

# Okinawa Multicultural Coexistence Action Plan (Draft)

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# Introduction

## Overview of the Action Plan

In Okinawa Prefecture, in fiscal year 2008, the "Okinawa Multicultural Coexistence Promotion Guidelines" were formulated with the aim of creating a community where both foreign residents and prefectural residents can live with peace of mind. The basic principle of these guidelines is to recognize and respect cultural differences among people of different nationalities and ethnicities, and for each to fully demonstrate their capabilities as active participants supporting the local community. With the spirit of "Ichariba Chode" (meaning "once we meet, we are brothers"), the guideline aims to establish a community open to the world where both foreigners and prefectural residents can live safely and securely.

Furthermore, the guidelines set forth three basic policies: "collaborative efforts throughout the prefecture," "building inclusive communities," and "support for independence."

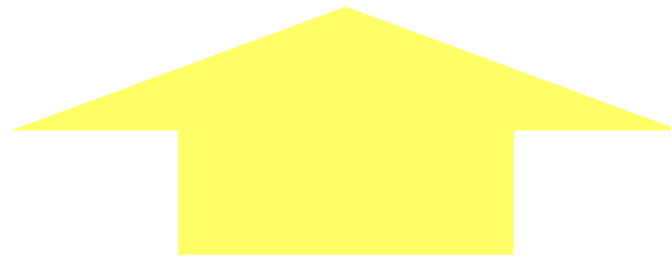
Based on these guidelines, Okinawa Prefecture has been advancing policies to create an environment for a multicultural coexistence society. However, due to significant changes in the situation surrounding foreigners within the prefecture, in fiscal year Reiwa 6 (2024), the "Bankoku Shinryo Conference on the Construction of a Multicultural Coexistence Society" was held four times. Through this conference, 34 proposals addressing challenges toward building a multicultural coexistence society in Okinawa were received from seven experts.

The Okinawa Multicultural Coexistence Action Plan, based on the 34 proposals from the Bankoku Shinryo Conference, organized the current situation and challenges in six areas: daily life, employment and labor, education, medical care and welfare, disaster prevention, and strengthening collaboration. Following the basic policies of the guidelines, it compiled the measures that should be addressed going forward.

By promoting efforts in collaboration with municipalities, private organizations, and other related groups, the plan aims to build a community as envisioned in the basic principles of the guidelines.

## Building a Multicultural Coexistence Society

A community open to the world where people of different nationalities and ethnicities mutually respect each other's cultural differences, and each fully demonstrates their abilities as active members supporting the local society together, living with the spirit of Ichari Bachode so that both foreign residents and prefectural residents can live in peace and security.



Promotion of initiatives based on three basic policies in collaboration with municipalities, private organizations, and others in each field

Basic Policy ①: Collaborative efforts across the entire prefecture

Basic Policy ②: Creating communities of coexistence

Basic Policy ③: Support for self-reliance

Matters  
Related to  
Daily Life

Matters  
Related to  
Employment  
and Labor

Matters  
Related to  
Education

Matters  
Related to  
Medical Care  
and Welfare

Matters  
Related to  
Disaster  
Prevention

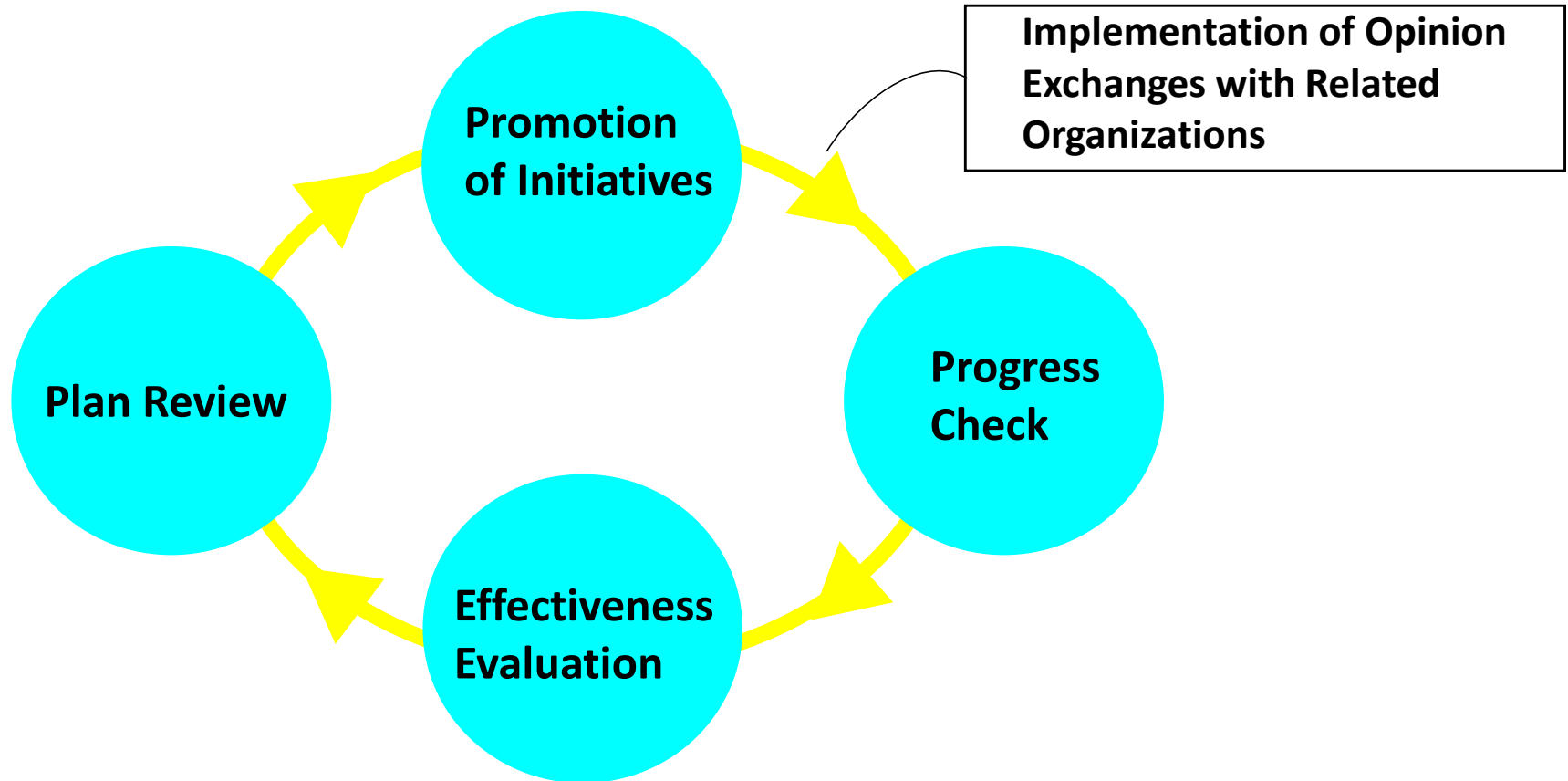
Matters  
Related to  
Strengthening  
Collaboration

