

# Roadmap for the Realization of a Society of Harmonious Coexistence with Foreign Nationals

June 14, 2022

Ministerial Conference on Acceptance and Coexistence of  
Foreign Nationals

(Partly changed on June 9, 2023)

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## Chapter 1. Basic Concept

The number of foreign residents in Japan<sup>1</sup> has been on the rise, reaching a record high of approximately 2.93 million at the end of 2019, despite a temporary decrease due to the 2008 financial crisis and the Great East Japan Earthquake. The number of foreign residents then declined slightly due to the COVID-19 pandemic, but as of the end of December 2023, the number hit a record high of approximately 3.41 million<sup>2</sup> (2.74 % of Japan's total population<sup>3</sup>), a significant increase of approximately 2.58 times, or 2.09 million, compared to 30 years ago<sup>4</sup>. Recently, the numbers of Japanese descendants from South American countries ("Japanese descendants") and foreign nationals from Asian countries are rapidly increasing, diversifying the nationalities and countries of origin of foreign nationals in Japan. The number of foreign workers also reached a record high of approximately 2.05 million at the end of October 2023<sup>5</sup>.

In light of the increase in the number of foreign residents, especially the increase in the number of Japanese descendants living in Japan<sup>6</sup>, following the enforcement of the revised Immigration Control Act in 1990 and various associated issues, local governments have been urged to implement various measures to accept foreign nationals as members of their communities. In December 2006, the government also developed "Comprehensive Measures for Foreign Nationals as Residents" and has taken other initiatives to build accommodating environments where foreign nationals can access the same public services as Japanese people as members of society.<sup>7</sup>

In addition, as the government intended to create a new residence status<sup>8</sup>, the Cabinet approved the "Basic Policy on Operations for the Development of an Environment for Acceptance of Foreign Nationals"

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<sup>1</sup> Foreign nationals refer to those that do not have Japanese nationality and foreign residents refer to foreign nationals that have lived in Japan for a mid- to long-term and special permanent residents.

<sup>2</sup> See "Number of Foreign Residents as of the end of 2023" published by the Immigration Services Agency.

<sup>3</sup> See "Population Estimates (as of October 1, 2023)" published by the Ministry of Internal Affairs and Communications.

<sup>4</sup> According to the Statistics on Foreign Residents in Japan (former Registered Alien Statistics), the number of foreign residents as of the end of December 1993 was approximately 1.32 million.

<sup>5</sup> See the "Summary of Notified Employment Status of Foreign Nationals (as of the end of October 2023)" published by the Ministry of Health, Labour and Welfare. Here, the term "foreign workers" refers to workers who are foreign nationals, excluding special permanent residents and those with "diplomatic" or "official" status.

<sup>6</sup> Following the creation of the "Long-term Resident" status, the number of immigrants of Japanese descent increased, mainly from South American countries.

<sup>7</sup> - On March 27, 2006, the Ministry of Internal Affairs and Communications formulated the "Plan for the Promotion of Multicultural Coexistence," which local governments used as a guideline to develop policies and plans for multicultural coexistence (revised in September 2020).

- On December 25, 2006, the Inter-ministerial Liaison Council for Foreign Worker Issues developed the Comprehensive Measures for Foreign Nationals as Residents to create an environment where foreign residents can access the same public services as Japanese people as members of society.

- The Council for the Promotion of Measures for Foreign Residents of Japanese Descent formulated the Action Plan on Measures for Foreign Residents of Japanese Descent on March 31, 2011, in response to an increase in the number of people struggling to make ends meet due to unsuccessful job searches and other reasons associated with the financial crisis that started in the fall 2008.

<sup>8</sup> The Basic Policy on Economic and Fiscal Management and Reform 2018 (approved by the Cabinet on June 15, 2018) reads: "Labor shortages, including for small and medium-sized businesses, are becoming more and more

on July 24, 2018, requiring relevant ministries and agencies to work more closely with one another and local governments to accept foreign nationals effectively and efficiently.

At the same time, the government established the Ministerial Conference on Acceptance and Coexistence of Foreign Nationals ("Ministerial Conference") to make government-wide efforts based on close cooperation among relevant administrative agencies in order to consider necessary actions to realize a society of harmonious coexistence with foreign nationals from a comprehensive standpoint. Ministerial Conference fundamentally revised the Comprehensive Measures for Foreign Nationals as Residents and formulated and approved the Comprehensive Measures for Acceptance and Coexistence of Foreign Nationals ("Comprehensive Measures") on December 25, 2018, to help realize a society where both Japanese and foreign nationals can live comfortably and safely.

The Comprehensive Measures have been refined through revisions<sup>9</sup> and are gradually taking root in Japanese society as a guideline for realizing a society of harmonious coexistence with foreign nationals. At this point, however, the Comprehensive Measures only addressed short-term issues.

In response, the government decided to hold the Meeting of the Advisory Panel of Experts for the Realization of a Society of Harmonious Coexistence with Foreign Nationals (the "Advisory Panel Meeting") on January 29, 2021, with the aim of investigating what a society of harmonious coexistence should look like as well as medium- to long-term issues to be addressed to realize such a society and provide opinions to Ministerial Conference. Based on the findings from the hearings<sup>10</sup> with the relevant parties conducted by the Immigration Services Agency, the Advisory Panel discussed what a society of harmonious coexistence with foreign nationals should look like as well as medium- to long-term issues to be addressed to realize such a society from various perspectives. The Advisory Panel submitted a proposal summarizing the results of the discussion to the Minister of Justice, co-chair of Ministerial Conference, on November 29 of the same year. In light of this proposal, the government formulated visions for the society of harmonious coexistence with foreign nationals that Japan should aim to create, created a Roadmap on associated medium- to long-term issues and specific measures to be addressed over the following fiscal years until FY2026 and decided to make government-wide efforts to further promote initiatives to prepare our country to create a society of harmonious coexistence with foreign nationals.

## **Chapter 2. Envisioned Society of Harmonious Coexistence with Foreign Nationals**

Based on the proposal submitted by the Advisory Panel, the government has formulated the following visions on the society of harmonious coexistence with foreign nationals to work towards on a medium- to long-term basis.

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serious [...] and thus it is necessary to build a system to accept foreign human resources with a wide range of expertise and skill sets who are ready to join Japan's workforce, rather than limiting the scope of foreign human resources to the conventional types of professional and technical expertise and skill sets.

Therefore, we will create an additional residence status to accept a wider range of foreign human resources for essential fields of expertise and skill sets as a separate measure from immigration policies."

<sup>9</sup> "Refining the Comprehensive Measures for Acceptance of and Coexistence with Foreign Nationals" (June 18, 2019), revised six times (December 20, 2019, July 14, 2020, and June 15, 2021, June 14, 2022, June 9, 2023, and June 21, 2024).

<sup>10</sup> The Immigration Services Agency is interviewing a wide range of stakeholders to explore how the administrative services for immigration and residence management should be set up going forward.

### **[Three visions]**

#### **(1) A society where foreign nationals are included as members of Japanese society of the future, and where all people can live safely and comfortably**

Some foreign nationals are not proficient enough in Japanese to carry on with daily life, and do not have sufficient knowledge on our taxation, social security and other social systems. In order for them to fully acquire these abilities and knowledge, we need to enhance our efforts to provide opportunities for them to learn Japanese and information on Japan's social systems.

When providing support to foreign nationals, the government needs to consider language barriers and other difficulties that they may face, work closely with local governments as well as private support groups and other relevant organizations, and identify the situations of foreign nationals and the support they need in order to provide it. For such efforts, the government should also consider individuals who have roots in foreign countries<sup>11</sup>. In addition, foreign nationals are required to fulfill their social obligations, including paying taxes. Also, foreign nationals are expected to act responsibly as members of society.

In order to realize a society of harmonious coexistence with foreign nationals, we need to ensure that foreign nationals will receive proper administrative services and be included as members of society and encourage them to act responsibly as its members to create a society where all people, including foreign nationals, can live safely and comfortably.

Furthermore, the government needs to continue to help all foreign nationals access rights that everyone should have, including children's rights to receive education which builds the foundation of their life, and rights to receive critical medical care, including maternal and child health care.

#### **(2) A diverse and vibrant society where all people, including foreign nationals, from various backgrounds can participate and demonstrate their abilities to their fullest**

In promoting efforts to realize a society of harmonious coexistence with foreign nationals with medium- to long-term perspectives, the government needs to do more than just attempt to revitalize Japanese society by accepting foreign workers with professional and technical skills. It needs to create a society where all people, including foreign nationals, with various backgrounds can fully demonstrate their abilities and succeed as members of society to enrich Japanese society with diversity and vitality.

Therefore, it is necessary to understand that realizing a society of harmonious coexistence with foreign nationals is not only for the benefit of foreign nationals, but also for the growth of all people, companies, and communities, and ultimately, society as a whole in Japan.

#### **(3) A society where all people, including foreign nationals, respect each other's individual dignity and human rights and can live without discrimination or prejudice**

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<sup>11</sup> "Individuals who have roots in foreign countries" refer to people whose parent or parents are of foreign origin, regardless of such individuals' nationality.

In the envisioned a society of harmonious coexistence, all people, including foreign nationals, need to consider our diversity part of the wealth of society and respect each other's individual dignity and human rights, rather than thinking of it as differences that should be subject to discrimination and exclusion. This philosophy should be the foundation of such a society, where no individual's dignity or human rights can be violated.

In addition, in order to respect each other's individual dignity and human rights, all people also need to better understand the necessity and significance of building a society together, and to abide by the rules as members of society.

### **Chapter 3. Key Point**

Based on the proposal of the Advisory Panel, we propose the following four key points to achieve the envisioned society of harmonious coexistence with foreign nationals as described under Chapter 2.

#### **[Four key points]**

##### **(1) Initiatives such as Japanese language education for smooth communication and participation in society**

The government needs to provide foreign nationals with opportunities to learn the Japanese language needed for daily life and for each life stage. Therefore, we will discuss initiatives such as Japanese language education for smooth communication and participation in society as Key point No. 1.

##### **(2) Disseminating information to foreign nationals / Strengthening consultation systems for foreign nationals**

We also need to ensure that foreign nationals have quick access to the support they need so that all foreign nationals can live safely and comfortably without being left behind, not only during ordinary times, but also in emergencies such as disaster occurrence, etc. Therefore, we will take enhancement of information dissemination and consultation systems for foreign nationals as Key point No. 2.

##### **(3) Support for each life stage and life cycle**

It is necessary to study measures necessary for foreign nationals to carry out their lives in the life stages of infancy, school age, adolescence, adulthood, and senior years and in times of transition between such stages, while looking at foreign nationals' life from multiple perspectives by linking each life stage with activities such as schooling and employment. Therefore, we will take providing support according to each life stage and life cycle as Key point No. 3.

##### **(4) Initiatives to establish the foundation of a society of harmonious coexistence**

To address the three aforementioned key points, it is important that the government plan and formulate measures that fully reflect the actual living conditions of foreign nationals. When implementing these measures, the government should ensure that all people, including foreign nationals, understand the significance of building a society together, and promote close cooperation among relevant organizations



that help foreign nationals and contribute to adequate residence management. Therefore, we will take efforts for laying the groundwork for a society of harmonious coexistence as Key point No. 4.

## **Chapter 4. Medium- to Long-term Measures for the Key points**

### **1. Initiatives such as Japanese language education for smooth communication and participation in society (Key point No. 1)**

#### **(1) Current situation and issues**

##### **a. Provision of Japanese language education and other opportunities**

- As of November 2022, about 150,000 foreign residents<sup>12</sup> were living in municipalities in which no Japanese language classes were provided, which means that they were not given<sup>13</sup> adequate opportunity to receive Japanese language education. In fact, it is difficult for many municipalities to implement Japanese language education due to their lack of know-how and personnel required to provide Japanese language classes. Consequently, no Japanese language classes are given in about 44% of Japanese municipalities<sup>14</sup>.

- In order for foreign nationals to access information necessary for living in Japan and live safely and comfortably, it is important to not only have Japanese language skills but also be familiar with our customs, social systems, etc.

The national and local governments are working to educate foreign nationals on social rules and systems. Meanwhile, some local governments do not provide the daily life orientation or its contents may vary by region, possibly resulting in varying levels of knowledge of Japanese customs and social systems.

##### **b. Structured Japanese language learning at each life stage**

- There are no standards for the Japanese language skill level that foreigners need for each life stage, making it difficult for foreign nationals learning Japanese to build on their learning systematically and in order based on their own needs and skill levels.

##### **c. Improving the quality of Japanese language education, etc.**

- We do not have an effective system for directly assessing the aptitude and ability of Japanese language teachers and Japanese language teachers have difficulty building long-term careers mainly due to inadequate compensation. Therefore, we are facing a need to

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<sup>12</sup> Foreign residents refer to mid- to-long-term residents, special permanent residents, foreign nationals granted permission for temporary refuge, foreign nationals granted permission for provisional stay, and foreign nationals granted transitional stay due to birth or loss of nationality. (Basic Resident Registration Act (Act No. 81 of 1967), Article 30-45).

<sup>13</sup> The "FY2022 Survey on Japanese-Language Education" (conducted by the Agency for Cultural Affairs).

<sup>14</sup> The "FY2022 Survey on Japanese-Language Education" (conducted by the Agency for Cultural Affairs).

ensure the quality and quantity of Japanese language teachers along with provision of the training they need<sup>15</sup>.

## (2) Five-year goals

Establish environments where foreign nationals can learn the Japanese language skills necessary for daily life and can learn about Japanese customs and social systems.

## (3) Specific measures

- a. Provision of an environment that allows foreign nationals to develop Japanese language and other skills necessary for living in Japan

(Provide opportunities for Japanese language education for foreign nationals to acquire the level of Japanese language proficiency necessary for daily life, and help them participate in the daily life orientation so it will be easy for them to get used to Japanese society)

- The government will subsidize prefectures and designated cities to help them promote their initiatives to systematically ensure access to Japanese language education throughout each region. These initiatives include formulating project plans to promote establishing general Japanese language education systems for the regions, contacting and coordinating with relevant organizations, including Japanese-language institutes and companies, dispatching supervising coordinators who serve as directors for Japanese language education for the regions by providing directions and advice to local Japanese schools, launching expert panels (comprehensive coordination panels) in charge of discussing and coordinating overall Japanese language education measures. [Ministry of Education, Culture, Sports, Science and Technology] <1>
- The government will provide support for the following initiatives for Japanese language education for prefectures and designated cities to utilize Japanese language education professionals and work with relevant organizations to promote Japanese language education across the regions under their established systems.
  - Work with Japanese-language institutes, companies and other relevant organizations to pioneer Japanese language education by utilizing Japanese language teachers.
  - Utilize the “Framework of Reference for Japanese Language Education,” to pioneer Japanese language education programs designed to help further improve foreign nationals' Japanese language proficiency to develop a society of harmonious coexistence where foreign nationals can participate and succeed. Specifically, the government will help prefecture and designated cities formulate curricula, organize Japanese language education programs and prepare learning materials based on the “Framework of Reference for Japanese Language Education” as part of the

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<sup>15</sup> According to the “FY2021 Survey on Japanese Language Education” conducted by the Agency for Cultural Affairs, there were 39,241 Japanese-language teachers as of November 1, 2021. Of these, 18,845 (48.0%) were volunteers, 14,230 (36.3%) were part-time, and 6,166 (15.7%) were full-time.

government's initiatives to promote comprehensive and systematic Japanese language education in regional communities. In addition, the government will promote effective use of "Nihongo Check!", which is a Japanese language proficiency evaluation tool utilizing "Can do," the "Framework of Reference for Japanese Language Education," and "Connect and Enhance Your Life in Japanese," which is a website for Japanese language learners.

- Municipalities work with prefectures and other relevant organizations to run promotional activities such as Japanese language education programs and seminars that help local residents understand why Japanese language education is important. [Ministry of Education, Culture, Sports, Science and Technology] <2>
- The government has been using the "Framework of Reference for Japanese Language Education," compiled by the Council for Cultural Affairs Subdivision on the Japanese Language in October 2021 as a common indicator of the content and methods of Japanese language education required according to the stage of Japanese language acquisition to improve the standard of Japanese language education in Japan and abroad, to develop education models for studying, working, and living in Japan based on the teaching content (the "Can do" descriptor), level scale (6 levels from A1 to C2), and other metrics since FY2022. Going forward, the government will work with Japanese-language institutes experienced in developing Japanese language education programs to develop curricula and learning materials, and evaluation methods based on the reference framework, thereby developing and spreading learning content and evaluation methods for various learning purposes to improve the standard of Japanese language education.

The government will also ensure that domestic and international Japanese-language institutes in each educational field will utilize the developed educational models for the corresponding fields for their educational and evaluation activities to promote and improve the standard of Japanese language education. [Ministry of Education, Culture, Sports, Science and Technology] <3> (Re: 1-(3) <12>)
- The government will consider the content of training to develop professionals (Support Coordinators for Foreign Nationals) who can lead foreign nationals facing problems in their lives to an appropriate source of assistance (e.g., supports for those who need Japanese-language studies for different needs and levels, etc.) and measures for smooth assignment of those that have completed the training and gradually implement such measures.

In addition, the government will consider how the certification system for highly specialized support professionals should be designed and arrive at a conclusion. [Ministry of Justice] <4> (Re: 2-(3) <30>, 3-(3) <66>, 4-(3) <87>)
- The government will dispatch advisors to municipalities without Japanese language classes to help establish and stabilize those classes. The government will hold seminars to promote efforts to eliminate communities without Japanese language classes and study

discussions for establishing Japanese language classes so municipalities can share information and know-how for establishing such classes. [Ministry of Education, Culture, Sports, Science and Technology] <5>

- Based on the opinions of experts, the government will consider the content of videos for the daily life orientation (to provide basic information necessary to live in Japan such as rules in daily life and manners, and introductory Japanese-language studies), as well as to create an environment to acquire knowledge of social systems (open to those who are planning to come to Japan in the future). Based on the result of the consideration, the government will gradually move forward on initiatives to create and stream videos for the daily life orientation and promote the use of such videos across local governments and hosting organizations while planning, proposing and implementing necessary measures other than creating and utilizing such videos. [Ministry of Justice] <6> (Re: 4-(3) <73>, <90>)
- The government will spread information about local financial measures for regional life orientation to local governments and support foreign nationals in settling smoothly into Japanese society. [Ministry of Internal Affairs and Communications] <7> (Re: 4-(3) <74>)

(Provide online courses)

- The government will develop and provide ICT learning materials (Japanese language learning website "Connect and Enhance Your Life in Japanese") for foreign nationals living in areas where it is difficult to establish Japanese language classes to help them study the Japanese language for daily occasions by themselves and add video content on daily occasions based on the “Framework of Reference for Japanese Language Education” to help foreign nationals acquire the Japanese language skills they need to live their daily lives and continue to enhance and promote the use of ICT learning materials. [Ministry of Education, Culture, Sports, Science and Technology] <8>

(Japanese language education for foreign nationals planning to come to Japan in the future)

- The government will continue to drive its efforts to create educational environment for Japanese language by providing learning materials that conform to the “JF Standard for Japanese Language Education,” which shares the concept with the “Framework of Reference for Japanese Language Education,” and other support through the Japan Foundation, or JF, so that foreign nationals planning to come to Japan can learn the Japanese language while they are still in their countries and smoothly communicate with others in their personal and professional lives in Japan. [Ministry of Foreign Affairs] <9>

(Discussion on building environments for Japanese language education)

- The Ministry of Justice, the Ministry of Education, Culture, Sports, Science and Technology and other relevant ministries and agencies will consider the need to further

enhance the environment for Japanese language education based on the roll-out status of existing measures. [Ministry of Justice, Ministry of Education, Culture, Sports, Science and Technology, and other related ministries and agencies] <10>

b. Improving the quality of Japanese language education, etc.

(Improving the quality of Japanese language education, etc.)

- Following the enactment of the “Act on the Accrediting of Japanese-Language Institutes to Ensure Appropriate and Reliable Implementation of Japanese-Language Education” in the ordinary Diet session of 2023, the Subcommittee on Japanese Language Education of the Council for Cultural Affairs Subdivision on the Japanese Language examined the accreditation criteria and other details, and formulated a ministerial ordinance in the same year. Going forward, we will begin examinations for accreditation of Japanese language educational institutions that meet the accreditation criteria, guidelines for the organization of Japanese language curricula, and other criteria based on the Act, which came into effect in April 2024. We will also establish a framework that contributes to the creation of an improved environment that allows foreign nationals living in Japan to live their daily and social lives smoothly and harmoniously with Japanese citizens, through maintaining and raising the standards of Japanese language education provided by Japanese-language institutes and improving the competence and quality of Japanese language teachers through the smooth operation of a certification system for registered Japanese language teachers.

To reliably implement the “Act on the Accrediting of Japanese-Language Institutes to Ensure Appropriate and Reliable Implementation of Japanese-Language Education,” we will publish information and establish accreditation procedures for Japanese language educational institutions and similar organizations, as well as the system required for conducting examinations for registered Japanese language teacher and other requirements. [Ministry of Education, Culture, Sports, Science and Technology] <11>

(Providing Japanese language education aligned with foreign nationals' needs)

- The government has been using the “Framework of Reference for Japanese Language Education,” compiled by the Council for Cultural Affairs Subdivision on the Japanese Language in October 2021 as a common indicator of the content and methods of Japanese language education required according to the stage of Japanese language acquisition to improve the standard of Japanese language education in Japan and abroad, to develop education models for studying, working, and living in Japan based on the teaching content (the “Can do” descriptor), level scale (6 levels from A1 to C2), and other metrics since FY2022. Going forward, the government will work with Japanese-language institutes experienced in developing Japanese language education programs to develop curricula and learning materials, and evaluation methods based on the reference framework, thereby developing and spreading learning content and evaluation methods for various learning purposes to improve the standard of Japanese language education.

