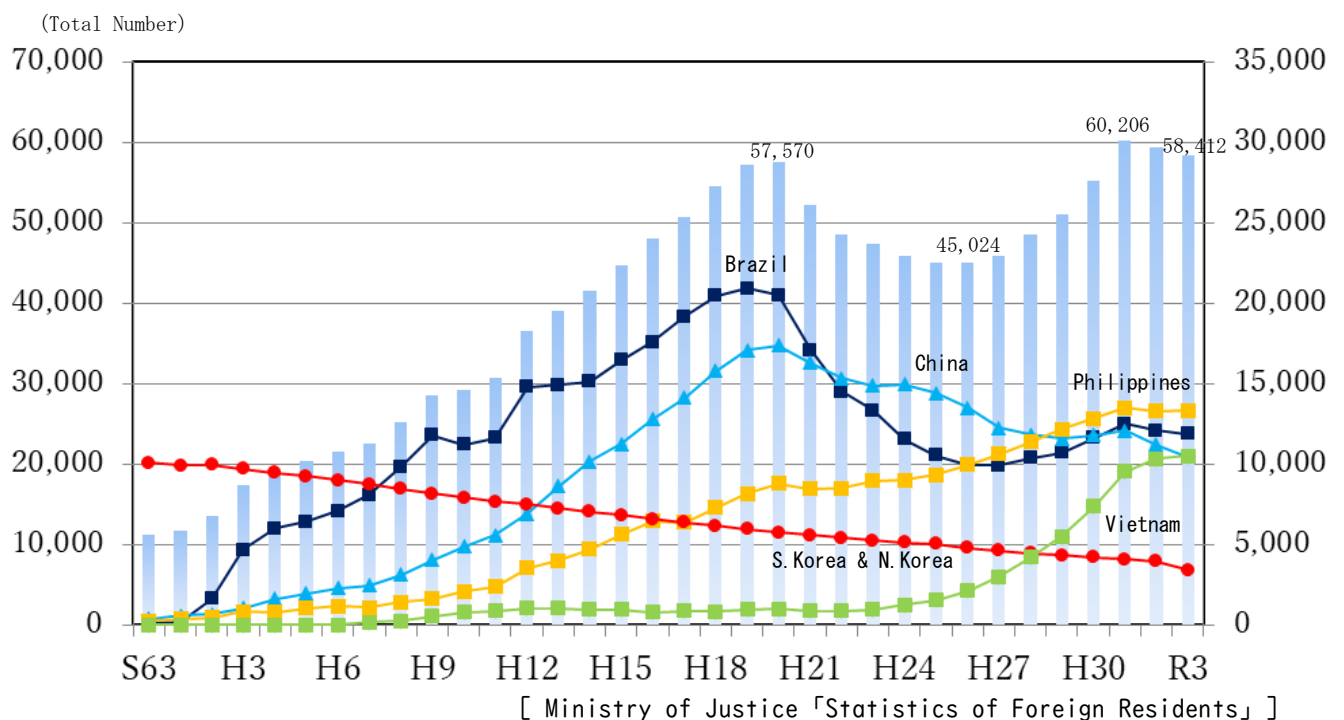


Fourth Term: Gifu Prefecture Human Resources Outline of the Gifu Prefecture Multicultural Co-Existence Policy Promotion Guidelines

I Regarding the Current Situation with Foreign Residents

- There has been an increase in foreign residents in the prefecture.
- The Philippines, Brazil, Vietnam, and China make up approximately 80% of these numbers.
- Compared to the country as a whole, there is a large percentage of technical intern trainees as well as permanent residents.
- There has been a recent and sizeable rise in technical intern trainees from Vietnam in particular.
- There has been an increase in the number of foreign students in public elementary schools and an increase in the number of students in need of Japanese language instruction.



2 Social Situational Changes

(1) The Spread in Infection of Covid-19

- In terms of observing population ratios, there is a higher standard of infection rate in foreign prefectural residents
- Once infected, there is a tendency for a cluster to form

(2) The Establishment of “Specified Skilled Worker” Resident Status

- There is concern about reduced labor sources due to the progression of an aging population and declining birthrate.
- This is a situation where the acceptance of foreign human resources is inevitable.
- Thus, in April of 2019, the new foreign national acceptance system and new status of residence, “Specified Skilled Worker”, were established.