## Evaluation of Action Effectiveness

The action plan period is set for six years, from fiscal year 2026 to fiscal year 2031, with a review of the plan every three years. To grasp changes in the situation surrounding foreign residents, an annual forum for exchanging opinions with related organizations will be held to identify issues on the ground and to share information on initiatives based on the action plan.

Based on the exchanges with related organizations and internal evaluations within the prefectural government, progress will be checked using indicators, and the effectiveness of the plan will be evaluated and revised as necessary.

### Annual Effectiveness Evaluation (Fiscal Year 2026 to Fiscal Year 2031)

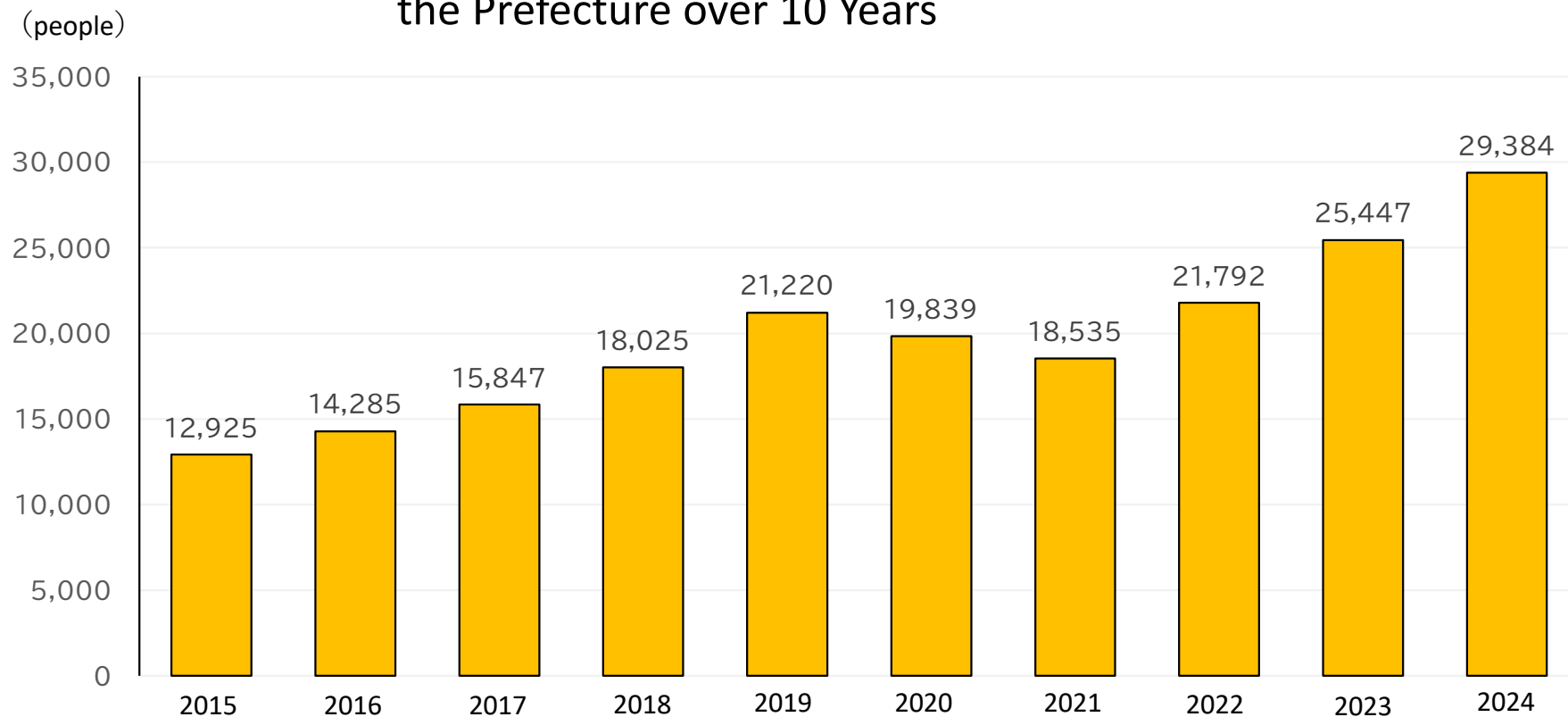


## Trends in the Number of Foreign Residents

According to the Immigration Services Agency's "Statistics on Foreign Residents," the number of foreign residents in Japan at the end of 2024 is 3,768,977, which represents a 10.5% increase compared to the previous year-end (3,075,213). This marks the third consecutive year of increase and sets a new record high.