The government will also ensure that domestic and international Japanese-language institutes in each educational field will utilize the developed educational models for the corresponding fields for their educational and evaluation activities to promote and

improve the standard of Japanese language education. [Ministry of Education, Culture, Sports, Science and Technology] <12> (Re: 1-(3) <3>)

- The government will raise awareness and promote utilization of the Manual for Acceptance of Foreign Children and Students, which describes basic instructions and methods for Japanese language education at school to facilitate the preparation of Japanese teaching plans and effectively enhance education for school children that need to learn the Japanese language. In addition, the government will utilize training videos created for teachers and supporters based on the guidelines as well as educational advisors for foreign school children to enhance the training on systematic Japanese language education at school.

For high schools, the government will promote instructional materials for Japanese language classes developed in FY2022 at school, etc. [Ministry of Education, Culture, Sports, Science and Technology] <13>

- The government will promote the utilization of a system introduced in FY2023 that enables Japanese high schools to incorporate Japanese language tutoring programs into their curricula to enhance Japanese language education. The government will also promote teaching materials for Japanese language classes. [Ministry of Education, Culture, Sports, Science and Technology] <14> (Re: 3-(3) <50>)

## **2. Disseminating information to foreign nationals / Strengthening consultation systems for foreign nationals (Key point No. 2)**

### **(1) Current situation and issues**

#### **a. Information dissemination to foreign nationals**

- There is concern that it is difficult for foreign nationals to appropriately and promptly select the support information that suits their circumstances.
- Other concerns are that the government does not necessarily provide information in a reader-friendly manner and the communication channels used by the government to provide information for foreign nationals and those used by foreign nationals to obtain information are different, which makes it difficult for them to receive important information.

#### **b. Consultation system for foreign nationals**

- The government is currently providing subsidies for preparation for an environment for acceptance of foreign nationals to help local governments establish and operate one-stop consultation counters. However, they are struggling to find interpreters and there are other issues. In addition, some are requesting that the government update the eligibility requirements for the subsidies to meet the actual needs of their communities.

- Since problems faced by foreign nationals are often complex and intertwined with issues of status of residence, language barriers, cultural and customary differences and so on, some consultation cases may require close cooperation among relevant organizations.
- Employees at administrative offices of local governments are struggling to communicate with foreign nationals who do not have sufficient Japanese language skills as they are unable to establish an adequate interpretation and translation system.
- In emergency situations such as disaster occurrence, etc., it is important to identify the issues faced by foreign nationals quickly and precisely and implement support measures in a timely manner.

## (2) Five-year goals

Establish systems where foreign nationals can quickly and smoothly access the information they need and quickly solve any problems they may have.

## (3) Specific measures

### a. Enhancement of information dissemination from the perspective of foreign nationals

(Effectively plan content and methods of communication (what to convey and how to convey it))

- The government will continuously implement the Basic Survey on Foreign Residents and other initiatives to grasp the problems that foreign nationals are facing in their work life, daily life and social life, while taking into account the attributes of foreign nationals, such as nationality, status of residence and main languages and reflect these findings in planning, drafting, and implementing harmonious coexistence measures. [Ministry of Justice] <15> (Re: 3-(3) <67>, 4-(3) <77>)

- The government will provide opportunities for local supporters of foreign nationals to introduce themselves and share their activities with one another, work to build a network of such supporters so that they can cooperate and collaborate to effectively help foreign nationals and collect and compile case studies of building such networks.

In addition, the government will accurately identify and analyze the problems faced by foreign nationals as well as the support and information they need.

Furthermore, by promoting communication utilizing NPOs, NGOs, Key Persons, Influencers, etc., the government will further enhance and strengthen the approaches to communicating administrative information through various media that foreign nationals use to obtain information. [Ministry of Justice] <16> (Re: 2-(3) <28>, 4-(3) <79>)

- Based on findings and analysis of problems faced by foreign nationals, the government will create guidelines (publication policy) for the "Guidebook on Living and Working" and "A Daily Life Support Portal for Foreign Nationals" for foreign residents in Japan, work with relevant government ministries and agencies to improve and publish the information for administrative agencies while focusing on what to communicate (information on social systems, life planning, etc.) and how as well as planning of creative communication approaches. [Ministry of Justice] <17>
  - The government will ensure that foreign nationals have access to necessary information through the Mynportal, etc. In addition, in order to provide necessary information according to the situation of foreign nationals regarding residence procedures, disasters, etc., the government will consider utilizing customized and push-type notification functions for communication. [Ministry of Justice] <18> (Re: 4-(3) <85>)
  - Regarding the Multilingual Information Service provided by the Japan Legal Support Center, the government will survey users of the service to find out what communication channels they use in order to know about the service, and, based on the findings, consider effective measures for promoting and advertising the service. As for this service and support provided by the Japan Legal Support Center, the government will accelerate initiatives to provide information in multiple languages by utilizing its website and social media to increase the number of annual users of this service. [Ministry of Justice] <19>
- b. Strengthening the consultation system to help foreign nationals with their problems  
(Support for one-stop consultation counters)
- The government will consider and implement measures to promote establishing one-stop consultation services by reviewing the eligibility requirements for subsidies for preparations for an environment for the acceptance of foreign nationals, etc. [Ministry of Justice] <20>
  - The government will compile case studies on one-stop consulting counters and share them with local governments about twice a year. In addition, Accepting Environmental Coordinators will lead discussions, including study meetings on consultation services, with employees of local governments at least once a year, and dispatch immigration officers to consulting counters for foreign nationals operated by local governments as advisors. In addition, the government will prepare or revise FAQs for one-stop consulting counters about once a year. The government will consider how to utilize the compiled consultation case studies and other relevant data to make local government services more convenient, and implement initiatives based on the consideration results. [Ministry of Justice] <21>
  - With the recent increase in the number of foreign nationals in Japan, it is becoming difficult to find interpreters for some languages. In response, the government will provide



interpretation services to the administrative service counters of local governments while continuing to explore how interpretation support should be provided, for example a more effective method of implementing interpretation services. [Ministry of Justice] <22>

- With regard to multi-lingual interpretation/translation technologies, the government will utilize AI with the aim of complementing conversation contexts and aiding in understanding the speakers' intentions, thereby achieving a practical level of simultaneous interpretation for business and international conferences. At the same time, the government will expand the priority languages to include 21 languages to enhance the accuracy of translation in order to accommodate foreign residents including specified skilled workers and Ukrainian evacuees, and from other perspectives. [Ministry of Internal Affairs and Communications] <23>
- The government will promote the use of telephone interpretation services by medical institutions that provide medical care to foreign patients, provide remote interpretation services for rare languages, help place medical interpreters and medical coordinators for accepting foreign patients at hub medical institutions that receive foreign patients, and disseminate guidelines on receiving foreign patients, help prefectures establish one-stop consultation services for medical institutions, etc. to ensure that foreign patients can comfortably receive medical care. [Ministry of Health, Labour and Welfare] <24>
- The government will provide a grant to strengthen local consumer administration to help establish consumer affairs consultation counters for foreign nationals at consumer affairs centers across Japan and enhance consumer affairs consultation systems in communities so foreign consumers can live safely and comfortably. [Consumer Affairs Agency] <25>
- The government will consider establishing and enhancing consultation systems for other consultation services for foreign nationals and incrementally roll them out based on discussion results. [Relevant Ministries and Agencies] <26>

(Promoting cooperation among relevant organizations and establishing supporters' networks for foreign nationals in local communities)

- National government bodies such as regional immigration services bureaus as well as independent administrative agencies and other local relevant organizations that help foreign nationals hold the joint consultation meetings to promote collaboration and cooperation among local relevant organizations and strengthen local consultation services for foreign nationals. [Ministry of Justice] <27>
- The government will provide opportunities for local supporters of foreign nationals to introduce themselves and share their activities with one another, work to build a network

of such supporters so that they can cooperate and collaborate to effectively help foreign nationals and collect and compile case studies of building such networks.

In addition, the government will accurately identify and analyze the problems faced by foreign nationals as well as the support and information they need.

Furthermore, by promoting communication utilizing NPOs, NGOs, Key Persons, Influencers, etc., the government will further enhance and strengthen the approaches to communicating administrative information through various media that foreign nationals use to obtain information. [Ministry of Justice] <28> (Re: 2-(3) <16>, 4-(3) <79>)

- The government will hold briefings on services provided by the Japan Legal Support Center for relevant organizations that assist foreign nationals and designate such organizations as official consultation centers of the Japan Legal Support Center to strengthen cooperation with those organizations and help foreign nationals in need of legal assistance receive proper support. [Ministry of Justice] <29>

(Training consultation service specialists for foreign nationals)

- The government will consider the content of training to develop professionals (Support Coordinators for Foreign Nationals) who can lead foreign nationals facing problems in their lives to an appropriate source of assistance (e.g., supports for those who need Japanese-language studies for different needs and levels, etc.) and measures for smooth assignment of those that have completed the training and gradually implement such measures.

In addition, the government will consider how the certification system for highly specialized support professionals should be designed and arrive at a conclusion. [Ministry of Justice] <30> (Re: 1-(3) <4>, 3-(3) <66>, 4 (3-(3) <87>)

c. Further promoting the use of plain Japanese in providing information and counseling services

- Based on the discussion at the “Review Meeting for the Promotion of Information Provision through the Use of Plain Japanese<sup>16</sup>” and on the results of considerations in the “Meeting for the Promotion of the Use of Spoken Plain Japanese”, the government will develop training materials and take other necessary measures to discuss and enhance training programs on plain Japanese for employees of administrative officials. In addition, the government will discuss adding plain Japanese paraphrases and, based on the discussion result, incrementally add new examples to promote the use of plain Japanese so employees of administrative officials who directly interact with foreign residents can quickly and precisely provide necessary information and consultation services in plain

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<sup>16</sup> The Immigration Services Agency and the Agency for Cultural Affairs launched the Study Meeting on Facilitating Communication by Promoting the Use of Plain Japanese in August 2021 to discuss effective measures to further promote the use of plain Japanese.

Japanese to foreigners with limited Japanese language skills even if it is difficult to establish interpretation and translation services. [Ministry of Justice] <31>

- As part of the initiatives to establish local systems for Japanese language education, including Japanese language classes provided by local governments, the government will provide support for Japanese language teachers and Japanese language education supporters that help foreign residents participate in their local communities, training for educating employees of local governments and residents on plain Japanese, initiatives to promote collaboration among local residents through activities related to plain Japanese, etc. to promote the use of plain Japanese. [Ministry of Education, Culture, Sports, Science and Technology] <32>

### **3. Support for each life stage and life cycle (Key point No. 3)**

#### **(1) Current situation and issues**

The government provides support for foreign nationals in different life stages (infancy, school age, adolescence, adulthood and senior years) but during the discussion, the expert panel noted that based on hearings with relevant parties and other sources, the existing support for each life stage is not adequate. While living in Japanese society, foreign nationals transition from one life stage to another depending on making their own choices. However, they often face challenges and need support when transitioning to another life stage, including when attending compulsory school, pursuing higher-level education and entering the workforce.

In exploring support to provide for these stages, it is important to conduct fact-finding surveys, identify needs, and explore support measures based on the findings.

#### **a. Infancy, school age, and the early stage of adolescence and adulthood**

- Education provides the foundation of life for foreign students in Japan. Therefore, it is necessary to accurately identify each student's Japanese language skill level and provide detailed guidance and support so foreign students can acquire the necessary academic skills and aim to achieve self-realization in school life with confidence and pride.
- Local governments (including boards of education) and other relevant organizations need to work together to build an integrated system for managing and identifying the status of compulsory school attendance by foreign children and help them receive such education.
- In order to promote enrollment in compulsory schools and prevent students from dropping out of high school<sup>17</sup>, it is essential that their parents and guardians fully understand the

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<sup>17</sup> According to the "Survey on Acceptance of Children and Students Who Require Japanese Language Education (FY2021)" conducted by the Ministry of Education, Culture, Sports, Science and Technology, while the dropout rate of all high school students (excluding the students of special needs high schools) was 1.0%, that of high school students who need Japanese language education (excluding the students of special needs high schools) was 6.7%.

importance of compulsory education and higher-level education. To this end, the government should establish a system that informs parents and guardians of future opportunities available to their children, such as by providing them with schooling information before they come to Japan or during their children belonging to a preschool.

b. Adolescence and adulthood

- In order for international students and other foreign nationals to work and live in Japan for a long time, it is important for them to become familiar with our corporate culture, values, and employment practices, in addition to Japanese language skill.
- Foreign workers tend to face problems related to working conditions, dismissal, etc. due to insufficient knowledge of Japanese labor laws and employment practices, lack of language and communication skills, customary differences, etc.

c. Senior years

- We do not have the sufficient actual circumstances and challenges on senior foreign nationals.
- Our pension system requires all people who meet the applicable legal requirements to join the National Pension System or Employees' Pension Insurance and contribute insurance premiums, regardless of nationality. We offer an optional pension plan for those who only need to contribute premiums for a small number of months in our efforts to secure contribution to the pension fund. We need to publicize these systems and other relevant information to foreign nationals, including those still in the working generation.

(2) Five-year goals

We will move forward with our initiatives to accurately identify the status quo and consider and gradually implement necessary measures for each life stage/cycle.

(3) Specific measures

a. Support for foreign nationals in infancy and school age, etc.

(Creating a facilitating environment for parenting)

- In order to cope with the increasing levels of loneliness and anxiety of parents, we will help local governments implement community-based parenting support programs that provide opportunities for parents and their children to have meetups as well as consultation and assistance for parenting. [Children and Families Agency] <33>

(Helping foreign children attend compulsory school)

- The government will keep track of the number of foreign children in preschool (including those enrolled in authorized pre-school type childcare centers and authorized nursery and pre-school type childcare centers) and support measures needed to provide guidance to foreign children and cooperate with their parents. In addition, the government will provide education through meetings and so on concerning the use of the training program developed in our studies and research. [Ministry of Education, Culture, Sports, Science and Technology] <34>
- The government will promote efforts based on the "Guidelines for Promoting School Enrollment and Monitoring the School Enrollment Status of Children of Foreign Nationals" formulated by the Ministry of Education, Culture, Sports, Science and Technology in 2020 in relation to measures that local governments should take to promote compulsory school attendance by foreign children. To this end, the government will encourage local governments to utilize the subsidized program, "Project to Promote School Enrollment of Foreign Children," to help them provide Japanese language education for foreign children who are not enrolled in school, and promote local initiatives to conduct surveys and provide guidance on school enrollment. [Ministry of Education, Culture, Sports, Science and Technology] <35>
- As for editing of the School- Age Children Registry, the Ministry of Education, Culture, Sports, Science and Technology created Ver. 3.0 of the standard specification for the registry based on the digital government execution plan in March 2024. The government includes matters concerning compulsory education attendance by foreign children in a future version of this specification. The government is working to build an integrated system for managing and identifying foreign children's compulsory education enrollment status by the end of FY2025 by collaborating with the Basic Resident Registration Systems of local governments. [Ministry of Education, Culture, Sports, Science and Technology] <36>
- Based on the "Guidelines for Promoting School Enrollment and Monitoring the School Enrollment Status of Children of Foreign Nationals," the government will commit to sending information on compulsory school enrollment while referring to the Basic Resident Registers and other data sources to promote compulsory school enrollment of foreign children and conduct medical examinations when they enroll in compulsory school. [Ministry of Education, Culture, Sports, Science and Technology] <37>
- With the aim to provide guidance on compulsory school enrollment in multiple languages, the government will promote the use of the subsidized program, known as the Program for Promoting School Enrollment of Foreign Children, and the search engine website Castanet, where users can access guidance documents on compulsory school enrollment in multiple languages. [Ministry of Education, Culture, Sports, Science and Technology] <38>

- Based on the " Guidelines for Promoting School Enrollment and Monitoring the School Enrollment Status of Children of Foreign Nationals," boards of education will work with agencies that report to governors or mayors (including basic resident registration agencies) to provide proper information to foreign nationals when they enroll in the resident registry. In addition, the Ministry of Education, Culture, Sports, Science and Technology will cooperate with the Immigration Services Agency to provide information on school enrollment at one-stop consulting counters or elsewhere established by local governments. [Ministry of Education, Culture, Sports, Science and Technology, Ministry of Justice] <39>
- The government will promote initiatives to provide information to foreign families who are planning to come to Japan by working to promote widespread use of the multilingual guidebooks on compulsory school enrollment and videos introducing school life in Japan while providing information to overseas diplomatic establishments and foreign embassies in Japan. [Ministry of Education, Culture, Sports, Science and Technology] <40>
- The government will continue to conduct the Survey on the School Enrollment Status of Foreign Children to keep track of the compulsory school enrollment status of foreign children and implementation status of local governments' initiatives to promote compulsory school enrollment. At the same time, the government will collect examples of pioneering initiatives and promote such practices. [Ministry of Education, Culture, Sports, Science and Technology] <41>
- The government will encourage local governments to utilize the "Project to Provide Carefully Thought-out Support to Returnees and Foreign Pupils, Students, Etc." and promote enhancement of preschool programs. [Ministry of Education, Culture, Sports, Science and Technology] <42>
- The government will continue to conduct the Survey on Acceptance of Children and Students Who Require Japanese Language Education and collect examples of pioneering initiatives of preschools and manuals prepared by boards of education to promote such practices. [Ministry of Education, Culture, Sports, Science and Technology] <43>
- The government will work to promote multilingual guidebooks on compulsory school enrollment and videos on Japanese school life as well as efforts to provide information on the Japanese school system, free textbooks, financial assistance for compulsory school enrollment, and tuition support for high school students. [Ministry of Education, Culture, Sports, Science and Technology] <44>

- To ensure health and hygienic environment in schools for foreign students, the government will work to publish information and provide consultation in multiple languages concerning health and hygienic environment in such schools and to promote and educate relevant parties including local governments, and we will spread the accomplishments achieved through these activities. [Ministry of Education, Culture, Sports, Science and Technology] <45>
- The government will create models of educational environment for children that is attractive for foreign nationals and roll out to local governments and schools across the country. [Ministry of Education, Culture, Sports, Science and Technology] <46>

(Establish a Japanese language teaching system that considers the native languages and cultures of foreign children)

- By encouraging local governments to utilize the subsidized program known as the Project to Provide Carefully Thought-out Support to Returnees and Foreign Pupils, Students, Etc., the government will promote initiatives to dispatch mother tongue support professionals to ensure systematic Japanese language education at school and promote initiatives that respect mother tongues and cultures inside and outside schools. In doing so, the government will also promote collaboration with NPOs and other organizations, as needed.

Through training videos for teachers and supporters and teacher training programs utilizing advisors for foreign student education, the government will educate them on the importance of initiatives that respect children's native languages and cultures. [Ministry of Education, Culture, Sports, Science and Technology] <47>

b. Support for foreign nationals in the early stage of adolescence and adulthood, etc.

(Comprehensive career planning support for foreign students)

- The government will promote initiatives to hold briefings on school admission for foreign students and parents, establish special quotas for foreign students for public high school entrance examinations and special measures for foreign examinees (modifying the exam subjects, adding ruby, or phonetic transcriptions, to Kanji characters in exam questions, etc.) in accordance with the "Guidelines for Promoting School Enrollment and Monitoring the School Enrollment Status of Children of Foreign Nationals." [Ministry of Education, Culture, Sports, Science and Technology] <48>
- The government will conduct surveys on student selection by public high schools to keep track of initiatives for foreign students taken by boards of education, etc. [Ministry of Education, Culture, Sports, Science and Technology] <49>
- The government will promote the utilization of a system introduced in FY2023 that enables Japanese high schools to incorporate Japanese language tutoring programs into

their curricula to enhance Japanese language education. The government will also promote teaching materials for Japanese language classes. [Ministry of Education, Culture, Sports, Science and Technology] <50> (Re: 1-(3) <14>)

- The government will encourage local governments to utilize the subsidized program, Project to Provide Carefully Thought-out Support to Returnees and Foreign Pupils, Students, Etc., and enhance initiatives to provide career education and guidance on educational and career paths for foreign students at high school. In addition, the government will collaborate with NPOs and other relevant organizations to promote initiatives to provide counseling on personal issues and mentoring support for foreign students, build in-school and after-school communities for them (including study support), etc. in efforts to build comprehensive systems to prevent them from dropping out and other problems. [Ministry of Education, Culture, Sports, Science and Technology] <51>
  - The government will improve the school counseling system for Japanese and foreign students with problems, implement projects to promote support for high school dropouts, etc. to step up to higher level through learning in the local community and provide financial support for students who study again at high school. [Ministry of Education, Culture, Sports, Science and Technology] <52>
  - As per the Act on Securing Opportunities for Education Equivalent to General Education at the Compulsory Education Stage and "Basic Plan for the Promotion of Education", the government will work to ensure that all prefectures and designated cities will have at least one evening classes at junior high schools by surveying the needs related to preparation for new establishment such schools, providing subsidies and other supports to enable existing evening classes at junior high schools to smoothly operate and promoting them through public relations activities. [Ministry of Education, Culture, Sports, Science and Technology] <53>
  - In order to enable proper planning of foreign children's futures, high schools, public employment security services and other relevant organizations will work together to pilot career development support programs for children. In doing so, the government will consider specific methods to align parents and seek cooperation for career support initiatives for their children. [Ministry of Health, Labour and Welfare] <54>
- c. Support for foreign nationals in adolescence and adulthood, etc.  
(Employment support)
- With the aim of defining the various levels of Japanese language proficiency required for work, the government will promote the Handbook for the Employment of International Students and Empowerment after Hiring to employers and encourage local governments



and community-based business consulting organizations to utilize the handbook. [Ministry of Economy, Trade and Industry] <55>

In order to enable effective communication with foreign employees in workplaces, the government will share videos and other educational sources with employers on effective workplace communication between Japanese employees and foreign employees and encourage local governments and community-based business consulting organizations to utilize these sources. [Ministry of Economy, Trade and Industry] <56>

- The government will provide seminars and workshops utilizing educational materials and guidance curricula on the retention and success of highly skilled foreign human resources for small- and medium-sized enterprises prepared by the Japan External Trade Organization (JETRO), and it will support organizations individually by providing information to employers to help foreign and Japanese employees understand one another. [Ministry of Economy, Trade and Industry] <57>
- In order to promote stable employment and employee retention, the government will dispatch dedicated counselors and interpreters to the career service sections for foreign nationals at public employment security offices to provide career consultation services and provide information on job opportunities suitable for foreign residents by searching for open positions for foreign nationals on the database of employers hiring foreign nationals. In addition, the government will promote and instill effective and proper communication approaches for workplaces by promoting compilations of takeaways and examples useful for labor management at workplaces with foreign employees. [Ministry of Health, Labour and Welfare] <58>
- In addition to providing detailed consultation support for international students at employment service centers for foreign nationals and the international student sections at public employment security offices, the government will strengthen support and collaboration with universities through collaboration agreements between universities and public employment security offices and the sample training curriculum for international students searching for career opportunities in Japan, and further promote precise matching of international students and employers by enhancing internship programs, holding job search briefings and other seminars as well as joint company information sessions, etc. [Ministry of Health, Labour and Welfare] <59>
- Regarding initiatives to encourage international students searching for career opportunities in Japanese companies and other organizations, while planning for effective collaboration between the initiatives and necessary updates, we will continue efforts in the medium- to long-term to achieve further improvements in the domestic employment rate. [Ministry of Education, Culture, Sports, Science and Technology] <60>

- In order to ensure an environment where foreign workers can work comfortably and fully demonstrate their abilities in Japan, the government will promote and instill the guidelines for foreign employee management by holding employment management seminars and provide guidance to employers based on the guidelines by visiting their offices. The government will also assign foreign employee management advisors to address advanced and specialized concerns of employers on managing foreign employees.