3 Basic Aim and Course of Action

(Basic Aim)

We will aim to create an environment where, by respecting our different cultural values and facilitating communication, all foreign residents are recognized as part of our local community, with the ability to work and live in peace and harmony.

(Course of Action)

(1) Facilitating Communication Within the Region

As a result of Covid-19, many language and cultural barriers were encountered within the complexities of information collection routes for foreign residents; in light of this, we will strive to create channels of communication that will facilitate mutual understanding.

(Securing Diverse Channels of Information Communication)

- Promotion of strengthened cooperation between foreign prefectural citizens and the government
- Promotion of further creation of networks for enterprises that employ foreign residents
- Promotion of cooperation between Nagoya Regional Immigration Services Bureau and Consulates of each country, etc.

(Improvement of Administrative Consultation Windows, Systems, and Information Services)

- Publicization of “Gifu Prefectural Consultation Center for Foreign Residents”
- Promote the use of “Easy Japanese” at Consultation Windows
- Promote installation of AI translators at administrative windows, as well as use of digital transformation

(Improving Japanese Language Education in the Region)

- Promote the securing of human resources for regional Japanese language classes
- Support for the opening and managing of new Japanese learning facilities
- Promote the securing of human resources for Japanese education from within the younger generation

(Fostering Awareness of Multicultural Co-existence)

- Setting up more opportunities for foreign residents to participate in the local community and increased chances of cultural exchange
- Raise multicultural co-existence awareness within children and students

(2) The Creation of an Environment Where Foreign Human Resources Play an Active Role

To continue securing human resources within our society’s declining population rate, we will strive to create an environment where foreign human resources have adequate support for finding employment and livelihood.

(Improving Support for Companies Employing Foreign Human Resources)

- Promotion by “Foreign Employment Company Consultation Windows” and affirmative, active consulting support from the administrative side, in collaboration with consultation desks in specialized fields
- Utilize the web to communicate the ease of living and working within the prefecture
- Promote efforts that regard allowing enterprises to more deeply understand the acceptance of foreign human resources

(Promote Foreign Human Resources to Prefectural Companies)

- Have transfer students intern at companies within the prefecture and hold joint business information sessions
- Provide information about companies on websites aimed at transfer students

(Support for Foreign Human Resources to Live in Peace)

- Notifications about the Gifu Foreign Consultation Center **【Repost】**
- Employ multilingual mass SNS messages to ensure emergency safety and evacuation orders, etc.

(3) Creating an Educational Environment for Children

Because of the increasing need of Japanese language classes for foreign youth, we will strive to maintain an educational environment where students can adapt to daily school life and have the support they need to become independent within society。

(Preparation of the Children`s School Environment)

- Provide support for opening initial instruction classes that foreign children and students are able to adapt to daily school life
- The provision of educators who can provide Japanese language instruction and support for adapting foreign children to daily school life, etc.

(Career Education Improvement)

- Implementation of lectures and work place experiences that allow for students to obtain a realistic vision for their futures
- Holding of seminars so that parents and guardians can better understand Japan's educational systems, etc.

(4) Creating a Safe and Stable Environment

We will strive to create an environment where people can live securely and safely, by providing correspondence during intensified national disasters, establishing medical systems where they can receive treatment with ease and creating an atmosphere which feels welcoming to child-rearing, even amidst Covid-19.

(Maintenance of Disaster Support Systems)

- Implementation of lectures led by foreign disaster prevention leaders to teach and enlighten about specialized and effective disaster protection
- Promote employment of multilingual automatic disaster update systems throughout municipalities
- Employ multilingual mass SNS messages to ensure emergency safety and evacuation orders, etc. **【Repost】**

(Secure Safe Lives at Ease by Improving Medical Systems)

- Promote establishing primary care doctors for schools for foreign citizens and communities
- Support for medical institutions to hire medical interpreters and introduce medical interpreting services
- Provide useful information to the child-rearing generation in multiple languages.
- Reinforcement of systems employing easy to follow Japanese that allows foreign residents to consult the police without constraint