The number of registered foreign residents in Okinawa Prefecture has also increased for the third consecutive year, reaching a record high of 29,384 at the end of 2024, ranking 23rd nationwide. Additionally, the growth rate compared to the previous year-end (25,447) is 15.5%, ranking 5th in the country.

Trends in the Number of Foreign Residents in  
the Prefecture over 10 Years



(Source) Immigration Services Agency of Japan, "Statistics on Foreign Residents"



## Trends in the Number of Foreign Residents by Nationality and Region

Focusing on the number of foreign residents by nationality and region, Nepal has the highest number with 5,570 people, a 25.8% increase compared to the previous year-end (4,428), accounting for 19.0% of the total. This is followed by Indonesia with 3,316 people (2,362 at the previous year-end, a 40.4% increase), China with 3,064 people (2,837 at the previous year-end, an 8.0% increase), the United States (excluding U.S. military personnel) with 2,898 people (2,758 at the previous year-end, a 5.0% increase), Vietnam with 2,835 people (2,614 at the previous year-end, an 8.5% increase), and the Philippines with 2,765 people (2,587 at the previous year-end, a 6.9% increase). Comparing the increases in numbers and growth rates year-on-year, Nepal has had the highest increase in numbers for three consecutive years, and the growth rates for Nepal, Indonesia, and Myanmar are notably high.

Country		End of FY 2022			End of FY 2023			End of FY 2024		
		Number of People	Composition Ratio	Year-on-Year Comparison	Number of People	Composition Ratio	Year-on-Year Comparison	Number of People	Composition Ratio	Year-on-Year Comparison
1	Nepal	3,335	15.3%	76.9%	4,428	17.4%	32.8%	5,570	19.0%	25.8%
2	Indonesia	1,542	7.1%	73.3%	2,362	9.3%	53.2%	3,316	11.3%	40.4%
3	China	2,673	12.3%	8.6%	2,837	11.1%	6.1%	3,064	10.4%	8.0%
4	United States	2,672	12.3%	6.1%	2,758	10.8%	3.2%	2,898	9.9%	5.1%
5	Vietnam	2,234	10.3%	-14.8%	2,614	10.3%	17.0%	2,835	9.6%	8.5%
6	Philippines	2,343	10.8%	6.2%	2,587	10.2%	10.4%	2,765	9.4%	6.9%
7	South Korea	1,351	6.2%	8.7%	1,428	5.6%	5.7%	1,551	5.3%	8.6%
8	Myanmar	262	1.2%	0.0%	563	2.2%	114.9%	1,105	3.8%	96.3%
9	Brazil	767	3.5%	19.5%	910	3.6%	18.6%	968	3.3%	6.4%
10	Taiwan	781	3.6%	10.2%	894	3.5%	14.5%	963	3.3%	7.7%

(Source) Immigration Services Agency of Japan, "Statistics on Foreign Residents"

## Trends in the Number of Foreign Residents by Residence Status

Focusing on the number of foreign residents by residence status, permanent residents are the largest group with 6,245 people, a 4.0% increase compared to the previous year-end (6,004), accounting for 21.3% of the total. This is followed by students with 4,470 people (3,624 at the previous year-end, a 23.3% increase), technical intern trainees with 3,491 people (2,084 at the previous year-end, a 67.5% increase), engineers/specialists in humanities/international services with 3,187 people (2,818 at the previous year-end, a 13.1% increase), specified skilled workers with 3,142 people (2,084 at the previous year-end, a 50.8% increase), and dependent family members with 2,300 people (2,055 at the previous year-end, an 11.9% increase).