In addition, in order to help retain foreign employees, the government will provide subsidies to employers for their initiatives to create work environments that address circumstances unique to foreign nationals.

In addition, the government will identify and organize data on effective support measures related to the long-term residence of foreign nationals in local communities, and bring good practices and areas needing improvement to the attention of local governments and relevant organizations. At the same time, we will study the lessons needed for the employment and labor officer appointed under the “Guidelines for Employers to Suitably Handle Improvements and Other Changes in Foreign Worker Employment Management,” and implement the lessons on a trial basis. [Ministry of Health, Labour and Welfare] <61>

- In addition to providing settled foreign nationals with job training suitable for their Japanese language skill levels, the government will drive the initiative to dispatch job training coordinators for settled foreign nationals in accordance with the situation of each prefecture. Furthermore, the government will help local governments that wish to provide job training programs suitable for participants' Japanese language skill levels by collecting and promoting good practices. [Ministry of Health, Labour and Welfare] <62>
- The government will work to promote and publicize the Human Resources Development Support Subsidy Program through the website of the Ministry of Health, Labour and Welfare, pamphlets and briefings on the subsidy program that are provided by Prefectural Labour Bureaus, and provide support for employers that engage in job training for workers, including foreign nationals, to promote their career development. [Ministry of Health, Labour and Welfare] <63>

d. Support for senior foreign nationals, etc.

- In order to inform foreign nationals of the pension system so that they can receive pension benefits in their senior years, the government will continue the existing promotional and publicizing activities such as distributing multi-lingual brochures, publishing information on the website of the Japan Pension Service and Daily Life Support Portal for Foreign Nationals on the website of the Immigration Services Agency and it will consider further enhancement measures and gradually implement feasible ones. In addition, in order to make the promotional and publicizing efforts more effective, the government will consider expanding opportunities for promotion and publicity, request cooperation from relevant organizations as needed and gradually implement feasible measures. [Ministry of Health, Labour and Welfare] <64>

- The government will continue to provide and share information with foreign nationals through the leaflet on the long-term care insurance system available on the website of the Ministry of Health, Labour and Welfare and consider updating the leaflet as needed. [Ministry of Health, Labour and Welfare] <65>

e. Initiatives common to all life stages

- The government will consider the content of training to develop professionals (Support Coordinators for Foreign Nationals) who can lead foreign nationals facing problems in their lives to an appropriate source of assistance (e.g., supports for those who need Japanese-language studies for different needs and levels, etc.) and measures for smooth assignment of those that have completed the training and gradually implement such measures.

In addition, the government will consider how the certification system for highly specialized support professionals should be designed and arrive at a conclusion. [Ministry of Justice] <66> (Re: 1- (3) <4>, 2- (3) <30>, 4 - (3) <87>)

- The government will continuously implement the Basic Survey on Foreign Residents and other initiatives to grasp the problems that foreign nationals are facing in their work life, daily life and social life, while taking into account the attributes of foreign nationals, such as nationality, status of residence and main languages and reflect these findings in planning, drafting, and implementing harmonious coexistence measures. [Ministry of Justice] <67> (Re: 2-(3) <15>, 4-(3) <77>)

#### **4. Initiatives to establish the foundation of a society of harmonious coexistence (Key point No. 4)**

(1) Current situation and issues

a. Raising awareness to realize a society of harmonious coexistence

- There is still much discrimination and prejudice against foreign nationals in various social settings, such as schools, workplaces, and communities, making it necessary to raise public awareness of the need to create a society of harmonious coexistence.

b. Creating a system to acquire knowledge of social systems

- Some foreign nationals unintentionally fail to fulfill their public obligations or cannot receive the necessary public services because they do not fully understand Japanese culture, customs, or social systems, including the tax and social security systems.

It is therefore important to create a system that helps foreign nationals to fully understand and learn about Japanese culture, customs, or social systems, including the tax and social security systems.

- c. Grasping the actual living conditions of foreign nationals
  - In order to provide careful support to foreign nationals in the future, the government needs to understand their actual living conditions through government statistics, public opinion polls, and so on.
  - However, it is difficult to fully understand their actual living conditions because only a limited number of government statistics focus on nationality, status of residence, etc. as survey items.
- d. Collecting information and promoting cooperation among relevant organizations to support and manage residence data of foreign nationals
  - There is a need to make more efforts to strengthen information collection functions in cooperation with private support groups and other organizations to identify the problems and support needs of foreign nationals and provide them with support that meets their needs.
  - To address the diverse and complex problems faced by foreign nationals, one challenge is to develop human resources for coordinating support activities that can be provided by respective related organizations to meet individual support needs.
  - In order to reduce the burden on foreign nationals in the application process for status of residence and properly managing their residency, the Immigration Services Agency needs to make residence procedures easier and properly manage residency through smooth examinations based on accurate information by efficiently obtaining the information necessary for residence examination through information linkage using Individual Number (My Number).
- e. Social participation and empowerment of foreign nationals
  - Increasing numbers of foreign nationals are now playing important roles in Japanese society in many different ways, such as young people who have received education in Japan, researchers and business owners who contribute to Japan's social and economic development with their advanced knowledge and skills, and residents who contribute to their local communities through participation in residents' associations, fire brigades or other community activities. Given today's growing expectations for foreign residents as members of Japanese society, it is increasingly important to provide more opportunities to foreign nationals who want to participate in society.
- f. Building the residency management system as an infrastructure of a society of harmonious coexistence
  - In order to increase the predictability of permanent residence application outcomes, it is necessary to provide unified guidelines to ensure transparency of the procedures, such as

by specifying an approximate amount of income required to prove the applicant's ability to live independently with sufficient assets or skills and meet the national interest requirements.

It is also necessary to establish a system to handle cases of foreign nationals that no longer meet the requirements to maintain the granted status of permanent residence.

- There are still a large number of illegal foreign residents in Japan. Some of them are taking increasingly malicious and sophisticated measures and some cases involve malicious intermediaries. In addition, some of foreign nationals are dissembling their true purpose of their stay and working in Japan.
- It has been pointed out that the criteria for judging eligibility for refugee status are unclear in Japan's refugee recognition system<sup>18</sup>, and there is a need to improve the transparency of the system. There is also a need to respond to the rapid increase in the number of applicants for refugee recognition and the diversification of complaints in recent years.

## (2) Five-year goals

The government will aim to develop the infrastructure for a society of harmonious coexistence where relevant organizations work together to provide necessary support for foreign nationals and implement proper immigration control while getting the understanding of a wide range of Japanese people and foreign nationals on creating the envisioned society of harmonious coexistence.

## (3) Specific measures

### a. Raising awareness to realize a society of harmonious coexistence

(Promoting educational activities)

- In order to foster awareness and promote a better understanding on realizing a society of harmonious coexistence with foreign nationals, the government will consider to establish an awareness month and implement various events gradually to realize a society of harmonious coexistence.

In addition, the government will disseminate the Foreign Residents Support Center (FRESC) at events held by organizations engaged in providing support for foreign residents across Japan, and such events by working with FRESC to promote local educational activities to raise public awareness. [Ministry of Justice] <68>

- Consideration of compiling the implementation status of policies for harmonious coexistence with foreign nationals by the government in a white paper or other reports

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<sup>18</sup> See page 20 of the Report of the Immigration Policy Advisory Council VII, "The Future of Immigration and Residency Administration."

and publishing it in sequence based on the results of consideration in order to improve existing policies and plan new policies while obtaining the understanding of foreign nationals and the Japanese nationals. [Ministry of Justice] <69> (Re: 4-(3) <78>)

- The human rights bodies of the Ministry of Justice set the “Respect the Rights of Foreigners” as a priority targets of activities for human rights awareness-raising. Throughout the year, the bodies conduct various human rights awareness-activities to improve interest and understanding of human rights of foreigners, such as holding lectures and other events, distributing booklets, lending DVDs, delivering videos on the MOJ's official YouTube channel, and will continue with such initiatives. [Ministry of Justice] <70>
- In light of the need to further promote initiatives to live in harmony with foreign nationals, the government will continue to hold the International Forum on Acceptance of Foreign Nationals and their Integration into Japan, which is co-hosted with the International Organization for Migration (IOM) as opportunities to gain insight to take measures for accepting and integrating foreign nationals. [Ministry of Foreign Affairs] <71>

(Promote school education for coexistence)

- The government will establish Japanese language education systems in areas where foreign nationals live scattered and conduct other sample experimental studies. In addition, based on study results of the "Research on Improving Japanese Language Education for Multicultural Coexistence," the government will promote and enhance education centered on intercultural understanding and multicultural coexistence.  
The government will also encourage local governments to utilize the subsidized program known as the "Project to Provide Carefully Thought-out Support to Returnees and Foreign Pupils, Students, Etc." to enhance efforts to promote classes where students learn and grow together in a society of harmonious coexistence. [Ministry of Education, Culture, Sports, Science and Technology] <72>

b. Creating a system to acquire knowledge of social systems

- Based on the opinions of experts, the government will consider the content of videos for the daily life orientation (to provide basic information necessary to live in Japan such as rules in daily life and manners, and introductory Japanese-language studies), as well as to create an environment to acquire knowledge of social systems (open to those who are planning to come to Japan in the future). Based on the result of the consideration, the government will gradually move forward on initiatives to create and stream videos for the daily life orientation and promote the use of such videos across local governments and hosting organizations while planning, proposing and implementing necessary measures other than creating and utilizing such videos. [Ministry of Justice] <73> (Re: 1-(3) <6>, 4-(3) <90>)

- The government will spread information about local financial measures for regional life orientation to local governments and support foreign nationals in settling smoothly into Japanese society. [Ministry of Internal Affairs and Communications] <74> (Re: 1-(3) <7>)
- c. Improvement of government statistics to investigate on the actual living conditions of foreign nationals, etc.

(Reviewing survey items for government statistics)

- The government will utilize past data such as immigration control statistics and statistics on foreign residents to gradually create and publish new statistical tables to analyze data on living conditions of foreign nationals by industry (type of profession) based on nationality, age, status of residence, and details from employment status notification.

In addition, the government will utilize data on foreign nationals' attributes and residence data by region held by the Immigration Services Agency, and explore items to be incorporated into the existing statistical tables owned by ministries and agencies and assign the items to these organizations based on their areas of strength to gradually create and publish cross-ministerial statistical tables to analyze living conditions of foreign nationals. [Ministry of Justice] <75>

- The government will conduct statistical studies to properly keep track of accurate data on labor mobility, in addition to ascertaining the employment management of foreign workers, such as their working conditions and career formation. [Ministry of Health, Labour and Welfare] <76>
- The government will continuously implement the Basic Survey on Foreign Residents and other initiatives to grasp the problems that foreign nationals are facing in their work life, daily life and social life, while taking into account the attributes of foreign nationals, such as nationality, status of residence and main languages and reflect these findings in planning, drafting, and implementing harmonious coexistence measures. [Ministry of Justice] <77> (Re: 2-(3) <15>, 3-(3) <67>)

(Preparing the White Paper on Coexistence, etc. )

- Consideration of compiling the implementation status of policies for harmonious coexistence with foreign nationals by the government in a white paper or other reports and publishing it in sequence based on the results of consideration in order to improve existing policies and plan new policies while obtaining the understanding of foreign nationals and the Japanese nationals. [Ministry of Justice] <78> (Re: 4-(3) <69>)

- d. Enhancement of information collections and strengthening of cooperation among relevant organizations for the development of infrastructure for realizing a society of harmonious coexistence

(Strengthening the ability to collect information and cooperation among relevant organizations to provide support to foreign nationals)

- The government will provide opportunities for local supporters of foreign nationals to introduce themselves and share their activities with one another, work to build a network of such supporters so that they can cooperate and collaborate to effectively help foreign nationals and collect and compile case studies of building such networks.

In addition, the government will accurately identify and analyze the problems faced by foreign nationals as well as the support and information they need.

Furthermore, by promoting communication utilizing NPOs, NGOs, Key Persons, Influencers, etc., the government will further enhance and strengthen the approaches to communicating administrative information through various media that foreign nationals use to obtain information. [Ministry of Justice] <79> (Re: 2-(3) <16>, <28>)

- By enriching the contents of training for Accepting Environmental Coordinators, the government will foster highly specialized professionals and promote establishing environments for assisting and accepting foreign nationals. [Ministry of Justice] <80>
- The government will implement projects to help private support groups share and provide information and support their outreach support initiatives for foreign nationals in need of help, mainly targeting foreign nationals who have limited access to information provided by the government and consultation services provided at the one-stop consulting counters of local governments. In addition, based on the results of the projects, the government will gradually implement necessary and feasible measures. [Ministry of Justice] <81>
- The government will respond to consultations received at the Immigration Information Centers at regional immigration bureaus cooperating with local governments and other relevant organizations as needed to provide solutions. To this end, the government will provide training for Accepting Environmental Coordinators and employees of local governments, analyze and examine the training implementation status, share examples of collaborative projects between the Regional Immigration Services Bureaus and relevant organizations and implement other initiatives to strengthen cooperation with relevant organizations. [Ministry of Justice] <82>

(Strengthening the ability to collect information and cooperation among relevant organizations to manage residency properly and make residence procedures easier)

- The government will consider the establishment of a system to obtain information directly from relevant organizations through information linkage among administrative agencies using Individual Number (My Number) to make residence procedures easier by omitting



the submission of documents and properly manage residency through smooth examinations based on accurate information through the improvement of laws and regulations, necessary coordination among relevant organizations, and so on. [Ministry of Justice] <83>

- The government will aim to switch completely to online application for status of residence and electronic notification services, improve convenience. Also, the government will consider expanding information available through an API that enables applicants to access their own information on Mynportal in collaboration with related ministries and agencies. [Ministry of Justice] <84>
- The government will ensure that foreign nationals have access to necessary information through the Mynportal, etc. In addition, in order to provide necessary information according to the situation of foreign nationals regarding residence procedures, disasters, etc., the government will consider utilizing customized and push-type notification functions for communication. [Ministry of Justice] <85> (Re: 2-(3) <18>)
- The government will aim to integrate Individual Number Cards (“My Number Card”) and residence cards by establishing government and ministerial ordinances, systems, and so on together with related ministries and agencies for implementation within two years of the issuance of the Act for Partial Amendment of the Immigration Control and Refugee Recognition Act enacted in the ordinary Diet session of 2024. [Ministry of Justice] <86>

(Discussing training and certification schemes for coordinators of comprehensive support)

- The government will consider the content of training to develop professionals (Support Coordinators for Foreign Nationals) who can lead foreign nationals facing problems in their lives to an appropriate source of assistance (e.g., supports for those who need Japanese-language studies for different needs and levels, etc.) and measures for smooth assignment of those that have completed the training and gradually implement such measures.

In addition, the government will consider how the certification system for highly specialized support professionals should be designed and arrive at a conclusion. [Ministry of Justice] <87> (Re: 1- (3) <4>, 2- (3) <30>, 3 - (3) <66>)

(Establishing support centers for private support groups)

The government will provide information and consultation services for private support groups via regional immigration bureaus. At the same time, the government will provide training for Accepting Environmental Coordinators and employees of local governments, analyze and examine the training implementation status, share examples of collaborative projects between the Regional Immigration Services Bureaus and relevant organizations

and implement other initiatives to strengthen cooperation with relevant organizations. [Ministry of Justice] <88>

(Developing infrastructure to strengthen cooperation among local governments)

- The government will consider providing data that contribute to planning and proposing measures for harmonious coexistence with foreign nationals in reference to RESAS (Regional Economy Society Analyzing System), which provides access to local governments' basic statistical data on foreign nationals that helps design targeted measures to create an environment for the acceptance of foreign nationals and visualizes local governments' data. [Ministry of Justice] <89>

e. Creating a system that enables foreign nationals to also play an active role in a society of harmonious coexistence

(Providing information to foreign nationals and helping with talent development)

- Based on the opinions of experts, the government will consider the content of videos for the daily life orientation (to provide basic information necessary to live in Japan such as rules in daily life and manners, and introductory Japanese-language studies), as well as to create an environment to acquire knowledge of social systems (open to those who are planning to come to Japan in the future). Based on the result of the consideration, the government will gradually move forward on initiatives to create and stream videos for the daily life orientation and promote the use of such videos across local governments and hosting organizations while planning, proposing and implementing necessary measures other than creating and utilizing such videos. [Ministry of Justice] <90> (Re: 1-(3) <6>, 4-(3) <73>)
- In order to provide support for motivated international students who wish to become certified care workers while they are attending certified care training institutions, the government will provide scholarships and other support to cover tuition and living expenses to reduce the burden on care centers that intend to hire such students as care professionals in the future. [Ministry of Health, Labour and Welfare] <91>

(Improving an environment for acceptance of foreign nationals)

- The government will establish the Employment-for-Skill-Development Program for the purpose of developing and securing human resources to replace the Technical Intern Training Program, and will continue to utilize the Specified Skilled Worker System after making efforts to optimize the system. Through those actions, the government will improve an environment for acceptance of foreign nationals necessary to make Japan the country of choice for foreign nationals. [Ministry of Justice , and Ministry of Health, Labour and Welfare] <92>

(Communication for specified skilled workers)

- For the caregiver category of the Specified Skilled Worker residence status, the government will continue to provide useful information for accepting foreign human resources, including information on consultation services for specified skilled foreign nationals and available measures, via councils dedicated to this category. With regard to the building cleaning category, the government will also continue to share good practices of talent development and other information by utilizing the council dedicated to the category and seminars.

Furthermore, in order to ensure a facilitating environment for foreign professionals engaged in nursing care, the government will provide support for training programs to improve nursing care skills, efforts to establish environments where such professionals can autonomously learn Japanese language for nursing care, and consultation services. [Ministry of Health, Labour and Welfare] <93>

- For the agriculture, fishery, food and beverage production, and restaurant categories of the Specified Skilled Worker residence status, the government will continue to provide useful information for accepting foreign human resources on the website of the Immigration Services Agency and at matching events, via the councils dedicated to each category.

In addition, in order to improve the working environments for foreign nationals working in these sectors, the government will help with approaches to accepting foreign human resources and improving labor conditions as well as initiatives to prepare and share good practices and establish consultation services. At the same time, the government will provide support for surveys and analysis of work environments of foreign nationals and initiatives to provide advice to employers. [Ministry of Agriculture, Forestry and Fisheries] <94>

- The government will continue to provide useful information for accepting foreign human resources, including specified skilled foreign nationals, via the Liaison Committee and Council on Accepting Specified Skilled Workers for the Manufacturing Industry, which consists of employers hiring foreign nationals in the Machine parts and tooling/Industrial machinery/Electric, electronics and information industries sectors and portals run by the Ministry of Economy, Trade and Industry.

In addition, the government will provide support for accepting specified skilled foreign nationals by establishing consultation services and holding seminars for employers hiring foreign nationals and foreign human resources, and preparing and sharing good practices related to accepting specified skilled foreign nationals. [Ministry of Economy, Trade and Industry] <95>

- With regard to the construction, shipbuilding/ship machinery industry, automobile maintenance, aviation, and lodging categories of the Specified Skilled Worker residence status, the government will continue to provide useful information for accepting foreign

human resources via the councils dedicated to each category on the website of the Immigration Services Agency, at matching events, etc.

In addition, the government will promote ensuring the creation of environments where employers of specified skilled foreign nationals can properly train them and foreign nationals can autonomously grow as professionals by seeking opinions from their employers and relevant organizations as well as through sharing practices, seminars and recognition (“The Award for Creation of Future Construction with Foreign Human Resources” in the construction category). [Ministry of Land, Infrastructure, Transport and Tourism] <96>

(Providing support for foreign nationals willing to participate in society)

- The government will help establish a system where both foreign nationals and Japanese people can lead the society of harmonious coexistence by cultivating foreign nationals who are willing to participate in society and Japanese people who are advocates of multicultural coexistence and by serving as bridges between foreign nationals and local communities, local governments, and others.