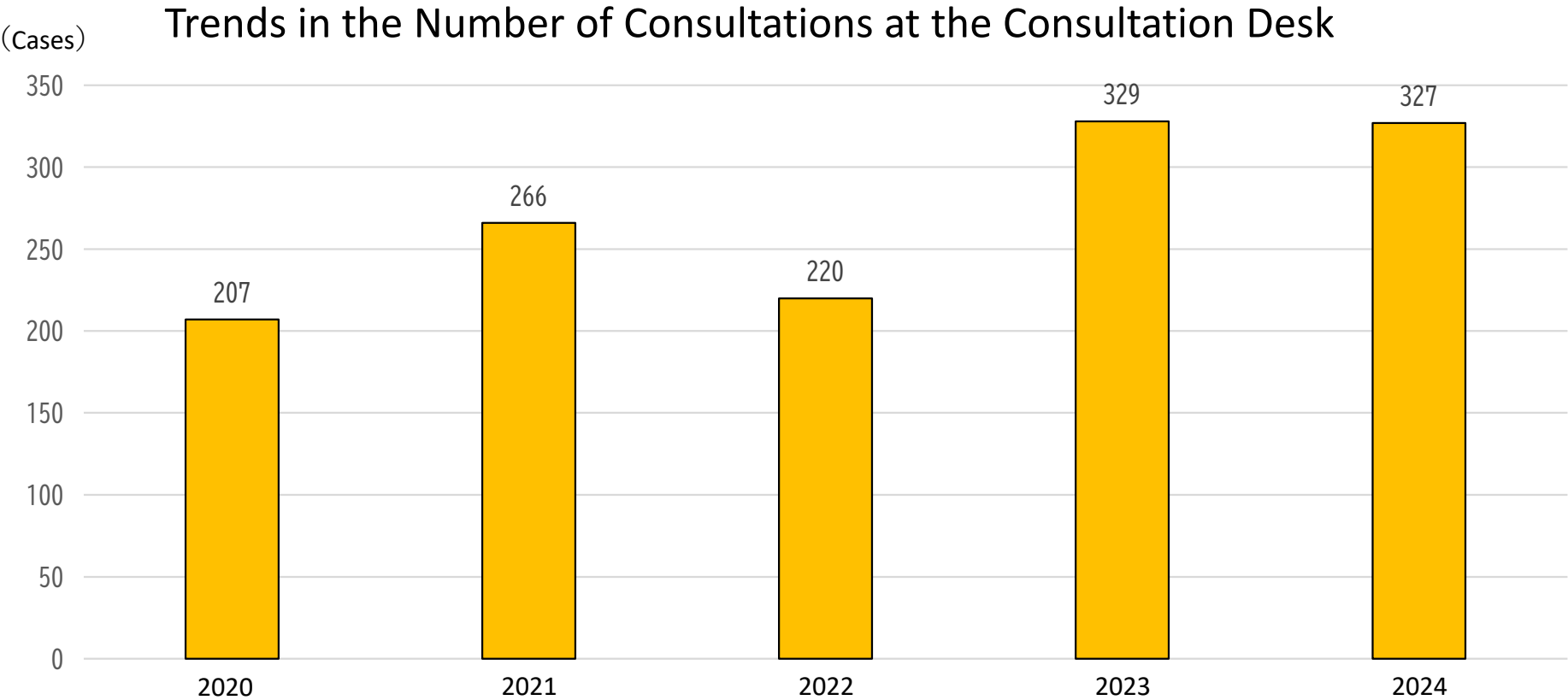
When comparing the increases in numbers and growth rates year-on-year, there is a notable rise particularly in labor-related residence statuses such as specified skilled workers and technical intern trainees, as well as student status. The introduction of a new training and employment system is scheduled for fiscal year 2027, which is expected to increase the number of foreign residents holding specified skilled worker status. Consequently, an increase in dependent family members is also anticipated. Therefore, it is necessary to build a system to address related challenges, including Japanese language education.

Residence Status Names		End of FY 2022			End of FY 2023			End of FY 2024		
		Number of People	Composition Ratio	Year-on-Year Comparison	Number of People	Composition Ratio	Year-on-Year Comparison	Number of People	Composition Ratio	Year-on-Year Comparison
1	Permanent Resident	5,807	26.6%	5.1%	6,004	23.6%	3.4%	6,245	21.3%	4.0%
2	Student	3,030	13.9%	80.4%	3,624	14.2%	19.6%	4,470	15.2%	23.3%
3	Technical Intern Training	2,019	9.3%	-7.3%	2,811	11.0%	39.2%	3,491	11.9%	24.2%
4	Engineer/Specialist in Humanities/International Services	2,320	10.6%	12.2%	2,818	11.1%	21.5%	3,187	10.8%	13.1%
5	Specified Skilled Worker	1,184	5.4%	170.3%	2,084	8.2%	76.0%	3,142	10.7%	50.8%
6	Other	2,089	9.6%	17.0%	2,285	9.0%	9.4%	2,376	8.1%	4.0%
7	Dependent	1,797	8.2%	27.4%	2,055	8.1%	14.4%	2,300	7.8%	11.9%
8	Spouse or Child of Japanese National	2,022	9.3%	5.3%	2,169	8.5%	7.3%	2,262	7.7%	4.3%
9	Long-Term Resident	751	3.4%	14.7%	884	3.5%	17.7%	1,000	3.4%	13.1%
10	Designated Activities	773	3.5%	-11.6%	713	2.8%	-7.8%	911	3.1%	27.8%

(Source) Immigration Services Agency of Japan, "Statistics on Foreign Residents"

## Trends in the Number of Consultations from Foreign Residents

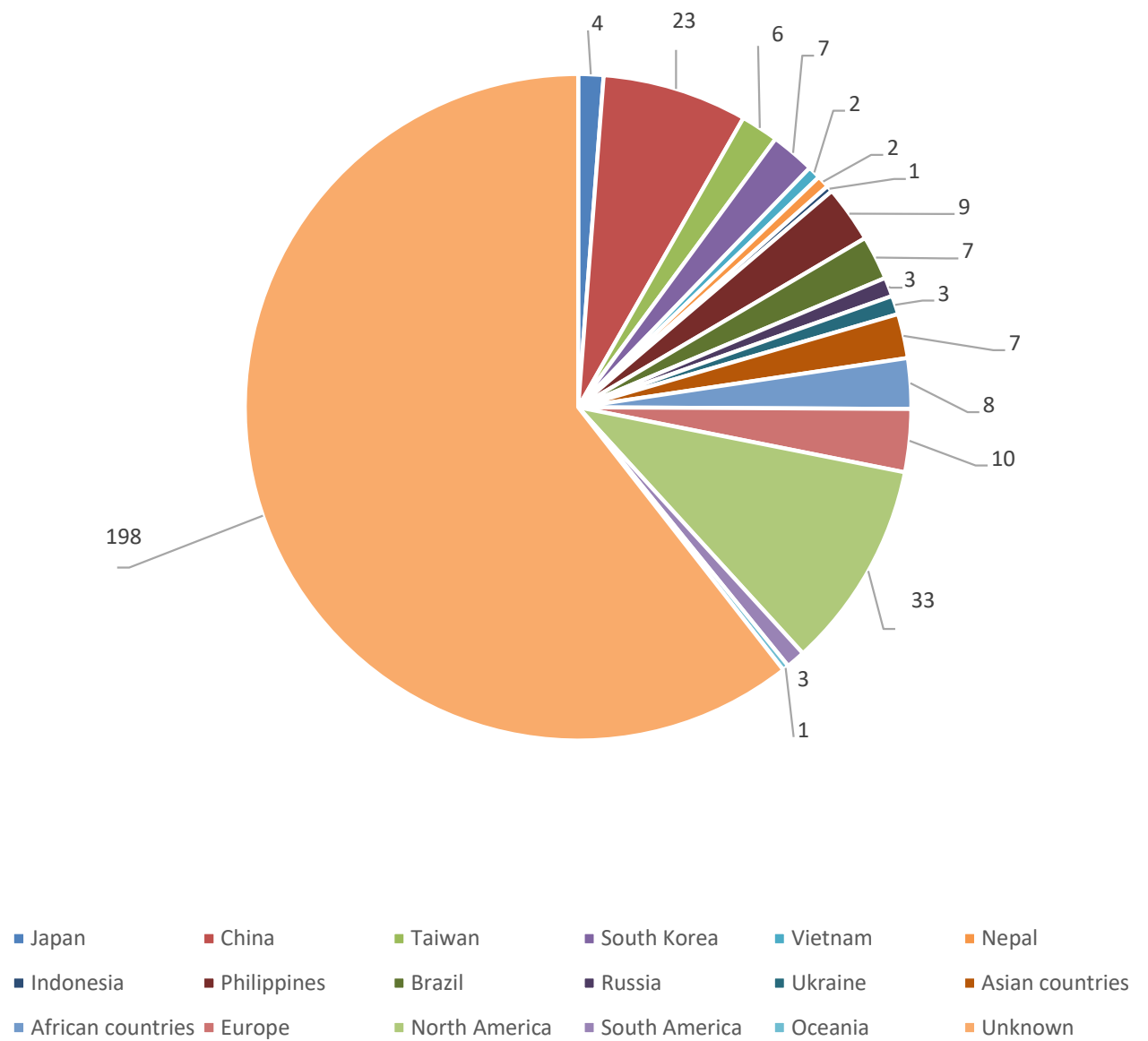
The number of consultations at the foreign residents' consultation desk established by the Okinawa International Exchange and Human Resources Development Foundation has generally been on the rise. In fiscal year 2024, the number remained roughly flat compared to the previous year.



Breakdown of Consultations by Nationality at the Foundation’s Foreign Residents’ Consultation Desk

In fiscal year 2024, the highest number of users of the foreign residents’ consultation desk by nationality was from North America with 33 people, followed by China with 23, Europe with 10, South Korea with 7, and Taiwan with 6. To protect the privacy of the consultees, there were many cases where the nationality was unknown.

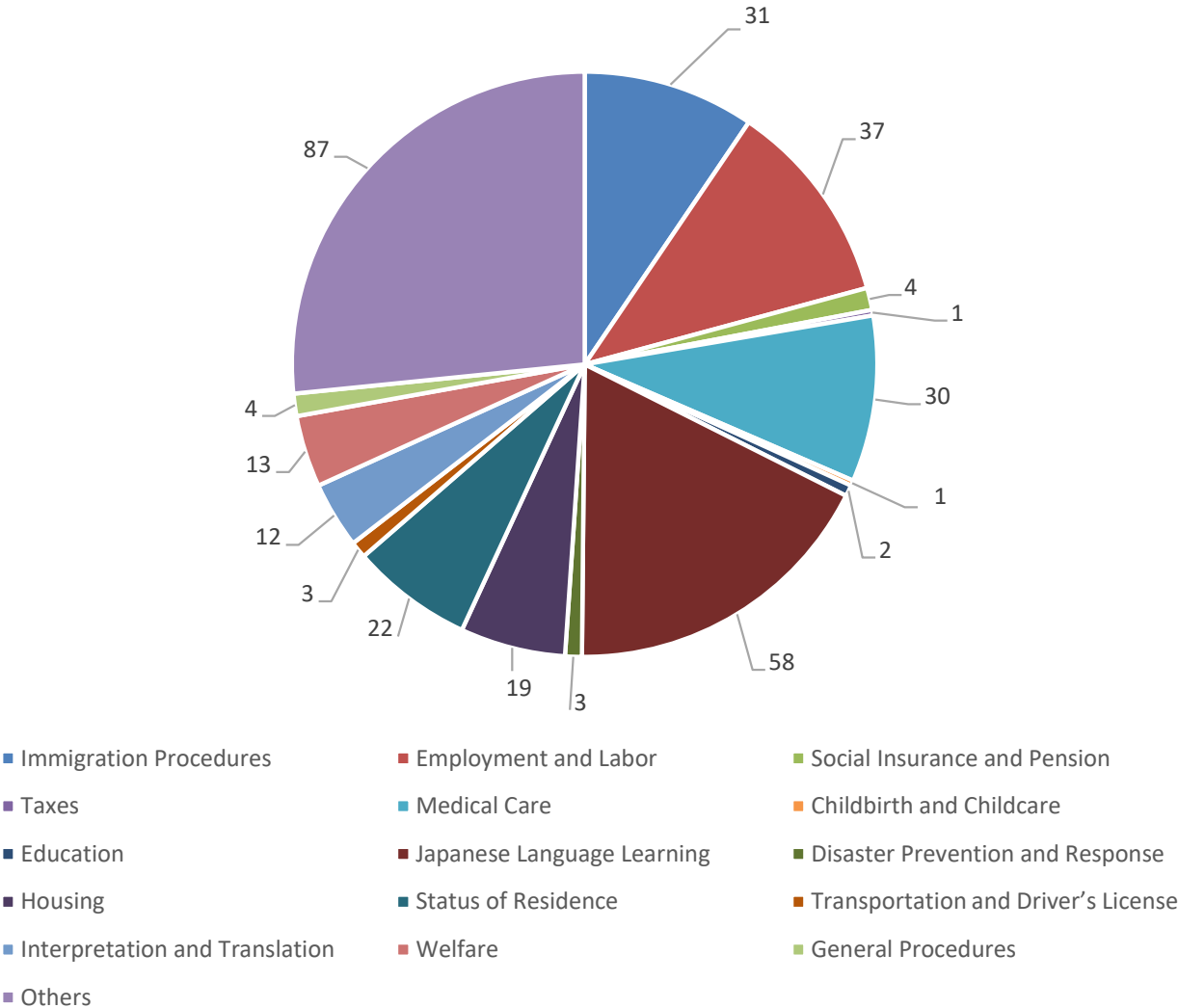
Breakdown of Consultations by Nationality