As part of the efforts to build a multicultural society, the government will implement the following initiatives:

- (1) Cultivate foreign community leaders. Specifically, help civic groups of foreign residents in Japan with their initiatives (disaster prevention, neighborhood association, training for leaders of Japanese descent, etc.) by involving employers of foreign nationals, Japanese language schools, neighborhood association, schools, governments and other relevant organizations.
- (2) Promote initiatives of Coordinator for International Cooperation and other experts on multicultural coexistence in Japan and abroad while training human resources with the Japan Overseas Cooperation Volunteers(JOCV), which is an advocate of multicultural communication and coexistence and promoting the initiatives of returnee members. [Ministry of Foreign Affairs] <97>

(Creating synergy between initiatives for a society of harmonious coexistence and those for regional revitalization)

- Efforts will be made to collect and to share the best practices of local government initiatives for acceptance and coexistence of foreign nationals by “The Survey Mainly Focusing on the Promotion of Policies to Support for Acceptance and Coexistence of Foreign Nationals by Local Governments”.

Support will be provided for leading local government initiatives based on their comprehensive strategies, including utilizing the Digital Garden City Nation grants (Regional Revitalization Promotion type). [Cabinet Secretariat Council for the Realization of the Vision for a Digital Garden City Nation] <98>

- Efforts will be made to promote effective utilization of “The National Strategic Special Zone Foreign Beautician Training Project” in national strategic special zone, which was

established in July 2021 based on the National Strategic Special Zone system. [Cabinet Office (Office for Promotion of Regional Revitalization)] <99>

f. Building the residency management system as an infrastructure of a society of harmonious coexistence

(Discussion on the Permanent Residence Status)

- In order to increase the predictability of permanent residence application outcomes, the government will specify an approximate income amount required to prove the applicant's ability to live independently with sufficient assets or skills and meet the national interest requirements. In addition, in light of the fact that there have been cases where unnatural changes in circumstances occur shortly after permanent residence status is granted, the government will discuss the need to update the method for application examination and establish a system for canceling the permanent residence status for individuals who are deemed to no longer satisfy the requirements, including those who fail to fulfill their public obligations after being granted the status. [Ministry of Justice] <100>

(Detecting and uncovering foreign nationals staying in Japan on false pretenses)

- The government will strengthen efforts to collect and analyze employment status notification data and other information on foreign nationals such as “imposter foreign residents” to consider and establish the necessary systems to promptly and effectively investigate facts and uncover such individuals. [Ministry of Justice] <101>

(Reducing the number of illegal foreign residents)

- The government will strengthen cooperative relationships with relevant organizations to uncover illegal foreign residents with the aim of reducing the number of such individuals, it will actively conduct educational activities to prevent illegal employment and encourage illegal foreign residents to voluntarily present themselves to the relevant authority and it will publicize these activities. [Ministry of Justice] <102>

(Reducing the number of deportation evaders)

- The government will promote deportation by further enhancing the forms of deportation in a case-by-case manner. Also, the government will promote voluntary departure from Japan by further utilizing the Assisted Voluntary Return and Reintegration programs conducted by the International Organization for Migration (IOM). In addition, the government will strengthen the necessary systems and improve the environment to promote these initiatives. [Ministry of Justice] <103>

(Promoting proper protection of refugees, etc.)

- In close cooperation with the Office of the United Nations High Commissioner for Refugees (UNHCR) and other relevant organizations, the government will further

optimize operation of the refugee recognition system by clarifying normative elements on the eligibility for refugee status, improving the capacity of refugee inquirers, and enriching the content of country of origin information. [Ministry of Justice] <104>

## **Chapter 5. Promotional Framework**

### **1. Planning period**

We have concluded that the planning period for the measures incorporated in this Roadmap will be until FY2026 in light of their progress as well as changes in social circumstances and the environment surrounding foreign nationals.

### **2. Cooperation and collaboration with local governments**

In implementing this Roadmap, we will ensure cooperation and collaboration with local governments, and promote efforts to develop a society of harmonious coexistence with foreign nationals based on proper role sharing between the national and local governments.

### **3. Cooperation and collaboration with support groups for foreign nationals**

In implementing this Roadmap, we will collaborate and cooperate with support groups for foreign residents.

### **4. Tracking progress**

In promoting this Roadmap, in order to ensure that these measures will be steadfastly implemented, we will review and track their progress each year while seeking advice from experts, and update the measures as needed.

In addition, in the Comprehensive Measures, we will indicate measures to be implemented in each fiscal year based on the measures and timeline from the Roadmap as well as those not included in the Roadmap but to be implemented by ministries and agencies in their efforts to develop a society of harmonious coexistence so we can steadfastly implement the Roadmap.

## **Chapter 6. Updating Measures and Other Actions**

### **1. Holding of an Advisory Hearing**

Based on the Roadmap, “Chapter 5. Promotional Framework,” and “4. Tracking progress,” in March 2024 following March 2023<sup>19</sup>, we held a “Hearing Concerning the Roadmap for the Realization of a Society of Harmonious Coexistence with Foreign Nationals” (hereinafter referred to as “the Roadmap Hearing”) in which we sought the advice of experts on the progress of each measure indicated in the Roadmap, and conducted a review.

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<sup>19</sup> See “6. Updating Measures and Other Actions” of the “Roadmap for the Realization of a Society of Harmonious Coexistence with Foreign Nationals (FY2023 Revised)” for the status of updates in FY2023.

The main opinions expressed by the experts in this Roadmap Hearing were:

- Regarding the Roadmap in general, the government needs to set KPI indicators with an awareness of how each KPI indicator is connected.
- Although output indicators are clearer than they were in the previous fiscal year, it is difficult to evaluate fiscal years with unclear output indicators, so the government needs to set KPI indicators more definitively.
- The government needs to set outcome indicators and show what kind of changes have been made through the measures.
- There are many government surveys that can be used as KPI indicators, so the government needs to continue to use figures as an important tool for monitoring the Roadmap.
- It is necessary to maintain data and statistics from the perspectives of understanding the actual situation and verifying the effects of policies in order to implement measures, so the government needs to put even more effort into the maintenance of statistics and other information.

The points raised other than those listed above were concerning individual measures.

## **2. The Update Status of Measures and Other Actions**

Based on the points raised and other feedback from the Roadmap Hearing, this time we have updated 22 work schedule measures, 30 KPIs measures, and 12 measures concerning the measure contents. In addition to these, we have added 3 new measure.

[Attached materials]

# **Work Schedule for Specific Measures**



(3)-a Provision of an environment that allows foreign nationals to develop Japanese language and other skills necessary for living in Japan

**Project to promote regional Japanese language education for the acceptance and coexistence of foreign nationals <1>**

5-year goal	Prefectures, etc. play a central role to create a Japanese language education environment including municipalities, and such an environment is strengthened so that foreign nationals can learn Japanese required for living in Japan.						
Outline	<Promotion of efforts to provide foreign nationals with opportunities to receive Japanese language education required for living in Japan> Steadily promote efforts of prefectures, etc. to develop a comprehensive system in which they work with related organizations in a systematic way to strengthen the Japanese language education environment, and expand support to Japanese language education provided by municipalities in cooperation with prefectures, etc.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Steady implementation of measures to develop a comprehensive system and promote Japanese language education nationwide by providing such education in the local community	<p>Develop and consolidate a comprehensive system for Japanese language education in the prefectures, etc. In addition, enhance the implementation through the prefectures to include the municipalities.</p> <ul style="list-style-type: none"> <li>• Launch comprehensive coordination panels</li> <li>• Dispatch supervisory coordinators, and dispatch and train regional Japanese language education coordinators</li> <li>• Implement Japanese language education in order to disseminate and instill know-how, etc., in the regions</li> <li>• Support municipalities that collaborate with the relevant organizations of prefectures, etc., for Japanese language education and other initiatives</li> </ul>					<ul style="list-style-type: none"> <li>• The number of municipalities in prefectures or cities designated by government ordinance in which a comprehensive system for regional Japanese language education is developed</li> <li>• The number of municipalities that collaborate with the prefecture, etc., to conduct Japanese language education by developing a comprehensive system for regional Japanese language education</li> </ul>

(3)-a Provision of an environment that allows foreign nationals to develop Japanese language and other skills necessary for living in Japan

**Project to promote regional Japanese language education for the acceptance and coexistence of foreign nationals <2>**

5-year goal	Prefectures, etc. play a central role to create a Japanese language education environment including municipalities, and such an environment is strengthened so that foreign nationals can learn Japanese required for living in Japan.						
Outline	<Support for preparing a learning plan, curriculum, and teaching materials that meet the learning needs and ability levels of individuals> Support the planning of curriculums in line with the “framework of reference for the Japanese language education,” the organization of regional Japanese language education programs, and the preparation of teaching materials, etc. in the assistance aimed at promoting efforts to develop a comprehensive system for regional Japanese language education.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Steady implementation of measures to develop a comprehensive system and promote Japanese language education nationwide by providing such education in the local community	<p>Support prefectures, etc. in developing a comprehensive system for Japanese language education and provide support for Japanese language education given by prefectures, municipalities, etc. in cooperation with related organizations. In this process, the initiatives listed below are carried out.</p> <p>「Support for curriculums, teaching materials, etc. making the most of the “framework of reference for the Japanese language education”</p> <p>Making the Japanese language education site “Connect and Enhance Your Life in Japanese” (aka “Tsunahiro”) known to foreign nationals</p> <p>Making the Japanese language ability evaluation tool “Check My Japanese!” known to foreign nationals</p>					<ul style="list-style-type: none"> <li>• The number of municipalities in prefectures or cities designated by government ordinance in which a regional Japanese language education is developed</li> <li>• The number of municipalities that collaborate with the prefecture, etc., to conduct Japanese language education by developing a comprehensive system of regional Japanese language education</li> <li>• The number of hits to “Connect and Enhance Your Life in Japanese” (aka “Tsunahiro”) [Partly Reposting of initiative number 8]</li> </ul>

(3)-a Provision of an environment that allows foreign nationals to develop Japanese language and other skills necessary for living in Japan

(3)-b Improving the quality of Japanese language education, etc.

**Establishment of a system that enables objective evaluation and indication of levels of Japanese-language institutes making the most of the “framework of reference for the Japanese language education” <3> and <12>**

5-year goal	Japanese language education models by area are built according to common ability-level scales based on the “framework of reference for the Japanese language education” so that the educational standards of Japanese-language institutes are visualized and that their quality is improved.						
Outline	<p>&lt;Formulation of guidelines for accumulating Japanese language learning according to life stages and establishment of a system that enables objective evaluation and indication of levels of Japanese-language institutes through the effective use of the “framework of reference for the Japanese language education”&gt;</p> <p>The government have been using the “framework of reference for the Japanese language education,” compiled by the Council for Cultural Affairs Subdivision on the Japanese Language in October 2021 as a common indicator of the content and methods of Japanese language education required according to the stage of Japanese language acquisition to improve the standard of Japanese language education in Japan and abroad, to develop education models since FY2022. Going forward, the government will work with Japanese-language institutes experienced in developing Japanese language education programs to develop curricula and learning materials, and evaluation methods based on the reference framework, thereby developing and spreading learning content and evaluation methods for various learning purposes to improve the standard of Japanese language education.</p>						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Development of area-by-area educational models that meet the content of education, ability-level scales, etc. indicated in the “framework of reference for the Japanese language education”.	<p>Development of Japanese language education models (in the areas of daily life, study, and employment)</p> <p>Utilization and promotion of the developed education models</p>					<ul style="list-style-type: none"> <li>Analysis of response to the “framework of reference for the Japanese-language education” at Japanese language education institutions, etc.</li> <li>Implementation of initiatives needed for the above</li> </ul>

(3)-a Provision of an environment that allows foreign nationals to develop Japanese language and other skills necessary for living in Japan

## [Key point 2] Disseminating Information to Foreign Nationals/Strengthening Consultation Systems for Foreign Nationals

(3)-b Strengthening the consultation system to help foreign nationals with their problems

## [Key point 3] Support for Each Life Stage and Life Cycle

(3)-e Initiatives common to all life stages

## [Key point 4] Initiatives to Establish the Foundation of a Society of Harmonious Coexistence

(3)-d Enhancement of information collections and strengthening of cooperation among relevant organizations for the development of infrastructure to realize a society of harmonious coexistence

**Development and promotion of professionals who coordinate comprehensive support for foreign nationals , etc. <4>, <30>, <66>, and <87>**

5-year goal	Develop who can lead foreign nationals facing problems in their lives to an appropriate source of assistance and measure for smooth appropriate assignment so that foreign nationals can quickly receive the assistance they need.						
Outline	<ul style="list-style-type: none"> <li>• Provide training needed to develop professionals (Support Coordinators for Foreign Nationals ) who can lead foreign nationals facing problems in their lives to an appropriate source of assistance as well as maintain their expertise and raise their social recognition level.</li> <li>• Consider how the certification system for highly specialized support professionals should be designed and arrive at a conclusion.</li> </ul>						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Provision of training needed to develop Support Coordinators for Foreign Nationals and consideration of the ideal certification system	Consideration of the roles, abilities, etc. of Coordinators with experts, etc. to arrive at a conclusion	Consideration of issues such as the content of Coordinator training and promotion of the assignment of persons who complete training based on the opinions of experts  Consideration based on the opinions of experts, etc. as to how the certification system for highly specialized support professionals should be designed, and its gradual implementation starting from what can be done first based on the results of the consideration	Provision of necessary training, etc. based on the results of consideration			<ul style="list-style-type: none"> <li>• Number of training sessions held</li> <li>• Number of persons who complete the training course</li> <li>• Employment status of persons who complete the training course by related organizations (to be surveyed by FY2026)</li> <li>• Consideration and implementation status of the certification system</li> </ul>

(3)-a Provision of an environment that allows foreign nationals to develop Japanese language and other skills necessary for living in Japan

**Provision of Japanese language learning opportunities through projects to promote the reduction of areas lacking Japanese language classes <5>**

5-year goal	Japanese language classes are actively held nationwide to provide Japanese language learning opportunities to a wider range of foreign nationals.						
Outline	<p>&lt;Provision of Japanese language education opportunities mainly through projects to promote the reduction of areas lacking Japanese language classes&gt;</p> <p>In order to promote the reduction of areas lacking Japanese language classes, advisors are sent to municipalities in such areas to open Japanese language classes, and support is provided to open Japanese language classes and ensure their stable operation. In addition, in order to enable municipalities to exchange information and share know-how as they open Japanese language classes, seminars to promote the reduction of areas lacking Japanese language classes and meetings of research councils to open Japanese language classes are held.</p>						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Supporting municipalities in opening Japanese language classes in the regional Japanese language education startup program	<p>Promotion of reduction of areas lacking Japanese language classes by helping open Japanese language classes</p> <p>Dispatch of advisors to open Japanese language classes in municipalities with areas with a shortages of classes</p> <p>Holding of seminars to promote the reduction of areas lacking Japanese language classes and meetings of research councils to open Japanese language classes</p>					<p>The number of groups opened Japanese language classes in municipalities by utilizing the regional Japanese language education startup program</p> <p>The number of municipalities nationwide with Japanese language classes</p>

(3)-a Provision of an environment that allows foreign nationals to develop Japanese language and other skills necessary for living in Japan

[Key point 4] Initiatives to Establish the Foundation of a Society of Harmonious Coexistence

(3)-b Creating a system to acquire knowledge of social systems

(3)-e Creating a system that enables foreign nationals to also play an active role in a society of harmonious coexistence

**Promotion of orientation on life in Japan <6>, <73>, and <90>**

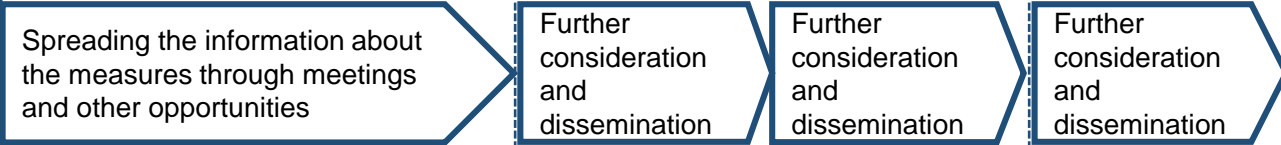
5-year goal	Enable foreign nationals to acquire full knowledge of social systems, etc. in Japan and smoothly settle into Japanese society by receiving the daily life orientation before or after they come to the country.						
Outline	Create an environment that enables foreign nationals to acquire knowledge of social systems, etc. by creating and utilizing a video of the daily life orientation (to provide basic information necessary for living in Japan, such as rules in daily life and manners, and basic Japanese-language studies) as well as to create an environment to acquire knowledge of social systems.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Promotion of orientation on life in Japan	Consideration of a system (such as video) for acquiring knowledge about social systems, etc., based on the opinions of experts, etc.	Create and stream the daily life orientation video and implement initiatives to promote its use	Advertise the combination of the daily life orientation video and the Guidebook on Living and Working, and familiarize how to use them	Survey of the status of use of the video of the daily life orientation and related points	Consideration of updates to the video and related points based on survey results	Aim for a total of 1.5 million video views by FY2026

(3)-a Provision of an environment that allows foreign nationals to develop Japanese language and other skills necessary for living in Japan

[Key point 4] Initiatives to Establish the Foundation of a Society of Harmonious Coexistence

(3)-b Creating a system to acquire knowledge of social systems

**Spreading information about local financial measures for regional life orientation<7> and <74>**

5-year goal	Spread information about local financial measures for regional life orientation to local governments and promote the smooth settlement of foreign nationals into Japanese society.						
Outline	Spread information about local financial measures for regional life orientation to local governments and support foreign nationals in settling smoothly into Japanese society.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Spreading information about local financial measures for regional life orientation to local governments						Number of times explanations about local financial measures for regional life orientation are given to local government personnel at meetings and on other occasions: Six times a year

(3)-a Provision of an environment that allows foreign nationals to develop Japanese language and other skills necessary for living in Japan

**Improvement of existing ICT teaching materials for Japanese language education and consideration of holding online lectures <8>**

5-year goal	In areas where Japanese language classes are difficult to hold, the Japanese language education site “Connect and Enhance Your Life in Japanese” is used more widely, contributing to wider provision of Japanese language learning opportunities.						
Outline	<Support for giving orientations on life in Japan (including publicity and public relations)> Develop and provide ICT teaching materials that enable foreign nationals living in areas where Japanese language classes are difficult to hold to learn Japanese relevant to various aspects of life by themselves (Japanese language education site “Connect and Enhance Your Life in Japanese” (aka “Tsunahiro”)) and encourage them to utilize them.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Improvement of the Japanese language education site “Connect and Enhance Your Life in Japanese”	<div>Improvement of the content of ICT teaching materials and promotion of their utilization</div> <div>Enhance the video content and increase the number of supported languages</div> <div>Create and distribute a how-to guidebook, pamphlet, and the like, and offer practical online seminars or the like</div>					The number of hits to, videos and supported languages in “Connect and Enhance Your Life in Japanese” (aka “Tsunahiro”)



(3)-a Provision of an environment that allows foreign nationals to develop Japanese language and other skills necessary for living in Japan

**Creation of an overseas Japanese language education environment before coming to Japan <9>**

5-year goal	Contribute to the creation of an overseas Japanese language education environment that enables foreign nationals to acquire basic communication skills required for living in Japan before coming to the country.						
Outline	Strive to create an overseas Japanese language education environment so that foreign nationals can acquire basic communication skills required for living in Japan before coming to the country.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Steady creation of an overseas Japanese-language education environment through the Japan Foundation (JF)	<p>Expanding the Japanese language education environment by using teaching and learning materials for Japanese language education overseas (including online ones), and by enhancing contents and conducting further publicity, seminars, and so on</p> <p>Analyzing the results of the Japan Foundation's projects for creating a Japanese language education environment (such as the dispatch of Japanese language experts, provision of training for local Japanese language teachers, and development of Japanese language teaching/learning materials overseas) and reviewing the project policies, etc.</p> <p>Improving the projects based on the results of review as mentioned on the left</p>					<ul style="list-style-type: none"> <li>• The total number of people who take the JF Japanese e-Learning Minato courses is 450,000 or more</li> <li>• The number of people who take the IRODORI Japanese Online Courses</li> <li>• The number of people who learn Japanese (based on the Survey Report on Japanese- Language Education Abroad)</li> </ul>

(3)-a Provision of an environment that allows foreign nationals to develop Japanese language and other skills necessary for living in Japan

### Consideration of improving the Japanese language education environment <10>

5-year goal	Foreign nationals acquire the Japanese language skills necessary for living in Japan.						
Outline	The government will consider the need for further improvement of the Japanese language education environment in light of initiatives based on the Act on Promotion of Japanese Language Education, the implementation status of the Act on the Accrediting of Japanese-Language Institutes, and the implementation status of other current measures.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Consideration of the need for further improvement of the Japanese language education environment	<div> <div>Promotion of measures based on the basic policy</div> <div>Follow-up on the basic policy and consideration of changes to the basic policy based on follow-up</div> <div>Enforcement of the Act on the Accrediting of Japanese-Language Institutes</div> <div>Implementation of considerations based on the implementation status of related measures</div> </div>					Improvement of the numerical value of the question item “Japanese language proficiency (speaking and reading) of foreign residents” in the Basic Survey on Foreign Residents

**Improvement of the Japanese language education level of Japanese-language institutes and the ability and quality of persons in charge of Japanese language education, etc. <11>**

5-year goal	Strive to maintain and improve the quality of Japanese language education by establishing an accreditation system for institutions of Japanese language education and a certification system for Japanese language teachers.						
Outline	<p>&lt;Related to systematic organization of Japanese language educational institutions and creation of qualifications for “Certified Teacher of Japanese”&gt;          Following the enactment of the “Act on the Accrediting of Japanese-Language Institutes to Ensure Appropriate and Reliable Implementation of Japanese-Language Education” in the ordinary Diet session of 2023, the Subcommittee on Japanese Language Education of the Council for Cultural Affairs Subdivision on the Japanese Language examined the accreditation criteria and other details, and formulated a ministerial ordinance in the same year. Going forward, we will begin examinations for accreditation of Japanese language educational institutions that meet the accreditation criteria, guidelines for the organization of Japanese language curricula, and other criteria based on the Act, which came into effect in April 2024. We will also establish a framework that contributes to the creation of an improved environment that allows foreign nationals living in Japan to live their daily and social lives smoothly and harmoniously with Japanese citizens, through maintaining and raising the standards of Japanese language education provided by Japanese-language institutes and improving the competence and quality of Japanese language teachers through the smooth operation of a certification system for registered Japanese language teachers.</p>						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	<p>Accreditation system for institutions of Japanese language education</p> <p>Making Japanese language teacher’s certificates nationally certified</p>	<p>Holding experts’ meetings to establish such a system</p> <p>Adjustments with related organizations to discuss and operate the system</p> <p>Submission of bills in the Diet</p>	<p>Necessary measures (preparations for operating the system and gradual implementation)</p> <p>Operation of the accreditation system for the Japanese language educational institutions and of the certification system for Japanese language teachers</p>				<p>Establishment of an accreditation system for institutions of Japanese language education</p> <p>Establishment of a certification system for Japanese language teachers</p>

(3)-b Improving the quality of Japanese language education, etc.

**Development of guidelines for Japanese language education at school <13>**

5-year goal	Systematically improve Japanese language instruction at school for pupils and students who require Japanese language instruction.						
Outline	<Formulation of guidelines for accumulating Japanese language learning according to life stages> Strive to systematically improve Japanese language instruction at school by spreading manuals that indicate the content of Japanese-language instruction and so forth.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Provision of systematic Japanese language instruction at school	<div>• Dissemination of the Manual for the Admission of Foreign Children and Students, training videos, etc., on the Castanet search engine website</div> <div>• Dispatch “advisors for foreign student education” to municipalities and provide training for the systematic Japanese language instruction in schools</div>					Ensure that all pupils and students who need Japanese language instruction can receive it
		Development of materials for Japanese language instruction at high school	Dissemination of the instruction materials				

(3)-a Enhancement of information dissemination from the perspective of foreign nationals

## [Key point 3] Support for Each Life Stage and Life Cycle

(3)-e Initiatives common to all life stages

## [Key point 4] Initiatives to Establish the Foundation of a Society of Harmonious Coexistence

(3)-c Improvement of government statistics to investigate on the actual living conditions of foreign nationals, etc.

**Grasping of the actual condition of foreign nationals living in Japan <15>, <67>, and <77>**

5-year goal	Properly analyze problems that foreign nationals are facing in their work life, daily life, and social life and, based on the results of analysis, plan, draft, and implement harmonious coexistence measures.						
Outline	Implement the “Basic Survey on Foreign Residents” continuously to promptly and accurately grasp and analyze problems that foreign nationals face.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Implementing the “Basic Survey on Foreign Residents”		<div>Inspection</div>				<div>• The number of implementation of the survey</div> <div>• Status of the planning, etc. based on the survey results</div> <div>• Response rate of the survey</div>
		<div>Implementing the survey</div>	<div>Implement the Survey based on the inspection results</div>	<div>Implement the survey regularly</div>			
			<div>Related ministries and agencies utilize survey results to plan, draft, and implement harmonious coexistence measures</div>				

(3)-a Enhancement of information dissemination from the perspective of foreign nationals

(3)-b Strengthening the consultation system to help foreign nationals with their problems

## [Key point 4] Initiatives to Establish the Foundation of a Society of Harmonious Coexistence

(3)-d Enhancement of information collections and strengthening of cooperation among relevant organizations for the development of infrastructure for realizing a society of harmonious coexistence

**Promotion of cooperation among relevant organizations and establishment of a supporters' network for foreign nationals in local communities**

&lt;16&gt;, &lt;28&gt;, and &lt;79&gt;

5-year goal	Establish consultation system to help foreign nationals with their problems. Enhance information collections and establish cooperation among relevant organizations for the development of infrastructure for realizing the society of harmonious coexistence.						
Outline	<ul style="list-style-type: none"><li>• Establish supporters' network for foreign nationals so that supporters for foreign nationals can work together to effectively provide support to foreign nationals, and prepare a collection of examples of the supporters network for foreign nationals.</li><li>• Identify and analyze problems that foreign nationals face.</li><li>• Enable supporters for foreign nationals, Key Persons, Influencers, etc. to communicate relevant information more effectively.</li></ul>						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Helping establish supporters' network for foreign nationals and cooperating with supporters for foreign nationals	Identify, cooperate with, and exchange opinions with support groups for foreign nationals, etc.		Strengthen cooperation and exchange of views with the support groups for foreign nationals, etc.			<ul style="list-style-type: none"><li>• Cooperation with support groups for foreign nationals, etc.</li><li>• Number of times of opinion to exchange</li><li>• Preparation and spread of collection of examples</li><li>• Identification and analysis of problems, etc.</li><li>• Number of times of information dissemination to foreign national support organizations, etc.</li></ul>
		Promote the establishment of a supporters' network and gather examples of their establishment		Continue to promote the establishment of a supporters' network, and if new examples of their establishment emerge, update and disseminate the list			
		Prepare and spread collection of examples					
		Identify problems, etc., that foreign nationals face		Continue to identify and analyze problems, etc., faced by foreign nationals and consider effective support for foreign nationals			
		Promote and strengthen information dissemination to support groups for foreign nationals, etc.		Based on the status of information dissemination up to FY2023, conduct further promotion and strengthening			

## (3)-a Enhancement of information dissemination from the perspective of foreign nationals

**Enhancement of information dissemination from the perspective of foreign nationals <17>**

5-year goal	Formulate the guidelines for information to be included in the “Guidebook on Living and Working” and “A Daily Life Support Portal for Foreign Nationals”, both of which are intended for foreign nationals living in Japan, and improve them in cooperation with relevant ministries and agencies. These guidelines are published on the website of the Immigration Services Agency so that they can be utilized by ministries, agencies, local governments, etc.						
Outline	Prepare guidelines for information to be included in the “Guidebook on Living and Working” and “A Daily Life Support Portal for Foreign Nationals”, both of which contain necessary information for foreign nationals, and publish them on the website so that they can be utilized by ministries, agencies, local governments, etc.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Enhancement of information dissemination from the perspective of foreign nationals	<p>Finding how information is communicated and analyzing challenges</p> <p>Collecting best practices of how information is communicated by local governments, etc.</p> <p>Collecting the opinions of supporters for foreign nationals, etc. and formulating draft guidelines for the “Guidebook on Living and Working” and “A Daily Life Support Portal for Foreign Nationals”</p>			<p>Considering the appropriateness of the publication policy and forming a conclusion on it (in cooperation with relevant ministries and agencies)</p>	<p>Publishing them and reviewing them as required</p>	<p>Formulation of guidelines for information to be included in the “Guidebook on Living and Working” and “A Daily Life Support Portal for Foreign Nationals”</p>

(3)-a Enhancement of information dissemination from the perspective of foreign nationals

[Key point 4] Initiatives to Establish the Foundation of Society of Harmonious Coexistence

(3)-d Enhancement of information collections and strengthening of cooperation among relevant organizations for the development of infrastructure for realizing the society of harmonious coexistence

**Consideration of information dissemination utilizing the Mynaportal, etc. <18> and <85>**

5-year goal	Enable foreign nationals to obtain necessary information through the Mynaportal, etc.						
Outline	Enable foreign nationals to obtain information through the Mynaportal, etc. Consider how the tailor-made and push information on residence procedures, disasters, etc. should be disseminated.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Consideration of information dissemination utilizing the Mynaportal, etc.	<p>Considering cooperation with the Mynaportal, etc. and reaching a conclusion about it</p>	<p>Spreading information about links of the Mynaportal and the "A Daily Life Support Portal for Foreign Nationals"</p> <p>Considering cooperation with the Mynaportal, etc. with related ministries and agencies and reaching a conclusion about it</p>	<p>Verification about links of the Mynaportal and the "A Daily Life Support Portal for Foreign Nationals"</p> <p>Gradual implementation of further cooperation between the "A Daily Life Support Portal for Foreign Nationals", etc. and the Mynaportal, etc. based on the results of consideration</p>	<p>Revision and improvement, etc. as required based on the results of verification</p>	<p>Considering utilization of customized and push-type notification functions for communication, and gradual implementation based on the result</p>	Number of accesses to the "A Daily Life Support Portal for Foreign Nationals" through the Mynaportal



## (3)-a Enhancement of information dissemination from the perspective of foreign nationals

**Increase in the number of cases using the Multilingual Information Service of the Japan Legal Support Center <19>**

5-year goal	The number of cases using the Multilingual Information Service will be increased.						
Outline	Promoting the smooth use of the Multilingual Information Service of the Japan Legal Support Center (Houterasu) by considering and implementing measures to enhance the publicity of this service based on surveys about the sources of awareness, etc., as well as expanding information dissemination through the websites and other media in multiple languages.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Consideration of effective measures to enhance the publicity of the service	<div>Consideration of effective measures to enhance the publicity of the service to foreign users, based on the existing Level of Awareness Survey, the multilingual information service, etc.</div> <div>Further publicize the service, based on the results of the considerations</div> <div>Consideration of the required system maintenance to publicize the service, based on the results of the considerations</div> <div>Verify the results of publicizing the service</div>					Implementation of effective measures to enhance the publicity of the service
	Wider dissemination of information using multiple languages	<div>Expanding information dissemination on Houterasu's support, including multilingual information service, more widely through websites and social media sites in multiple languages</div> <div>Consider and implement the information dissemination measures based on the impact of expanded publicity</div>					The number of cases using the Multilingual Information Service

(3)-b Strengthening the consultation system to help foreign nationals with their problems

**Consideration of reviewing subsidies for preparations for an environment for the acceptance of foreign nationals <20>**

5-year goal	Review subsidies for preparations for an environment preparations for foreign nationals to ensure that more foreign nationals can use the one-stop consulting counter.						
Outline	Promote the establishment of one-stop consulting counters mainly by reviewing subsidies for preparations for an environment for the acceptance of foreign nationals.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Consideration of reviewing subsidies for preparations for an environment for the acceptance of foreign nationals	<ul style="list-style-type: none"> <li>Analysis of the opinions and requests of local governments</li> <li>Identifying, analyzing, and verifying the actual condition of services at one-stop consulting counters</li> </ul>	Continue to implement measures to promote the establishment of one-stop consulting counters, including reviews based on the results of verification, while identifying, analyzing, and examining the actual condition of such counters		After reviewing the establishment status of one-stop consulting counters based on the measures to promote the establishment of one-stop consulting counters, the utilization status of subsidies, etc., effectively implement the measures to promote the establishment based on further review		Number of local governments to which a decision is made to grant subsidies

## (3)-b Strengthening the consultation system to help foreign nationals with their problems

**Establishment of a more effective consultation system, etc. for foreign nationals <21>**

5-year goal	Ensure that foreign nationals can solve their problems smoothly at the one-stop consulting counter.						
Outline	Prepare (revise) collection of case studies on one-stop consulting counters, hold meetings to exchange opinions with persons in charge at local governments about matters, including case studies of responses to requests for advice, and carry out initiatives to dispatch immigration officers to local governments' consulting counters for foreign nationals as advisors.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Support to one-stop consulting counters, etc.						• Preparation of collection of case studies on one-stop consulting counters
		Share collection of case studies on one-stop consulting counters with local governments, etc. (about twice a year)					
		Prepare (revise) FAQs to contribute to responses at one-stop consulting counters (about once a year)					• Implementation of initiatives based on utilization methods that contribute to increasing the convenience of local governments (to be considered based on the study results from FY2022 to FY2024)
		Consider how to utilize the complied consultation case studies so that they will be more convenient for local governments		Implement initiatives based on the results of considering how to utilize the complied case studies so that they will be more convenient for local governments			
		Dispatch immigration officers to local governments' consulting counters for foreign nationals as advisors		Analyze the situation of officers sent and, based on the results of analysis, dispatch immigration officers to local governments' consulting counters for foreign nationals as counselors			• Number of times immigration officers are dispatched to local governments' consulting counters for foreign nationals
		Hold meetings to exchange case studies and opinions with persons in charge at local governments and other regional organizations		Analyze the situation of meetings held and, based on the results of analysis, hold meetings to exchange case studies and opinions with persons in charge at local governments and other regional organizations			

## (3)-b Strengthening the consultation system to help foreign nationals with their problems

**Establishment of a more effective consultation system, etc. for foreign nationals <22>**

5-year goal	Ensure that foreign nationals requiring an interpreter can go through procedures appropriately at administrative service counters of local governments through the interpreter.						
Outline	In recent years, as the number of foreign nationals residing in Japan grew, there have been cases in which it was difficult to secure interpreters depending on the languages involved. For this reason, the government will continue to consider how the interpretation support system should be designed, including effective methods to secure interpreters, while providing interpretation services at administrative service counters of local governments.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Interpretation services	<p>Continuing interpretation services on a trial basis based on the operation in FY2021</p> <p>Analyzing and verifying the situation of support provided and continuing to consider how the interpretation support should be designed</p>	<p>Analyzing and verifying the situation of support provided in FY2022</p> <p>Providing necessary and feasible interpretation services</p>	<p>Analyzing and verifying the situation of support provided up to FY2023</p> <p>Providing necessary and feasible interpretation services</p>	<p>Analyzing and verifying the situation of support provided up to FY2024</p> <p>Providing necessary and feasible interpretation services</p>	<p>Analyzing and verifying the situation of support provided up to FY2025</p> <p>Providing necessary and feasible interpretation services</p>	The number of counters registered for interpretation services

## (3)-b Strengthening the consultation system to help foreign nationals with their problems

**Research and development to advance multilingual translation technology <23>**

5-year goal	Promote research and development to advance multilingual translation technology in order to realize a practical level of simultaneous interpretation that supports discussions in business and at international conferences by the end of FY2024 and encourage dissemination of such technology in FY2024 and thereafter.						
Outline	<The future form of interpretation support> Work to realize a practical level of simultaneous interpretation that supports discussions in business and at international conferences by using AI to complement the context of conversations and the intentions of speakers in multilingual translation technology, and at the same time apply such technology to a wider range of priority languages and improve the accuracy of translation.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Advancement of multilingual translation technology	Promotion of research and development of a level of multilingual simultaneous interpretation that can be utilized in business and at international conferences				Number of products and services that utilize established simultaneous interpretation technology (20 products and services by FY2027)	
				Spread and promotion of services that utilize simultaneous interpretation technology			

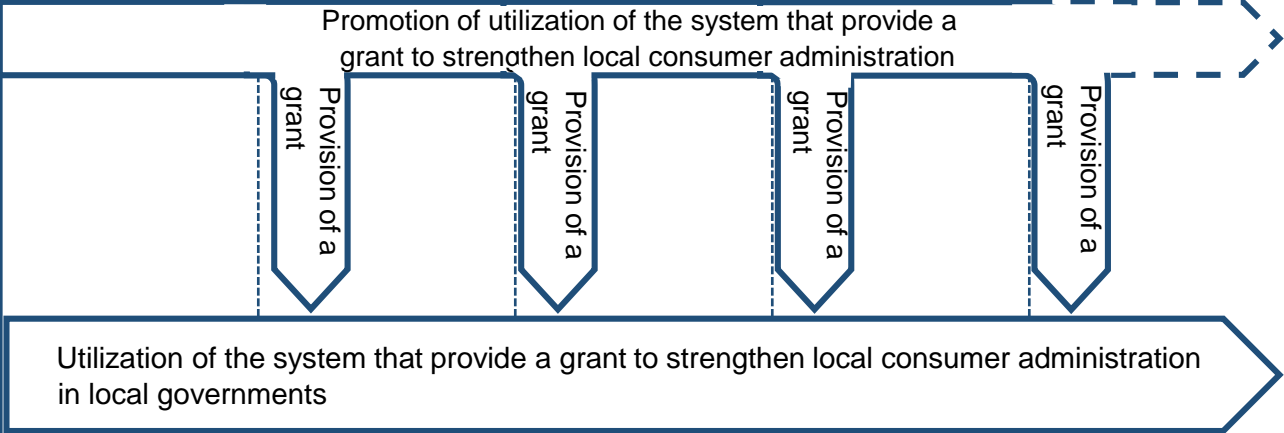
(3)-b Strengthening the consultation system to help foreign nationals with their problems

**Creation of an environment in which foreign patients are accepted by medical institutions <24>**

5-year goal	Promote creation of an environment that enables foreign patients to receive medical care with a sense of security by assisting medical institutions, etc. in developing a system to accept foreign patients.						
Outline	Create an environment that enables foreign patients to receive medical care with a sense of security by implementing measures that contribute to multilingual and other types of support for medical institutions that can accept foreign patients.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Creation of an environment, including multilingual support, which enables acceptance of foreign patients	Promotion of the use of telephone interpreting, provision of remote interpreting services that support languages with a small number of speakers, and so on	Promotion of the use of telephone interpreting, provision of remote interpreting services that support languages with a small number of speakers, and so on	In response to the implementation status and issues of the previous year's efforts, implement efforts that contribute to the preparation of an environment that can accommodate foreign patients, such as one with multilingual support			The number of hospitals with multilingual support

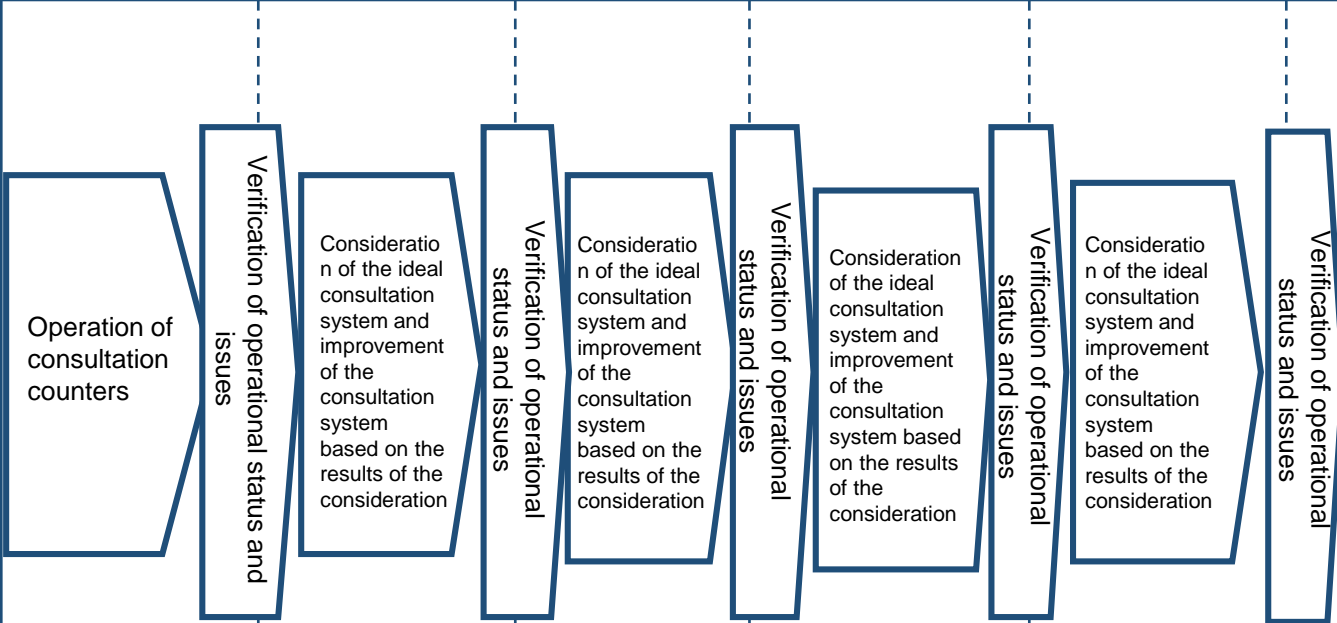
(3)-b Strengthening the consultation system to help foreign nationals with their problems

**Enhancement of consumer affairs consultation system in the local community<25>**

5-year goal	Strive to improve consumer affairs consultation system in the local community through a grant to strengthen local consumer administration.						
Outline	Strive to improve consumer affairs consultation system in the local community through a grant to strengthen local consumer administration.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Support to enhance consumer affairs consultation in the local community	 <p>Promotion of utilization of the system that provide a grant to strengthen local consumer administration</p> <p>Utilization of the system that provide a grant to strengthen local consumer administration in local governments</p> <p>Provision of a grant</p> <p>Provision of a grant</p> <p>Provision of a grant</p> <p>Provision of a grant</p>					Enhancement of the consumer affairs consultation system (The number of local governments that have established systems to utilize interpreters, etc.)