# Breakdown of Consultation Topics

In fiscal year 2024, the most common consultation topic at the consultation desk was Japanese language learning, with 58 cases. This was followed by employment and labor with 37 cases, immigration procedures with 31, medical issues with 30, and matters related to status of residence with 22. Creating opportunities for foreign residents to learn Japanese remains an important issue, and since consultation topics cover a wide range of areas, strengthening initiatives across various fields is necessary.

Breakdown of Consultation Topics



# Current Situation and Issues Related to Daily Life

## Current Situation

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With the expected increase in the number of foreign residents in Okinawa Prefecture, there is a need to establish consultation desks for foreign residents in each local municipality as a goal to strengthen information dissemination to foreigners and foreign residents' consultation services. The aim is to create an environment where foreigners can quickly and smoothly access the necessary information and promptly resolve any issues they face.

In Okinawa Prefecture, the Okinawa International Exchange and Human Resources Development Foundation (hereinafter referred to as "the Foundation") and international exchange associations of municipalities operate foreign residents' consultation desks. These desks handle consultations on daily life matters such as medical care, residence status, children's education, and housing, as well as consultations related to health, labor issues, and legal matters such as divorce.

Since fiscal year 2011, Okinawa Prefecture has conducted workshops, research projects, and model projects targeting municipalities across the prefecture. It has also enacted the "Okinawa Prefecture Ordinance for Creating a Discrimination-Free Society," working to understand broad regional issues, raise awareness among residents about multicultural coexistence throughout the prefecture, and eliminate discrimination against foreigners.

# Issues

- ① The Foundation's foreign residents' consultation desk is expected to play a one-stop and central role; however, strengthening the system is necessary to respond to the anticipated continued increase in consultations from foreign residents.
- ② If the consultation system for foreigners in trouble is insufficient, a perception may spread that using the consultation desk is meaningless. As a result, isolated communities separate from the local area may form, creating a divide between local residents and foreign communities, potentially leading to friction and conflicts.
- ③ To build trust with foreign residents and address issues, measures such as enhancing the response capabilities of consultation desk staff and raising awareness of the consultation desk in cooperation with foreign resident organizations are necessary. These efforts aim to ensure no foreign resident with challenges is left behind.
- ④ According to the results of the "Survey on Creating a Discrimination-Free Society in Okinawa Prefecture" conducted in Okinawa in 2023, regarding human rights issues experienced by foreign residents in Okinawa, 22.1% reported experiencing discriminatory language, and 20.8% felt that differences in customs and traditions were not accepted, highlighting the need to deepen understanding of other countries' cultures.
- ⑤ Regarding information dissemination to foreign residents, due to increased diversity of nationalities, difficult Japanese that is not easily understood or not in familiar languages is being used. This results in information not being properly delivered and a lack of awareness.
- ⑥ Foreign residents face high hurdles in securing housing, partly because it is difficult to find guarantors. Therefore, a support system for housing acquisition is necessary.

# Initiatives Related to Daily Life

- ① Increase in staff at foreign residents' consultation desks and strengthening of support systems (Issues ①, ②, ③)
- ② Expansion of functions of foreign residents' consultation desks (Issues ①, ②, ③)
- ③ Securing financial resources necessary for consultation support services (Issues ①, ②, ③)
- ④ Promotion of community-building to connect local residents and foreign residents (Issue ④)
- ⑤ Grants and subsidies for initiatives by related organizations to promote exchanges with foreign residents (Issue ④)
- ⑥ Awareness-raising for Okinawa residents regarding multicultural coexistence, including the implementation of Multicultural Coexistence Month (Issue ④)
- ⑦ Promotion and active utilization of the "Okinawa Prefecture Ordinance for Creating a Discrimination-Free Society" as an effective measure (Issue ④)
- ⑧ Information dissemination through collaboration with diverse organizations (Issues ②, ⑤)