## (3)-b Strengthening the consultation system to help foreign nationals with their problems

**Improvement and enhancement of the consultation system of other consultation counters serving foreign nationals <26>**

5-year goal	The ideal consultation system of the one-stop consultation counters of local governments and the consultation counters of relevant ministries and agencies (including local government offices; the same applies below) is considered, and based on the results of the consideration, the consultation system is improved, etc., to promote the creation of an environment in which foreign nationals can quickly and smoothly access the information they need and quickly solve any problems they may have.							
Outline	The government will consider the ideal consultation system according to the operational status and issues of the one-stop consultation counters of local governments and the consultation counter of the relevant ministries and agencies, and improve the consultation system based on the results of the consideration.							
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI	
	Consideration of the ideal consultation system according to the operational status and issues of the one-stop consultation counters of local governments and the consultation counter of the relevant ministries and agencies, and improvement of the consultation system based on the results of the consideration						Improvement of the numerical value of the question item “Status of resolution of problems of foreign residents who consulted the consultation services of public institutions” in the Basic Survey on Foreign Residents	



## (3)-b Strengthening the consultation system to help foreign nationals with their problems

**Promotion of cooperation and collaboration among relevant organizations in local communities <27>**

5-year goal	Strengthen the consultation system, etc. for foreign nationals in each place by arousing interest in cooperation among relevant organizations and encouraging organizations to cooperate with each other to respond to the requests for advice of foreign nationals, etc. who reside in areas other than the suburbs of Tokyo.						
Outline	Promote cooperation and collaboration among relevant organizations in local communities, including joint consultation meetings by regional immigration services bureaus and relevant organizations such as the government and independent administrative institutions that support foreign nationals.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	<p>Holding of joint consultation meetings, etc.</p> <p>Promotion of cooperation and collaboration among relevant organizations in local communities</p>	<p>Consideration and holding of joint consultation meetings, etc. by relevant organizations in local communities</p> <p>Establishment of a cooperation and collaboration system such as information sharing by relevant organizations in local communities</p>	<p>Verification of joint consulting meetings by relevant organizations in local communities and consideration and implementation based on the results of verification</p> <p>Promotion of cooperation and collaboration in consulting support among relevant organizations in local communities</p>		<p>Promotion of cooperation and collaboration among relevant organizations in local communities while verifying the status of promotion and reviewing it as required based on the results of verification</p>		<ul style="list-style-type: none"> <li>Number of joint consultation meetings, etc.</li> <li>Total number of times organizations (municipalities, NPOs, etc.) participate in joint consultation meetings by type</li> </ul> <p>Establishment and promotion of a system of cooperation and collaboration among relevant organizations in local communities</p>

(3)-b Strengthening the consultation system to help foreign nationals with their problems

**Enhancement of cooperation between Houterasu and foreign national support organizations, etc. <29>**

5-year goal	Create an environment that enables foreign nationals requiring legal assistance to use Houterasu’s support through cooperation between Houterasu and support organizations for foreign nationals, etc.							
Outline	Enhance cooperation between Houterasu and foreign national support organizations for foreign nationals, etc. through initiatives such as explaining Houterasu’s services to support organizations for foreign nationals, etc. and making such organizations designated consulting sites in each region.							
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI	
	Enhancement of cooperation between Houterasu and support organizations for foreign nationals, etc.						<ul style="list-style-type: none"><li>• Making the support known and disseminating information on it</li><li>• The number of participants in (basic) seminars for people supporting foreign nationals</li></ul>	
		Making Houterasu’s support known and disseminating information on it mainly by explaining Houterasu’s services to support organizations for foreign nationals, etc.						
				Considering and implementing measures to further publicize and disseminate information based on the effectiveness of explaining Houterasu’s services, etc.				
		Consideration and implementation of measures to enhance cooperation with support organizations for foreign nationals, etc. in order to ensure Houterasu’s support is able to be used smoothly						
			Consider and implement measures to further enhance cooperation based on the effectiveness of the measures to enhance cooperation					

(3)-c Further promoting the use of plain Japanese in providing information and counseling services

**Dissemination of plain Japanese <31>**

5-year goal	Strive to disseminate plain Japanese so that government officials, etc. can swiftly and accurately understand difficult situations faced by foreign nationals, provide necessary information in a timely manner and consultation services.						
Outline	Enhance training programs for government officials who interact with foreign residents on the frontline of service and promote the dissemination of plain Japanese so that even if it is difficult to establish interpretation and translation systems, they can provide necessary information and consultation services in plain Japanese to foreign nationals who do not have sufficient Japanese-language skills.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Provision of training in, and dissemination of, plain Japanese	<ul style="list-style-type: none"> <li>Summarizing points to consider when speaking in plain Japanese</li> <li>Consideration of the development of training -materials</li> </ul>	Consider adding plain Japanese paraphrases	Gradual addition of plain Japanese paraphrases based on the results of considerations in FY2023	Verification of the application of training materials and review and use of the materials as required based on the results of verification	Gradual provision of training to develop Accepting Environmental Coordinators into local lecturers based on the results of development of training materials	<ul style="list-style-type: none"> <li>Addition of plain Japanese paraphrases (to be considered based on the results of considerations in FY2023)</li> <li>Consideration and implementation of the development of teaching materials, etc.</li> <li>Number of training sessions held by Accepting Environmental Coordinators (to be considered based on the training provided to develop Accepting Environmental Coordinators into lecturers in the local community in FY2025 and thereafter)</li> <li>The number of training sessions held for local government officials</li> </ul>
		Conducting training programs for local government officials	Conduct consideration and development of teaching materials for use in effective training for government officials and others	In addition to conducting training for local government officials, consider training for support groups and others	Continuing to provide training while gradually offering local government officials, etc. training with Accepting Environmental Coordinators as its lecturers		

(3)-c Further promoting the use of plain Japanese in providing information and counseling services

**Dissemination of plain Japanese <32>**

5-year goal	Strive to upgrade Japanese language education initiatives for foreign nationals and disseminate plain Japanese by supporting local governments, etc. in implementing diverse initiatives for plain Japanese that suit the local circumstances in order to contribute to the creation of an environment that enables smooth communication with foreign nationals.						
Outline	From the standpoint of promoting Japanese language education as a communication platform in Japan, as part of its efforts to develop a local Japanese language education system, including Japanese language classes held by local governments, the Ministry promotes dissemination of plain Japanese by supporting initiatives in which local residents work together through training in plain Japanese for Japanese language teachers and Japanese language learning supporters, who support local participation by foreign residents, local government personnel, and local residents as well as through the use of plain Japanese.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Promotion and spread of initiatives for plain Japanese	<div><div><div><div>• Putting together matters to keep in mind in using plain spoken Japanese</div><div>• Development of teaching materials for personnel training</div></div></div><div>Application to local governments</div></div>					Provision of support for local Japanese language education by local governments that utilizes plain Japanese
		Provision of support for local governments' diverse initiatives such as training in plain Japanese for local government personnel and local residents Sharing of examples of local governments' diverse initiatives for plain Japanese					
		Provision of support for training in plain Japanese for Japanese-language learning supporters, etc. who participate in regional Japanese language classes, etc.					

(3)-a Support for foreign nationals in infancy and school age, etc.

**Provision of opportunities for foreign families raising children to have exchanges with Japanese families raising children in the local community <33>**

5-year goal	Continue to promote exchanges between Japanese and foreign families raising children and provide counseling on child-rearing, etc. in local child-rearing support centers irrespective of nationality.						
Outline	Support expenses to promote exchanges between families raising children, including foreign families, and provide counseling on child-rearing, etc. in projects of local child-rearing support centers.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Local child-rearing support centers	Promote the establishment of local child-rearing support centers to achieve the numerical goals set on the basis of the Second Municipal Children and Child-Rearing Support Project Plan  [Project Details] <ul style="list-style-type: none"> <li>• Provide places for exchanges between child-rearing families</li> <li>• Provide counseling and support related to child-rearing (such as counseling on the use of day-care centers)</li> <li>• Provide information for parents raising children locally</li> <li>• Give lectures, etc. on child-rearing and child-rearing support</li> </ul> * This project is intended to support families raising children in the local community, regardless of the nationality of the user			Based on the Third Municipal Children and Child-Rearing Support Project Plan, continue to promote the implementation of the local child-rearing support center project		Numerical targets set based on the Second Municipal Children and Child-Rearing Support Project Plan: 10,200 locations (FY2024) * KPIs for FY2025 and thereafter will be set based on the Third Municipal Children and Child-Rearing Support Project Plan

(3)-a Support for foreign nationals in infancy and school age, etc.

**Foreign children <34>**

5-year goal	Identify the number of foreign children in kindergartens, etc. and consider necessary support measures for them.						
Outline	<Identifying the actual state of preschool education, including the enrollment of foreign children in kindergartens and day nurseries> Identify the actual state of preschool education, including the enrollment of foreign children in kindergartens and day nurseries.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	<p>Conducting of periodic surveys of the actual state of preschool education (planned to be conducted once every 2 years)</p> <p>Promotion of initiatives for foreign children etc.</p>	<p>Survey design, implementation, and publication</p> <p>Research and studies on improvement of instruction for foreign toddlers, etc.</p>	<p>Let people know through lectures about the usage of the training program developed in the research and studies</p>				<ul style="list-style-type: none"> <li>Continue to grasp the actual number of foreign children in kindergartens, etc. in order to identify the enrollment of foreign children in kindergartens, etc.</li> <li>Implement necessary initiatives based on the above</li> </ul>

(3)-a Support for foreign nationals in infancy and school age, etc.

**Identification of the school enrollment of foreign children, promotion of school enrollment, etc.**  
**<35>, <36>, <37>, <38>, <39>, <41>, <42>, <43>, <44>, and <45>**

5-year goal	Urge local governments to develop a system for managing and identifying the school enrollment of foreign children in an integrated manner and to thoroughly provide them with information on school enrollment, and promote initiatives, etc. to encourage school enrollment.						
Outline	<Establishment of an integrated system to manage and identify the school enrollment of foreign children in the local community, promotion of school enrollment, etc.> Establish a system to identify and manage the school enrollment of foreign children and promote the thorough provision of information on school enrollment and initiatives to encourage school enrollment.						
Roadmap	FY2022	FY2023	FY2024	FY2025	FY2026	KPI	FY2022
	Implementation of the Project to Promote the School Enrollment of Foreign Children <35>, <37>, and <39>	Promotion of initiatives based on the Guidelines for the Promotion of School Enrollment of Foreign Children and the Identification of Their School Enrollment Status		Continue to drive initiatives to promote the enrollment of foreign children into schools and to identify their school enrollment status			Integrated management and identification of the school enrollment status of all foreign children by FY2025
	Promotion of integrated identification and management of the school enrollment of foreign children in the organization of school-age children registration systems <36>	Drive the establishment of a system to identify and manage the school enrollment status of foreign children, etc., mainly through the introduction of school-age child registration systems based on the standard specifications			Establish a system to identify and manage school enrollment status		
	Promotion of improvement and utilization of the information search site CASTA-NET <38> and <44>	Enhancement of information search sites that post multilingual school enrollment-related documents, etc. and promotion of their utilization by local governments		Revise the school enrollment guidebook, etc. as required and promote their use by local governments			
	Continuous surveying of foreign pupils, students, etc. <41>	Continuous surveying, identification and publication of local governments' initiatives, collection of examples of advanced initiatives		Subsequently, ongoing survey, identification and publication of local governments' initiatives, collection of examples of progressive initiatives, and promotion of their dissemination			
	Implementation of the Project to Provide Carefully Thought-out Support to Returnees and Foreign Pupils, Students, Etc. <42> and <43>	Implementation of pre-schooling and development of a system to accept foreign pupils, students, etc. at school		Continue to drive the development of the system to accept students, etc.			
	Ensuring health and hygienic environment at schools for foreign students <45>	Implement specialist and multilingual information dissemination and consultation support via foreign students' health and hygiene information websites, etc.			Implement dissemination and education for local government, etc. based on the results		Increase the number of hits to the health and hygiene information website for schools for foreign students

(3)-a Support for foreign nationals in infancy and school age, etc.

**Provision of information on school enrollment before coming to Japan <40>**

5-year goal	Disseminate multilingual school enrollment guidebooks, etc. and provide information to foreign families before coming to Japan.						
Outline	<Provision of necessary school enrollment information, etc. before coming to Japan> Provide information before coming to Japan by disseminating multilingual school enrollment guidebooks and videos as an introduction to school life in Japan.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Dissemination of multilingual school enrollment guidebooks, etc.	Dissemination of multilingual school enrollment guidebooks and videos as an introduction to school life in Japan Updating the contents, etc. as required Making school enrollment guidebooks and videos known					



(3)-a Support for foreign nationals in infancy and school age, etc.

**Development of the educational environment for children of foreign nationals <46>**

5-year goal	Models of educational environment for children that is attractive for foreign nationals are created and rolled out to local governments and schools across the country.						
Outline	The government will create models of educational environment for children that is attractive for foreign nationals and roll out to local governments and schools across the country.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Implementation of the “Project for Study on Development of Educational Environment for Children of Highly Skilled Foreign Personnel”			Development of curriculum, etc.	Demonstration and verification of curriculum, etc.	Demonstration of improved curriculum, etc. based on verification results	The number of educational programs (models) developed for children of foreign nationals

(3)-a Support for foreign nationals in infancy and school age, etc.

**Initiatives that take into account the native language and culture of foreign pupils, students, etc. <47>**

5-year goal	Local governments promote initiatives that take into account the native language and culture of foreign pupils, students, etc. inside and outside schools.						
Outline	<Promotion of initiatives that enable foreign children to have opportunities to experience their native language and culture> Promote initiatives that respect the native language and culture of foreign nationals inside and outside schools through utilization and promotion of subsidiary projects.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Implementation of the Project to Provide Carefully Thought-out Support to Returnees and Foreign Pupils, Students, Etc.	Implement the development of a Japanese-language instruction system, dispatch of native-language supporters, and initiatives that take into account native languages and cultures, etc.		Continue to promote the development of a Japanese-language instruction system, the dispatch of native-language supporters, and initiatives that take into account native languages and cultures, etc.			Ensuring that all pupils and students requiring Japanese-language instruction can receive such instruction
		Improvement of teacher training mainly through the dispatch of educational advisors for foreign pupils and students	Improvement of teacher training mainly by utilizing the advisors and (independently) the cultivation and training of Japanese-language instructors for foreign students, pupils, etc. through a teaching faculty support mechanism, and promotion of awareness-raising efforts for initiatives that take into account native languages and cultures		Review the use of the advisors and the training content, and further promote awareness of initiatives that take into account native languages and cultures		

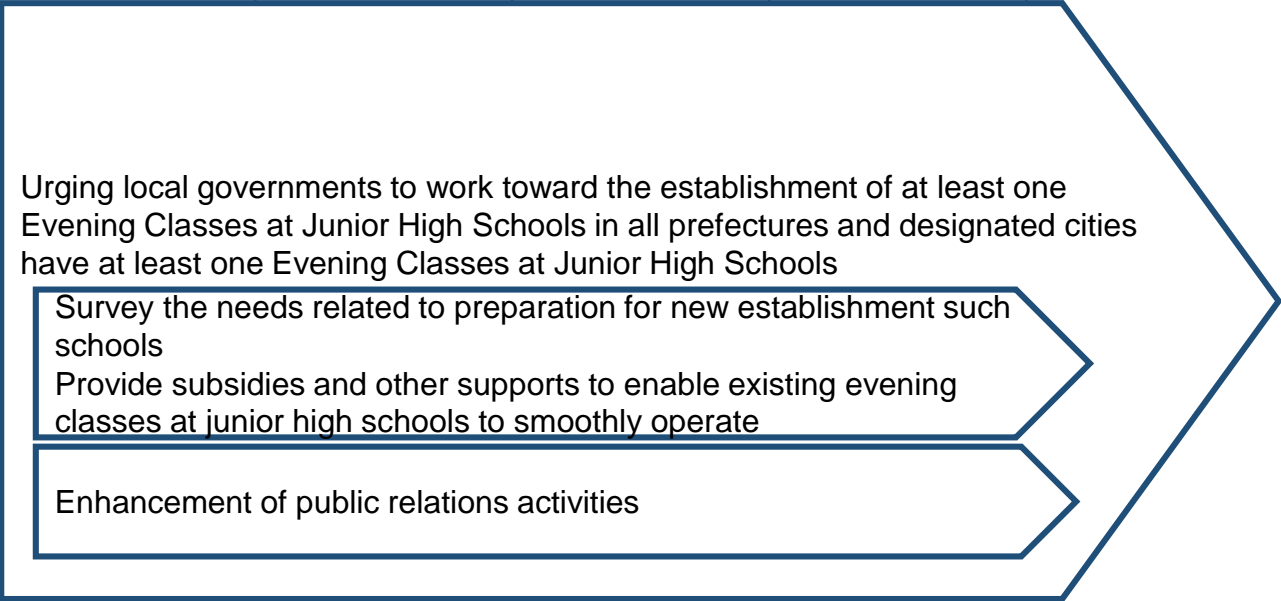
## (3)-b Support for foreign nationals in the early stage of adolescence and adulthood, etc.

**Career support for foreign pupils, students, etc. <48>, <49>, <50> (<14>), <51>, and <52>**

5-year goal	Accommodate foreign students, etc. in entrance examinations for public high schools and establish a comprehensive support system at high schools.							
Outline	<Presentation of diverse choices mainly through exchanges with role models (senior foreign nationals) in school education, etc., prevention of high school students, etc. requiring Japanese language instruction from dropping out of school, promotion of introduction of special quotas for foreign students in high school entrance examinations and making special accommodations for students who take entrance examinations, etc.> Improve Japanese language instruction at high school mainly through utilization of subsidiary projects and establish a comprehensive support system to contribute primarily to preventing students from dropping out of school. Promote initiatives such as being accommodating to foreign students, etc. when selecting those who are admitted to public high schools.							
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI	
	Promotion of initiatives for screening for admission to public high schools <48>  Identification of initiatives for screening for admission to public high schools <49>  Introduction of Japanese language tutoring programs<50> (<14>)  Implementation of the Project to Provide Carefully Thought-out Support to Returnees and Foreign Pupils, Students, Etc. <51>  Prevention of high school students, including foreign students, from dropping out of school and financial support for high school dropouts, etc. to begin learning again <52>	Promotion of initiatives based on the Guidelines for the Promotion of School Enrollment of Foreign Children and the Identification of Their School Enrollment Status		Identify the status of the initiatives and further advance the initiatives to promote school enrollment for foreign children			Reduction of the rate at which high school students, etc. who require Japanese language instruction drop out of school	
		Identification of accommodations made for foreign students, etc.		Based on the survey results, further promote the implementation of accommodations made for foreign students, etc.				
		Making the system known and preparation of instruction materials	Start of operation of the Japanese language tutoring programs at high school					
		Collecting and sharing examples of a special education curriculum	Dissemination of a special education curriculum					
		Development of a comprehensive support system, including the provision of Japanese language instruction, career education, and the creation of after-school places where foreign students can have a sense of belonging	Continue to develop the comprehensive support system					
		Enhancement of the school counseling system for student who have problems, implementation of projects to promote support for high school dropouts, etc. to step up to a higher level through learning in the local community, and the provision of support for students to learn again at high school, etc.	Consider reviewing initiatives as required					

(3)-b Support for foreign nationals in the early stage of adolescence and adulthood, etc.

**Promotion of the establishment of Evening Classes at Junior High Schools and their improvement <53>**

5-year goal	All prefectures and designated cities have at least one Evening Classes at Junior High Schools.						
Outline	<Establishment of Evening Classes at Junior High Schools in all prefectures and designated cities> Promote the establishment of at least Evening Classes at Junior High Schools in every prefecture and designated city based on Act on Securing Opportunities for Education Equivalent to General Education at the Compulsory Education Stage etc.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Promotion of the establishment of Evening Classes at Junior High Schools and their improvement						Increase in the number of the establishment of Evening Classes at Junior High Schools (Goals in five years: establishment in all prefectures and designated cities)

(3)-b Support for foreign nationals in the early stage of adolescence and adulthood, etc.

**Support for the career development of foreign children <54>**

5-year goal	Promote understanding of support for the career development of foreign children among the children themselves, their parents, and other parties concerned.						
Outline	High schools, Hello Work, and related organizations work together to carry out initiatives to support the career development of foreign children on a trial basis in order to ensure that the children's future is designed appropriately. In this process, they consider specific methods so that a deeper understanding of integrated support for the career development of the children, including participation by their parents, is obtained.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Initiatives for supporting the career development of foreign children	Trial implementation of initiatives in which high schools, Hello Work, and associations of administrative scriveners work together	Identification of issues to be addressed based on the trial implementation Promotion of understanding through any necessary reviews, application, etc.				Dissemination of "Main points of occupation consultation and the system of status of residence" for Prefectural Labor Bureaus and Hello Work

(3)-c Support for foreign nationals in adolescence and adulthood, etc.

**Development, etc. of organizational culture for mutual understanding <55>, <56>, and <57>**

5-year goal	Promote the development of organizational culture for mutual understanding utilizing the Handbook for the Employment of International Students and Empowerment after Hiring, etc. in order to ensure effective communication with foreign employees in workplaces, etc.						
Outline	<Utilization of Japanese-language ability tests and ability levels that are considered appropriate at the time of employment of foreign nationals so that the Japanese-language ability levels required for work are properly reflected in employment plans> <Creation of an environment that enables mutual understanding to ensure effective communication at workplaces, etc.> Promote the development of organizational culture for mutual understanding utilizing the Handbook for the Employment of International Students and Empowerment after Hiring, etc. in order to ensure effective communication with foreign nationals in workplaces, etc.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Making known various tools that contribute to the development, etc. of organizational culture for mutual understanding and promoting their utilization	Use the Handbook for the Employment of International Students and Empowerment after Hiring for economic organizations, enterprises, universities, etc. and actively disseminate information <55>			Building on previous initiatives, facilitate the further dissemination and use of tools such as the handbook.<55,56>		Making known the Handbook for the Employment of International Students and Empowerment after Hiring
		Through management consulting support organizations, etc., encourage companies to become familiar with and use video teaching materials and guidebooks to promote effective communication between Japanese and foreign employees in the workplaces <56>					
	Holding of related seminars, etc.	Holding seminars, etc. to create an environment that enables mutual understanding to realize effective communication with foreign nationals at workplaces, etc. <57>					Making known video teaching materials, etc. to ensure effective communication between Japanese and foreign employees in workplaces
		Create and release e-learning content, and implement questionnaire surveys for users<57>	Update and disseminate e-learning content<57>				

(3)-c Support for foreign nationals in adolescence and adulthood, etc.

**Support for foreign workers, etc. <58>, <59>, and <61>**

5-year goal	Promote stable employment of foreign workers and job retention and ensure appropriate employment management for foreign workers.						
Outline	Provide support to foreign workers, etc. as part of the assistance for foreign nationals especially those in adolescence and adulthood as specified below.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Employment support for foreign job seekers, etc. and promotion of job retention  Support for employers to ensure appropriate employment management for foreign workers	Provision of vocational consultation, etc. at the employment service for foreign workers or elsewhere <58> <59>	Provision of vocational consultation, etc. at the employment service for foreign workers or elsewhere <58> <59>	In response to the progress in the implementation of the previous year's initiatives and any issues, continue to implement in-depth career consultation, etc.			• Number of foreign job seekers employed at the employment service for foreign workers or elsewhere (cases) <58>  • The number of international student jobseekers employed at the employment service for foreign workers or elsewhere (cases) <59>  • Number of cases in which guidance is provided through visits to business sites (cases) <61>
		• Implementation of employer guidance, organization of employment management seminars for employers, etc. • Subsidies for employers who work to create an employment environment that takes into account the unique circumstances of foreign nationals <61>	• Implementation of employer guidance, organization of employment management seminars for employers, etc. • Subsidies for employers who work to create an employment environment that takes into account the unique circumstances of foreign nationals <61>	In response to the progress in the implementation of the previous year's initiatives and any issues, continue to implement support for employers, etc.			
				Based on the results of the implementation, consider utilizing them going forward, etc.			
			Consider lessons for the employment and labor officer and conduct a trial implementation <61>				

(3)-c Support for foreign nationals in adolescence and adulthood, etc.

**Support international students searching for career opportunities <60>**

5-year goal	Promote initiatives to further increase the proportion of international students seeking career opportunities in Japan in the medium- to long-term.						
Outline	Encourage the employment of international students who are foreign nationals in companies and other organizations in Japan, in addition to supporting and ensuring the quality of educational programs in universities and other institutions, and supporting the participation of international students in these programs.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Facilitate international students seeking career opportunities in Japan	<p>Support universities cooperating with companies and other organizations in Japan to formulate educational programs that integrate and study the business Japanese required for job searches, career education and internships</p> <p>Implement an initiative certified by the Ministry of Education, Culture, Sports, Science and Technology for high quality educational programs that contribute to the search for employment, carried out independently by universities and other institutions</p> <p>Create and support new scholarship slots for international students participating in accredited programs</p> <p>Implement initiatives accredited by the Ministry of Education, Culture, Sports, Science and Technology for educational programs conducted by professional training colleges (specialized training college, postsecondary course)</p> <p>Establish a model for cooperation with companies that employ foreign students at specialized training colleges, with a focus on the process from acceptance of foreign students to employment and subsequent retention</p>					<p>The proportion of job seekers in Japan among the international students who have graduated from or completed studies at a higher education institution in Japan (excluding those who continue their studies in Japan) (aim for 50% by the end of FY2025)</p>



(3)-c Support for foreign nationals in adolescence and adulthood, etc.

**Vocational training for settled foreign nationals that takes into account their Japanese language skill <62>**

5-year goal	Provide settled foreign nationals with vocational training that takes into account their Japanese language skill						
Outline	Provide settled foreign nationals with vocational training that takes into account their Japanese language skill						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Provision of vocational training that takes Japanese language skill into account	<div> <div>Providing settled foreign nationals with vocational training that takes into account their Japanese language skill</div> <div>Based on progress, collect and disseminate best practices as needed, and continue to provide vocational training that takes Japanese language proficiency into account</div> </div> <div>Identify and publicize the previous year's progress</div>					<div>Collecting good examples from prefectures currently providing vocational training, and disseminating to all prefectures</div> <div>Identify and publicize the previous year's progress</div>

(3)-c Support for foreign nationals in adolescence and adulthood, etc.

**Human resources development support subsidies <63>**

5-year goal	Promote the career development of workers, including foreign ones, by making the human resources development support subsidy system known and advertising it and by assisting employers, etc. engaged in their vocational training, etc.						
Outline	Approach enterprises to provide training and vocational training opportunities to ensure employment stability and support career development						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Human resources development support subsidies	Promoting the career development of workers, including foreign ones, by making the human resources development support subsidy system known and advertising it and by assisting employers, etc. engaged in their vocational training, etc.			Striving for further dissemination and advertisement based on initiatives in the previous fiscal year		Additional dissemination and advertisement based on efforts so far

(3)-d Support for senior foreign nationals, etc.

**Making the pension plans known and advertising them <64>**

5-year goal	Continue to make the pension plans known and advertise them and encourage foreign nationals to receive pension benefits by considering further improvements and expansion of opportunities and implementing measures gradually.						
Outline	Continue to make the pension plans known and advertise them, consider further improvements and expansion of opportunities, and implement measures starting from what can be done.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Continuing to make the plans known and advertise them and further improvement of these efforts	Continuing to publicize and advertise the plans					Implementation of measures to make the plans known and advertise them while further improving them
		Considering further improvements Implementing measures, starting with what is feasible	Considering further improvements Implementing measures, starting with what is feasible	Considering further improvements Implementing measures, starting with what is feasible	Considering further improvements Implementing measures, starting with what is feasible	Considering further improvements Implementing measures, starting with what is feasible	
Roadmap	Expansion of opportunities to make the plans known and advertise them	Requests to related organizations for cooperation, coordination, etc. Implementing measures to publicize and promote the plans, starting with what is feasible	Requests to related organizations for cooperation, coordination, etc. Implementing measures to publicize and promote the plans, starting with what is feasible	Requests to related organizations for cooperation, coordination, etc. Implementing measures to publicize and promote the plans, starting with what is feasible	Requests to related organizations for cooperation, coordination, etc. Implementing measures to publicize and promote the plans, starting with what is feasible	Requests to related organizations for cooperation, coordination, etc. Implementing measures to publicize and promote the plans, starting with what is feasible	Implementation of measures to make the plans known and advertise them while expanding opportunities to do so

(3)-d Support for senior foreign nationals, etc.

**Making the Long-Term Care Insurance System known and advertising it <65>**

5-year goal	Encourage foreign nationals to obtain a better understanding of the Long-Term Care Insurance System by providing and disseminating information continuously through multilingual leaflets.						
Outline	Provide and disseminate information on the system continuously through multilingual leaflets and consider measures such as updating such leaflets as required.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Provision and dissemination of information	Provision and dissemination of information on the system			Updated considerations based on system revisions		Provision and dissemination of information based on system revision
					Provision and dissemination of information on the system based on the considerations		

## (3)-a Raising awareness to realize a society of harmonious coexistence

**Establishment of the Month for Raising Public Awareness of Harmonious Coexistence<68>**

5-year goal	Foster awareness to realize a society of harmonious coexistence with foreign nationals.										
Outline	<ul style="list-style-type: none"><li>Establish the Month for Raising Public Awareness of Harmonious Coexistence to foster awareness to realize a society of harmonious coexistence and promote a better understanding of such a society and organize various educational events with realization of such a society as their theme in cooperation with FRESC and other related organizations.</li><li>Contribute to fostering awareness to realize a society of harmonious coexistence by promoting educational activities in the local community through initiatives such as strengthening cooperation with related organizations with each other to make such activities known in various events.</li></ul>										
Roadmap	Specific policies	FY2022	FY2023		FY2024		FY2025	FY2026	KPI		
	Establishment of the Month for Raising Public Awareness of Harmonious Coexistence and organization of various educational events	<div>Consideration of details of “the Month for Raising Public Awareness of Harmonious Coexistence ”</div>	<div>Preparation and implementation of the educational events</div>	<div>Inspections of the content of the educational events</div>	<div>Preparation and delivery of the educational events based on the results of the inspections</div>	<div>Inspections of the content of the educational events</div>	<div>Preparation and implementation of the educational events based on the results of the inspections</div>	<div>Inspections of the content of the educational events</div>	<div>Preparation and implementation of the educational events based on the results of the inspections</div>	<div>Inspections of the content of the educational events</div>	<ul style="list-style-type: none"><li>The number of participants in the educational events (Aim for 5,000 participants in FY2026)</li><li>Progress in advertising of the various educational events</li><li>Awareness of the educational events</li></ul>
	Mutual dissemination with related organizations	<div>Consideration of the methods for dissemination and advertising of regarding initiatives of FRESC at other organizations’ events Consideration of the methods for advertising and familiarization of other organizations’ events at FRESC</div>					<div>Gradual implementation of the necessary dissemination and familiarization based on the results of the considerations</div>				<ul style="list-style-type: none"><li>Number of events made publicly known</li></ul>

(3)-a Raising awareness to realize a society of harmonious coexistence

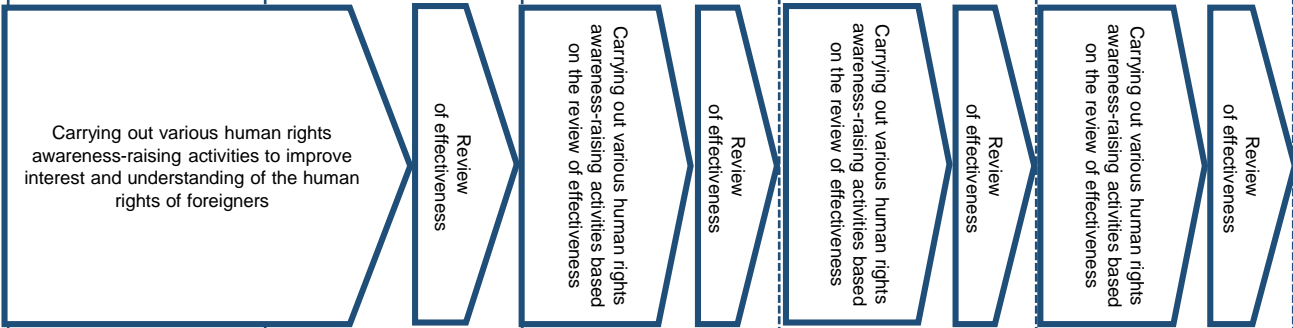
(3)-c Improvement of government statistics to investigate on the actual living conditions of foreign nationals, etc.

**White Paper on Harmonious Coexistence with Foreign Nationals (tentative name) <69> and <78>**

5-year goal	Improve existing policies and plan new policies while obtaining the understanding of foreign nationals and the people.						
Outline	Compile the implementation of policies for harmonious coexistence with foreign nationals by the government in a white paper, etc. and publish it in order to improve existing policies and plan new policies while obtaining the understanding of foreign nationals and the people.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Compilation and publication of the White Paper on Harmonious Coexistence with Foreign Nationals (tentative name)	Consideration of compilation and publication of the White Paper on Harmonious Coexistence with Foreign Nationals (tentative name)	Compilation and publication of brochures plainly summarizing policies for harmonious coexistence based on the results of consideration	Sequential and publication of brochures, etc. plainly summarizing policies for harmonious coexistence based on the results of consideration			<ul style="list-style-type: none"> <li>• The number of issues</li> <li>• The number of viewers</li> <li>• The degree of recognition</li> <li>• Compilation and publication of brochures plainly summarizing policies for harmonious coexistence</li> </ul>
				Review			

## (3)-a Raising awareness to realize a society of harmonious coexistence

**Human rights awareness-raising activities <70>**

5-year goal	Raise the human rights awareness of the people and disseminate and encourage the philosophy of respect for human rights by carrying out human rights awareness-raising activities according to the degree of interest and understanding of human rights of foreigners issues among the people.						
Outline	Continue to carry out various human rights awareness-raising activities to improve interest and understanding of human rights of foreigners.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Carrying out human rights awareness-raising activities						(Reference indicators) <ul style="list-style-type: none"> <li>• Total number of participants in human rights lectures</li> <li>• Number of accesses to human rights awareness-raising and other pages on the website of the Ministry of Justice</li> <li>• Number of banner advertisement impressions</li> <li>• Number of banner advertisements clicked</li> </ul>

(3)-a Raising awareness to realize a society of harmonious coexistence

**Hosting of International Forums on Acceptance of Foreign Nationals and Their Integration into Japan<71>**

5-year goal	Continue awareness-raising and knowledge sharing by hosting International Forums on Acceptance of Foreign Nationals and Their Integration into Japan.						
Outline	Host International Forums on Acceptance of Foreign Nationals and Their Integration into Japan.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Hosting of forums	<div>Planning and holding of forums</div> <div>Consideration of hosting further forums</div>					Number of forums held and their participants



(3)-a Raising awareness to realize a society of harmonious coexistence

**Education based on the idea of cross cultural understanding and multicultural coexistence <72>**

5-year goal	Promote education based on the idea of cross-cultural understanding and multicultural coexistence on the basis of the results of research and studies on multicultural coexistence.							
Outline	<Consideration of introduction of education for harmonious coexistence into preschool education and school education> Upgrade education based on the idea of cross cultural understanding and multicultural coexistence on the basis of the results of research and studies on multicultural coexistence.							
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI	
	Implementation of research and studies to improve Japanese-language instruction for multicultural coexistence  Implementation of the Project to Provide Carefully Thought out Support to Returnees and Foreign Pupils, Students etc.	Implementation of research and studies (from FY2020)	Further dissemination and upgrading of education based on the idea of cross-cultural understanding and multicultural coexistence on the basis of the results of research and studies				Dissemination of the results of studies on multicultural coexistence	
			Implementation of surveys and research to build a network to identify the realities of schoolchildren in scattered local communities		Aim to disseminate model initiatives that respond to the realities of local communities			
		Promotion of classes that enable students to learn together and grow in a society of harmonious coexistence.						

(3)-c Improvement of government statistics to investigate on the actual living conditions of foreign nationals, etc.

**Review of survey items in government statistics, etc. <75>**

5-year goal	Enable the government to identify the actual living conditions of foreign nationals more accurately.						
Outline	Investigate social needs to identify new items that should be included in statistical tables and gradually create and publish the statistical tables starting from feasible ones.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Creation and publication of new statistical tables	Consideration of methods, etc. to conduct investigations into needs	Conducting surveys of needs related to the nature of activities of administrative records information held by the agency (data), based on the results of considerations		Gradually creation and publication of statistical tables starting from feasible ones mainly through linkage of data owned by the Immigration Services Agency and other ministries and agencies based on the results of investigations		Creation and publication of new statistics

(3)-c Improvement of government statistics to investigate on the actual living conditions of foreign nationals, etc.

**Preparation etc. of statistics that enable comparison between Japanese people and foreign nationals <76>**

5-year goal	Develop a platform for planning evidence-based employment policy for foreign nationals.						
Outline	Prepare statistics to properly keep track of accurate data on the labor mobility, in addition to identifying the employment management of foreign workers, such as their working conditions and career formation.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Preparation of statistics of employment and labor that enable comparison between Japanese people and foreign nationals	Design to prepare new statistics and examinations, consultations, etc. with related bureaus	Preparation of statistics for FY2023 and publication of results	Preparation of statistics for FY2024 and publication of results (planned)	Preparation of statistics for FY2025 and publication of results (planned)	Preparation of statistics for FY2026 and publication of results (planned)	Preparation of new public statistics
		<ul style="list-style-type: none"> <li>• We will conduct a survey of offices employing foreign nationals and of foreign workers, and we will publish the survey results the following year</li> <li>• We will continue to make necessary improvements and conduct the survey every year</li> <li>• The survey results are the basic materials for the draft law on foreign national employment measures</li> </ul>					

(3)-d Enhancement of information collections and strengthening of cooperation among relevant organizations for the development of infrastructure for realizing a society of harmonious coexistence

### Enrichment of the contents of training for Accepting Environmental Coordinators<80>

5-year goal	Promote establishing environments to support and accept foreign nationals by assigning more specialized Accepting Environmental Coordinators.						
Outline	Enrich the contents of training for staff engaged in foreign resident support to foster highly specialized Immigration Services Agency personnel.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Launch and improvement of training for employees engaged in foreign resident support	Implementation of training newly established in FY2021 Study and review of the training content, etc.	Implementation of training based on the study results Study and review of the training content, etc.	Implementation of training based on the study results Study and review of the training content, etc.	Implementation of training based on the study results Study and review of the training content, etc.	Implementation of training based on the study results Study and review of the training content, etc.	<ul style="list-style-type: none"> <li>• Training period</li> <li>• Number of credits given per training session</li> <li>• Number of participants in training</li> <li>• Number of times the contents of training is reviewed</li> </ul>

(3)-d Enhancement of information collections and strengthening of cooperation among relevant organizations for the development of infrastructure for realizing a society of harmonious coexistence

**Strengthening of information collection abilities and cooperation among related organizations <81>**

5-year goal	Ensure that support for foreign nationals can be provided in a sustainable way.						
Outline	Support information dissemination and provision by private support organizations and outreach support initiatives for foreign nationals who are facing difficulty living their daily lives.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Consideration of how support for private support groups should be run	Trial provision of outreach support		Consideration of the ideal way of outreach support and gradual provision of support based on the results of consideration starting from what is necessary and possible			Number of support cases (e.g. dissemination of information)
		Analysis and verification of support provided on a trial basis					

(3)-d Enhancement of information collections and strengthening of cooperation among relevant organizations for the development of infrastructure for realizing a society of harmonious coexistence

**Strengthening of information collection abilities and cooperation among related organizations <82>**

5-year goal	Ensure that more appropriate and right answers can be given to the requests of foreign nationals for advice.						
Outline	Solve problems of foreign nationals who ask the Immigration Information Centers for advice in cooperation and collaboration with local governments and other related organizations as required.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Cooperation and collaboration with local governments and other related organizations						Implementation of initiatives for closer cooperation among related organizations, etc. (to be considered based on the results of review in FY2022 and thereafter)

(3)-d Enhancement of information collections and strengthening of cooperation among relevant organizations for the development of infrastructure for realizing a society of harmonious coexistence

**Initiatives for information linkage between related organizations for the purpose of improving ease of residence procedures and proper residence management through smooth examinations based on accurate information<83>**

5-year goal	Ensure appropriate management of the residency of foreign nationals according to the situations of residence by keeping track of the situations of residence of foreign nationals.						
Outline	<p>&lt;Initiatives for information linkage between related organizations for the purpose of improving ease of residence procedures and proper residence management through smooth examinations based on accurate information&gt;</p> <p>The government will consider the establishment of a system to obtain information directly from relevant agencies through information linkage among administrative agencies using Individual Number (My Number) to make residence procedures easier by omitting the submission of documents and properly manage residency through smooth examinations based on accurate information through the improvement of laws and regulations, necessary coordination among relevant organizations, and so on.</p>						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Obtaining necessary information for management of the residency of foreign nationals using a wider range of methods	<p>Consideration and conclusion to obtain information from related organizations</p> <p>Consideration of preparation to obtain information from related organizations and gradual implementation</p> <p>Coordination, etc. with related organizations</p> <p>Consideration of necessary measures to be taken as required (such as adjustment of laws and regulations)</p>					<p>Consideration of necessary measures, such as the development of laws and regulations, in light of the addition of "administrative work related to permission pertaining to status of residence" and other administrative procedures for which My Number can be used in the Act for Partial Amendment of the My Number Act, etc. enacted in 2023</p>

(3)-d Enhancement of information collections and strengthening of a cooperation among relevant organizations for the development of infrastructure for realizing a society of harmonious coexistence

**Consideration of measures such as making residence procedures and electronic notification fully available online <84>**

5-year goal	<ul style="list-style-type: none"> <li>Switch completely to online application for status of residence and electronic notification services, improve convenience.</li> <li>Expand information available through an API that enables applicants to access their own information on Mynaportal</li> </ul>						
Outline	<p>&lt;Consideration of switching completely to online application for status of residence and notification services and expanding information available through an API that enables applicants to access their own information on Mynaportal&gt;</p> <p>The government will aim to switch completely to online application for status of residence and electronic notification services, improve convenience. Also, the government will consider expanding information available through an API that enables applicants to access their own information on Mynaportal in collaboration with related ministries and agencies.</p>						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Consideration of making applications and electronic notification fully available online						Implementation of necessary measures based on the results of consideration
	Consideration of utilization of APIs to obtain the individual's information on the Mynaportal						Consideration of expansion of information available through an API that enables applicants to access their own information on Mynaportal
		Taking necessary measures as required (such as revision of laws)					



(3)-d Enhancement of information collections and strengthening of a cooperation among relevant organizations for the development of infrastructure for realizing a society of harmonious coexistence

Integration of Individual Number Cards (“My Number Card”) and residence cards <86>

5-year goal	Ensure that mid- to long-term foreign residents can receive highly convenient residence cards by integrating Individual Number Cards and residence cards.						
Outline	The government will aim to integrate Individual Number Cards (“My Number Card”) and residence cards by establishing government and ministerial ordinances, systems, and so on together with related ministries and agencies for implementation within two years of the issuance of the Act for Partial Amendment of the Immigration Control and Refugee Recognition Act enacted in the ordinary Diet session of 2024.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Integration of Individual Number Cards and residence cards	<div><div>Consideration</div><div>Submission of bills</div><div>Development of government and ministerial ordinances, etc.</div><div>Development of systems</div><div>Integration (issuance / management)</div></div>					Legislation and development of systems, etc.