- ⑨ Promotion of easy Japanese and enhancement of multilingual information provision and dissemination (Issue ⑤)
- ⑩ Support for strengthening easy Japanese and multilingual information dissemination by municipalities (Issue ⑤)
- ⑪ Understanding and analysis of the current administrative services for foreign residents in the housing sector, and strengthening of countermeasures (Issue ⑥)

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# ① Increase in staff and strengthening of the support system at the foreign residents' consultation desk established within the Foundation

Basic Policy ③ Support for Self-Reliance  
(Exchange Promotion Division)

## 1 Initiatives

- 1 Increase in staff at foreign residents' consultation desks
- 2 Support for improving the response capabilities of foreign residents' consultation desk staff

## 2 Current Status of Initiatives

### 1 Support for Increasing Staff at Foreign Residents' Consultation Desks Implemented

Response Status	Target Fiscal Year	Indicators	Specific Details
In Progress	Fiscal Year 2031	Deployment of Two Full-Time Staff Members	To accumulate consultation expertise at the consultation desk, support will be provided to assign new full-time staff members.

### 2 Subsidies for Expenses Related to Training Participation for Staff Involved in Foreign Residents' Consultation Desks

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned	Fiscal Year 2027	Once a Year	Financial support will be provided for initiatives such as training participation aimed at improving the response capabilities of consultation desk staff.

## 3 Expected Effects

- 1 Establishment of a Stable Consultation System at Foreign Residents' Consultation Desks
- 2 Strengthening of Consultation Response Capabilities at Foreign Residents' Consultation Desks

## ② Expansion of Functions of the Foreign Residents' Consultation Desk Established at the Foundation

Basic Policy ③ Support for Self-Reliance  
(Exchange Promotion Division)

### 1 Initiatives

- 1 Establishment of a helpdesk that can handle various consultation topics
- 2 Support for strengthening multilingual capabilities at the consultation desk for foreigners

### 2 Current Status of Initiatives

- 1 Establishment of a centralized consultation desk capable of handling various types of inquiries

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned initiatives	Fiscal Year 2031	—	We will consolidate the functions of various desks and establish a consultation desk that can handle various types of inquiries in a one-stop manner.

- 2 Implementation of support for enhancing functions to provide multilingual services at the consultation desk for foreigners

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned initiatives	Fiscal Year 2026	Introduction of 22 languages	Support the operation of consultation desks that can respond to inquiries from a wide range of nationalities by utilizing interpreter support provided by the government and introducing multilingual translation functions.

### 3 Expected Effects

- 1 Improvement of convenience through the development of a one-stop consultation desk
- 2 Creation of an environment where people of diverse nationalities can consult with peace of mind

### ③Securing the necessary financial resources for consultation support operations at the foundation

#### 1 Initiatives

- 1 Strengthening financial support for consultation support services
- 2 Considering financial support for effective initiatives

#### 2 Current Status of Initiatives

##### 1 Implementation of financial support according to the number of consultation cases

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	Fiscal Year 2031	100% subsidy rate	Since the number of consultations is expected to increase due to the rising trend of foreign residents, financial support based on the number of consultations will be provided to the foundation using grants and other funds to subsidize personnel expenses related to the consultation desk.

##### 2 Provision of financial support for free legal consultation services

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	—	Subsidy provided for four installments per year	Continue to provide subsidies for project expenses related to free legal consultation services conducted by the Okinawa International Exchange and Human Resources Development Foundation.

#### 3 Expected Effects

- 1 Establishment of a stable support system for foreign consultation desks
- 2 Resolution of specialized issues through legal consultations

## ④ Promotion of community development that connects local residents and foreign residents

### 1 Initiatives

- 1 Promoting understanding of foreign residents among local residents
- 2 Creating connections between foreign residents and local residents

### 2 Current Status of Initiatives

- 1 Developing human resources aimed at promoting local residents' understanding of foreign residents

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned initiatives	Fiscal Year 2030	Held once a year	Workshops and other events aimed at developing human resources engaged in initiatives for coexistence with foreign residents in the community will be held.

- 2 Organizing events aimed at promoting local residents' understanding of foreigners

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned initiatives	Fiscal Year 2029	Implemented in one municipality	Subsidies and grants will be provided for rule-making and events conducted by municipalities aimed at mutual understanding between local residents and foreigners.

### 3 Expected Effects

- 1 Building an environment that is comfortable for foreign residents through promoting local residents' understanding
- 2 Promoting mutual understanding through exchanges between foreign residents and local residents

# ⑤ Grants and subsidies for initiatives conducted by relevant organizations to promote interaction with foreign residents

Basic Policy ① Collaborative Initiatives Across the Entire Prefecture  
② Building Inclusive Communities  
(Department of Exchange Promotion)

## 1 Initiatives

- 1 Publicizing and promoting initiatives by related organizations to encourage interaction with foreign residents
- 2 Supporting initiatives by related organizations to encourage interaction with foreign residents

## 2 Current Status of Initiatives

- 1 Patronage of initiatives by related organizations to promote interaction with foreign residents

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	—	Conducted once a year	The prefecture will provide patronage to initiatives conducted by related organizations and support activities that promote interaction between local residents and foreigners.

- 2 Publicity and promotion of initiatives by related organizations to promote interaction with foreign residents

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	—	Conducted as needed	Publicize and promote exchange events and other activities conducted by related organizations to encourage participation from a wide range of local residents and foreigners, thereby supporting the development of exchange events.