(3)-d Enhancement of information collections and strengthening of cooperation among relevant organizations for the development of infrastructure for realizing a society of harmonious coexistence

### **Strengthening of information collection abilities and cooperation among related organizations <88>**

5-year goal	Support the activities of foreign national supporters more actively and appropriately.						
Outline	Provide necessary information to private support organizations and respond to their requests for advice through acceptance environment coordinators. Also provide training on the policy for the acceptance of foreign nationals.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Provision of necessary information to private support organizations and responding to their requests for advice as well as provision of training on the policy for the acceptance of foreign nationals	Consideration of measures such as establishing closer cooperation among related organizations		Consideration and gradual implementation of initiatives such as establishing closer cooperation among related organizations (e.g. training of Accepting Environmental Coordinators, local government personnel in charge, etc., analysis and verification of training provided, etc.)			Implementation of measures mainly to establish closer cooperation among related organizations (to be considered based on the results of review in FY2022 and thereafter)  Number of foreign national support organizations, etc. identified Number of times of information dissemination to foreign national support organizations, etc.  Appropriate response to requests for advice
		Provision of information to private support organizations, etc. through Regional Immigration Services Bureaus		Based on the status of information dissemination up to FY2023, conduct further strengthening			
		Response to requests for advice at Regional Immigration Services Bureaus		Based on the status of consultation responses up to FY2023, we will consider and implement more appropriate handling			

(3)-d Enhancement of information collections and strengthening of cooperation among relevant organizations for the development of infrastructure for realizing a society of harmonious coexistence

### Consideration of provision of data that contribute to planning and proposing measures for harmonious coexistence with foreign nationals <89>

5-year goal	Encourage local governments to create an environment for the acceptance of foreign nationals mainly by making local governments' basic information on foreign nationals visible.						
Outline	The government will consider providing data that contribute to planning and proposing measures for harmonious coexistence with foreign nationals via RESAS (Regional Economy Society Analyzing System), which provides access to local governments' basic statistical data on foreign nationals that helps design targeted measures to create an environment for the acceptance of foreign nationals and visualizes local governments' data.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Consideration of provision of data that contribute to planning and proposing measures for harmonious coexistence with foreign nationals	<p>Consideration of use of RESAS, etc.</p> <p>Consideration of information, etc. to be mounted in RESAS, etc.</p>		<p>Consideration and conclusion about how best to load data with related ministries and agencies</p> <p>Collection of information, etc. to be mounted</p>	<p>Inclusion of information and updating and review of information mounted as required, etc.</p>		Status of data utilization by local governments related to the planning and drafting harmonious coexistence measures for foreign residents

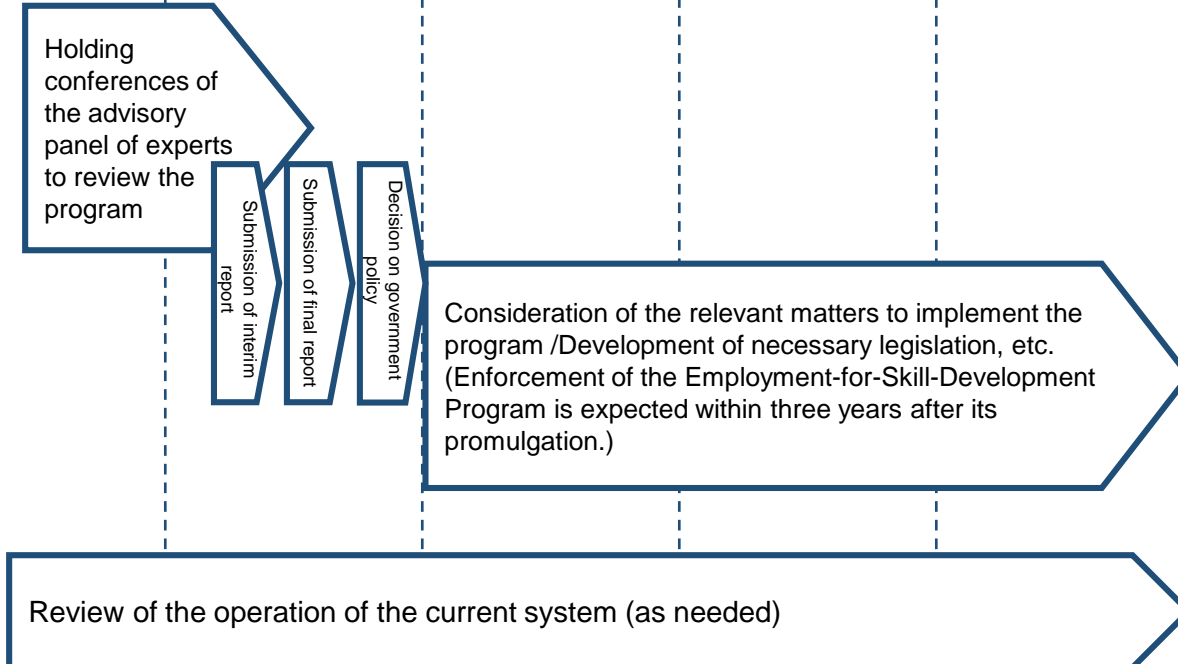
(3)-e Creating a system that enables foreign nationals to also play an active role in a society of harmonious coexistence

**Policies such as granting scholarships to international students (for the nursing care category) <91>**

5-year goal	Develop human resources that support the field of long term care in a stable manner over a long period of time by supporting international students in obtaining the qualification of certified care worker through the implementation of policies such as granting scholarships to such students.						
Outline	Consider indirect human resource development support measures such as creating a scholarship system in healthcare, welfare, and other fields in which demand for foreign service providers is expected to grow, based on the trends in which the number of foreign nationals who reside or settle in Japan is rising.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Provision of support such as granting scholarships to international students intending to obtain the qualification of certified care worker	<div>Provision of support such as granting scholarships to international students intending to obtain the qualification of certified care worker</div> <div>Based on the status of the initiatives and the issues raised so far, we will consider and implement more appropriate project content.</div>					Number of prefectures that implement the Support Project for the Granting of Scholarships to International Students (for nursing facilities, etc. that provide support such as scholarships for international students intending to obtain the qualification of certified care worker)

(3)-e Creating a system that enables foreign nationals to also play an active role in a society of harmonious coexistence

**Improving an environment for acceptance of foreign nationals along with the establishment of the Employment-for-Skill-Development Program, etc. <92>**

5-year goal	With the acceptance of foreign nationals, under the Employment-for-Skill- Development Program in place of the Technical Intern Training Program or Specified Skilled Worker System, the system will be operated where foreign nationals can play an active role as a member who supports Japan's industry, economy, and local communities together through employment in industrial fields with labor shortages.						
Outline	The government will establish the Employment-for-Skill-Development Program for the purpose of developing and securing human resources to replace the Technical Intern Training Program, and will continue to utilize the Specified Skilled Worker System after making efforts to optimize the system, to improve an environment for the acceptance of foreign nationals necessary to make Japan the country of choice for foreign nationals.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Establishment of the Employment-for-Skill-Development Program for the purpose of developing and securing human resources to replace the Technical Intern Training Program/Further optimization of the Specified Skilled Worker System	 <p>Holding conferences of the advisory panel of experts to review the program</p> <p>Submission of interim report</p> <p>Submission of final report</p> <p>Decision on government policy</p> <p>Consideration of the relevant matters to implement the program /Development of necessary legislation, etc. (Enforcement of the Employment-for-Skill-Development Program is expected within three years after its promulgation.)</p> <p>Review of the operation of the current system (as needed)</p>					<ul style="list-style-type: none"> <li>• Development of the Employment-for-Skill-Development Program to replace the Technical Intern Training Program</li> <li>• Improvement of the Specified Skilled Worker System for its optimization</li> </ul>

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**Provision of information to, and creation of an employment environment, etc. specified skilled workers <93>**

5-year goal	Disseminate necessary information to specified skilled workers by providing it through field-specific councils, etc. and create an employment environment for such workers.						
Outline	<p>In the field of long-term care in which the residence status “specified skilled worker” is applicable, through field-specific councils, etc., the Ministry continues to provide information useful to accepting foreign human resources, including consultation services for specified skilled workers and other policies that can be utilized. In the field of building cleaning as well, it utilizes field-specific councils, various seminars, and other opportunities to provide information continuously, including making excellent examples of human resources development, etc. known.</p> <p>Furthermore, mainly in order to create an environment that enables foreign nationals employed in the field of long-term care to work comfortably, the Ministry supports the provision of training, etc. aimed at improving nursing care skills, helps promote the creation of an environment that enables foreign nationals to learn nursing care-related Japanese on their own, and provides consultation services and other sorts of assistance.</p>						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Provision of information through field-specific councils, etc.	Provision of information useful for specified skilled workers through field-specific councils, etc. Based on the status of the initiatives and the issues raised so far, we will consider and implement more appropriate project content.					Provision of information useful for specified skilled workers
	Creation of an employment environment for foreign nationals	Support for initiatives such as creating an environment that makes it easy for employed foreign nationals to work Based on the status of the initiatives and the issues raised so far, we will consider and implement more appropriate project content.					Implementation of initiatives such as creating an environment to accept specified skilled workers

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**Provision of information to, and creation of an employment environment, etc. for, specified skilled workers <94>**

5-year goal	Disseminate necessary information to specified skilled workers by providing it through field-specific councils, etc. and create an employment environment for such workers.						
Outline	Provide information to specified skilled workers and create an employment environment for such workers.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Provision of information through field-specific councils, etc.	Provision of information useful for specified skilled workers through field-specific councils, etc.		Continue to provide useful information through field-specific councils, based on the progress made until the previous year			The percentage of foreign personnel who responded to a work environment questionnaire that they were satisfied with their work environment
	Creation of an employment environment for foreign nationals	Support for initiatives such as creating an environment that makes it easy for employed foreign nationals to work		Continue to support efforts to create an environment that facilitates the work of foreign workers, based on the progress made in implementation until the previous year			

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**Provision of information to, and support for the acceptance of, Specified Skilled Workers <95>**

5-year goal	Provide information useful for specified skilled workers, etc. and support their acceptance.						
Outline	Provide information useful for specified skilled workers, etc. through the manufacturing industry’s councils and liaison meetings for the acceptance of such workers as well as its portal sites. Provide support to accept specified skilled workers.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Provision of information through field-specific councils, etc.	Provision of information useful for specified skilled workers, etc. through the manufacturing industry’s councils and liaison meetings for the acceptance of such workers as well as its portal sites					Provision of information useful for specified skilled workers, etc.
		Improvements based on the results of the questionnaire		Improvements in the method of providing information based on the system review			
	Creation of an environment of acceptance	Support for the acceptance of specified skilled workers					Support for the acceptance of specified skilled workers
		Considerations of the acceptance support system based on the system review					



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**Provision of information to, and support for the development of, specified skilled workers <96>**

5-year goal	Provide necessary information to specified skilled workers in an effective way and promote creation, etc. of a human resources development environment at accepting enterprises.						
Outline	<p>In each of the fields of construction, shipbuilding and ship machinery industry, automotive maintenance, aviation, and lodging to which the residence status “specified skilled worker” is applicable, the Ministry continues to provide information useful for the acceptance of foreign nationals, including the Immigration Services Agency’s website, matching events, etc., through field-specific councils, etc.</p> <p>The Ministry also promotes creation of an environment that enables accepting enterprises, etc. to develop specified skilled workers appropriately and specified skilled workers to grow on their own mainly by making examples of excellent initiatives known, holding seminars to make them known, and officially commending the best workers (e.g. “The Award for Creation of Future Construction with Foreign Human Resources” in the construction category) while listening to the opinions of accepting enterprises, related associations, etc.</p>						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Provision of information through field-specific councils, etc.	Provision of information useful for specified skilled workers through field-specific councils, etc.					Provision of information useful for specified skilled workers
	Consideration to support the development of foreign nationals	Interviews with related associations, etc. for opinions and internal consideration					Creation of a human resources development environment at accepting companies
		Implementation of policies to support development					

(3)-e Creating a system that enables foreign nationals to also play an active role in a society of harmonious coexistence

**Establishment of a society of harmonious coexistence <97>**

5-year goal	Contribute to developing foreign nationals who are willing to participate in society and Japanese people who understand multicultural coexistence and establishing a system in which both foreign nationals and Japanese people become supporters of a society of harmonious coexistence by acting as an intermediary between foreign nationals and local communities, local governments, etc.								
Outline	Consider establishment of systems such as creation of a human resources bank to support matching between local governments, private support organizations, and foreign nationals who are willing to act as supporters of the harmonious coexistence policy.								
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI		
	Development of foreign local leaders	Supporting civic groups consisting of foreign nationals residing in Japan in their local activities by involving companies that accept foreign nationals, Japanese-language schools, neighborhood associations, schools, administrative agencies, and other Japanese partner organizations (such as disaster risk reduction activities and neighborhood associations' activities)		Continuing support for civic groups consisting of foreign nationals residing in Japan in their local activities by involving Japanese partner organizations (such as disaster risk reduction activities and neighborhood associations' activities), while verifying effect and reviewing contents of training Collecting and disseminating good example			Number of local governments and related organizations that provide training (30 organizations cumulatively in FY2026)		
		Promotion of activities by the Coordinators for International Cooperation, etc. who are familiar with multicultural coexistence in Japan and abroad	Promoting the activities of the Coordinator for International Cooperation (actively utilizing as coordinators returnee Japan Overseas Cooperation Volunteers) who specialize in multicultural coexistence, foreign human resources, etc.					Total number of Coordinators for International Cooperation active in Japan (100 persons cumulatively in FY2026)	
			Promoting the development of JICA Japan Overseas Cooperation Volunteers and the activities of returnee Japan Overseas Cooperation Volunteers who understand cross-cultural communication and multicultural coexistence						

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**Bringing synergy effects between harmonious coexistence with foreign nationals and regional revitalization, etc. <98>**

5-year goal	Efforts will be made to collect and to share the best practices of local government initiatives for acceptance and coexistence of foreign nationals including highly-skilled foreign professionals in digital skills. Support will be provided, for Leading local government initiatives based on their comprehensive strategies, including utilizing the Digital Garden City Nation grants (Regional Revitalization Promotion type).						
Outline	Efforts will be made to collect and to share the best practices of local government initiatives for acceptance and coexistence of foreign nationals including highly-skilled foreign professionals in digital skills. Support will be provided, for Leading local government initiatives based on their comprehensive strategies, including utilizing the Digital Garden City Nation grants (Regional Revitalization Promotion type).						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	<p>Collecting and horizontally deploying reference cases of support for acceptance and coexistence of foreign nationals, including Highly skilled foreign professionals in digital skill</p> <p>Initiatives through the Digital Garden City Nation grants</p>	<p>Collection and horizontal deployment of reference cases</p>					<p>Percentage of pioneering policies introduced by all municipalities with specified skilled workers to support the acceptance of such workers and multicultural coexistence: (85% in FY2026)</p>
		Support by the Subsidy Program for Promotion of Regional Revitalization for these voluntary, proactive and leading efforts by the local governments	Support will be provided, for Leading local government initiatives based on their comprehensive strategies, including utilizing the Digital Garden City Nation grants (Regional Revitalization Promotion type).				

(3)-e Creating a system that enables foreign nationals to also play an active role in a society of harmonious coexistence

**Promotion of utilization of the “Special Measure for the Status of Residence Related to the Employment of Foreign Beauticians” <99>**

5-year goal	Make “The National Strategic Special Zone Foreign Beautician Training Project” known and promote utilization of the special measures.						
Outline	Efforts will be made to promote effective utilization of “The National Strategic Special Zone Foreign Beautician Training Project” in national strategic special zone, which was established in July 2021 based on The National Strategic Special Zones.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Advice to local governments that utilize the project	Launch of “The National Strategic Special Zone Foreign Beautician Training Project”	Advice to local governments that utilize the project and increase in the number of foreign beauticians				Increase in the number of trained foreign beauticians
	Making the special measure known Advice to local governments that do not utilize the project	Making the special measure known Advice to local governments that do not utilize the project	Expansion of the zones in which the special measure is utilized				Increase in the number of local governments that utilize the special measure

## (3)-f Building the residency management system as an infrastructure of a society of harmonious coexistence

**Consideration of how the permanent resident status should be implemented, etc. <100>**

5-year goal	Decide on policy to handle cases in which it is not necessarily considered appropriate to continue allowing foreign nationals to reside in Japan after permanent residence is granted, including whether the permission for permanent residence should be revoked, while referring to the systems of other countries.						
Outline	<Consideration of how the permanent resident status should be implemented> In addition to further clarifying the requirements for granting permanent residence to increase the foreseeability of whether it should be granted or not and considering residence examination methods, etc., the Ministry considers establishing a system that enables it to handle cases in which the requirements for granting permanent residence are no longer considered to be met after permanent residence is granted due to circumstantial changes after the status is granted, including revoking the permanent resident status.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Consideration of how the permanent resident status should be implemented, including reviewing the examination methods that suit circumstantial changes after permanent residence is granted	Clarification of requirements for granting permanent residence, consideration of permanent residence examination methods, etc., and arriving at a conclusion about it			Implementation of a new examination method for granting permanent residence and operation of a new system related to circumstantial changes, etc. after the status has been granted within a necessary and feasible range, based on the results of consideration		Taking necessary measures based on the results of review

## (3)-f Building the residency management system as an infrastructure of a society of harmonious coexistence

**Detection, crackdown, etc. of imposter residents, etc. <101>**

5-year goal	Establish and implement a system to investigate facts about imposter foreign residents, etc. and crack down on them.						
Outline	Mainly by strengthening the functions of collecting and analyzing information on imposter foreign residents, etc., including information on the notifications on the employment situation of foreign nationals, which is provided through online cooperation with the Ministry of Health, Labour and Welfare, the Ministry of Justice considers and establishes a system necessary to utilize such information for swift and effective investigation of facts and crackdowns.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Establishment of a system for swift and effective investigation of facts and crackdowns	<div> <div>(1) Information sharing at crackdown councils, etc.</div> <div>(2) Verification of crackdown methods, etc.</div> <div>(3) Instructions to government agencies</div> <div>(4) Confirmation of results brought about</div> </div> <div>Repeat steps 1 to 4 as specified to the left each year and constantly review the effective fact investigation and crackdown systems.</div>					Number of persons prosecuted and deported as imposter foreign residents and those who aid them

## (3)-f Building the residency management system as an infrastructure of a society of harmonious coexistence

**Reduction in the number of illegal foreign residents <102>**

5-year goal	Work on public relations, etc. to crack down on illegal foreign residents and encourage them to report to the police in an effort to reduce their number.						
Outline	Engage in public relations and educational activities as well as guidance to carry out effective crackdowns, prevent illegal employment, etc., and encourage illegal foreign residents to report to the police.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Initiatives such as public relations to crack down on illegal foreign residents and encourage them to report to the police	<div>(1) Verification of the status of implementation</div> <div>2) Information sharing at the Council for Measures against Illegal Foreign Workers</div> <div>(3) Information sharing with government agencies</div> <div>4) Consideration of new crackdown and public relations methods as well as reaching a conclusion</div>				<div>Repeat steps 1 to 4 as specified to the left each year to promote crackdowns, public relations, and awareness-raising.</div>	<ul style="list-style-type: none"> <li>• Decrease in the statistics of illegal foreign residents year on year</li> <li>• Effectively publicize proper employment, etc. by implementing the Month to Promote Proper Employment of Foreign Nationals for the Realization of a Society of Harmonious Coexistence</li> </ul>

## (3)-f Building the residency management system as an infrastructure of a society of harmonious coexistence

**Reduction of the number of deportation evaders<103>**

5-year goal	Initiatives and systems to reduce the number of deportation evaders are strengthened and implemented.						
Outline	The government will increase deportation based on individual cases and further promote the use of voluntary return and social integration support programs conducted by the International Organization for Migration (IOM) to reduce the number of deportation evaders and realize a society where all people, including foreign nationals, can live safely and securely.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Strengthening efforts and systems to reduce the number of deportation evaders	<p>Establishment of legislation for appropriate operation after the implementation of the revised Act, etc.</p> <p>• Establishment of a system to strengthen initiatives • Enhancement of training and development of staff engaged in such activities</p> <p>Increase in the number of deportations and promotion of the use of IOM programs</p> <p>Verification, analysis, and implementation of effective reduction methods, etc.</p>					<p>• Establishment of a system to strengthen initiatives • Enhancement of training and development of staff engaged in such activities</p> <p>Increase in the number of deportations and promotion of the use of IOM programs</p> <p>Verification, analysis, and implementation of effective reduction methods, etc.</p>



## (3)-f Building the residency management system as an infrastructure of a society of harmonious coexistence

**Recognition of refugees, etc. <104>**

5-year goal	Optimise further operation of the refugee recognition system by (1) clarifying normative elements on the eligibility for refugee status, (2) improving the capacity of refugee inquirers, and (3) enriching the content of country of origin information.						
Outline	Optimise further operation of the refugee recognition system by (1) clarifying normative elements on the eligibility for refugee status, (2) improving the capacity of refugee inquirers, and (3) enriching the content of country of origin information, through working closely with related organizations such as UNHCR.						
Roadmap	Specific policies	FY2022	FY2023	FY2024	FY2025	FY2026	KPI
	Clarification of normative elements on the eligibility for refugee status	Preparation and publication	Making swifter decisions on refugee recognition. Ensuring the transparency of swifter decisions		Continuing to make swifter decisions on refugee recognition and ensure the transparency of decisions		Publication of clarification-related documents
	Provision of training to enable appropriate recognition of facts	Development of teaching materials	Provision of training		Verification	Consideration of further clarification	The number of training provided
	Exchange of information regarding country of origin information with host countries that accept many refugees	Selection of targeted host countries	Preparations for information exchange and its gradual implementation			Verification	Consideration of review of the content of training
					Consideration of building a framework of cooperation in mid- to long-term for information exchange		Exchange of information