- 3 Grants and subsidies for initiatives by related organizations to promote interaction with foreign residents

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned initiatives	Fiscal Year 2028	Conducted once a year	Support the holding of new events and the expansion of existing events through grants and subsidies for exchange events and other activities conducted by related organizations.

## 3 Expected Effects

- 1 Expansion of opportunities for interaction with foreigners through patronage, publicity, and promotion of various activities conducted by related organizations
- 2 Creation of opportunities for interaction with foreigners by strengthening initiatives of related organizations through prefectural support

## ⑥ Raising awareness of multicultural coexistence among Okinawa residents, including the implementation of Multicultural Coexistence Month

Basic Policy ②: Building Inclusive Communities  
(Department of Exchange Promotion)

### 1 Initiatives

- 1 Establishment of Multicultural Coexistence Month
- 2 Implementation of public awareness campaigns to promote multicultural coexistence among prefectural residents

### 2 Current Status of Initiatives

- 1 Establish a period to strengthen multicultural coexistence initiatives and promote awareness of multicultural coexistence among prefectural residents

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned initiatives	Fiscal Year 2031	Conducted once a year	To promote mutual awareness of multicultural coexistence between prefectural residents and foreign residents, consider establishing a period to strengthen initiatives related to multicultural coexistence and holding related events.

- 2 Raise awareness of multicultural coexistence among prefectural residents through the use of posters, guidebooks, and other materials

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned initiatives	Fiscal Year 2031	—	Create posters, guidebooks, and other materials related to multicultural coexistence to broadly raise awareness among prefectural residents and foreign residents.

- 3 Introduce case examples utilizing the global Uchina Network

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned initiatives	Fiscal Year 2027	Conducted once a year	In collaboration with the Worldwide Uchinanchu Festival, publicize and promote to prefectural residents and foreigners examples of how Uchinanchu who have migrated to various parts of the world have been accepted in other countries.

### **3 Expected Effects**

- 1 Foster mutual awareness among prefectural residents and foreign residents to acknowledge cultural and language differences**
- 2 Promote awareness of “Icharibachode” based on examples from the global Uchinanchu community**



**⑦ Promotion of the awareness and understanding of the  
“Okinawa Prefecture Ordinance for Building a Society  
Without Discrimination,” and proactive utilization to ensure  
its effectiveness**

**Basic Policy ②: Building Inclusive  
Communities  
(Women’s Empowerment and Diversity  
Promotion Division)**

**1 Initiatives**

- 1 Awareness and education on respect for human rights and building a society free of discrimination**
- 2 Publicizing the human rights consultation desk and strengthening consultation support systems**
- 3 Promoting a society free of discrimination by publicly disclosing unfair discriminatory expressions against foreigners based on the provisions of the Okinawa Prefecture Ordinance for Creating a Society Without Discrimination**

**2 Current Status of Initiatives**

- 1 Posting posters, distributing pamphlets, holding events, etc**

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	—	Conducted once a year	Through poster displays, distribution of pamphlets, and holding events, widely inform the residents of Okinawa Prefecture about the purpose and significance of the ordinance for creating a society without discrimination in Okinawa Prefecture.

- 2 Responding to consultations related to unfair discrimination at the human rights consultation desk**

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	—	Conducted as needed	In addition to widely publicizing the human rights consultation service as stated in item 1, improve the skills of the consultation staff to ensure effective responses can be provided to those seeking advice.

### 3 Addressing unfair discriminatory expression activities against foreigners

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	—	Conducted as needed	Unjust discriminatory expressive activities against foreigners go against the principle of multicultural coexistence. Therefore, after hearing the opinions of the Okinawa Prefecture Council for Creating a Society without Discrimination, appropriate public announcement procedures will be carried out in accordance with the provisions of the Okinawa Prefecture Ordinance for Creating a Society without Discrimination, thereby properly executing administrative duties to contribute to the creation of a society free from unjust discriminatory expressive activities against foreigners.

### 3 Expected Effects

- 1 Raising awareness among residents about the ordinance's purpose and significance, fostering a consciousness that unjust discrimination must not be practiced
- 2 Strengthening responses at consultation desks, leading to more effective assistance to those seeking advice.
- 3 Publicizing unjust discriminatory expressive activities against foreigners to cultivate awareness against such discrimination and promote the creation of a multicultural coexistence society

## ⑧ Information dissemination through collaboration with diverse organizations

### 1 Initiatives

- 1 Establishing means of access to information necessary for foreigners
- 2 Strengthening information dissemination conducted by diverse organizations

### 2 Current Status of Initiatives

- 1 Creating a platform that makes it easier for foreigners to access information necessary for daily life

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2031	—	To build a society where foreigners can live comfortably, collaborate with the Okinawa International Exchange and Human Resources Development Foundation, JICA, NPOs, and various international exchange organizations. Create a centralized platform that provides easy access to essential information for daily life, and establish an environment where related organizations can utilize the platform for information dissemination.

- 2 Implementing information dissemination in collaboration with diverse organizations

Response Status	Target Fiscal Year	Indicators	Specific Details
Initiatives in Progress	—	As needed	Regarding the information dissemination conducted by diverse organizations, collaborate with the prefectural government to mutually promote and publicize each other's activities, thereby strengthening their respective information dissemination capabilities.

### 3 Expected Effects

- 1 Establishing an environment that makes it easy for foreigners to obtain information necessary for daily life
- 2 Strengthening awareness and publicity efforts to residents through collaboration between the prefectural government and diverse organizations

## ⑨ Promotion of easy-to-understand Japanese and enhancement of information provision and dissemination in multiple languages

Basic Policy ②: Building communities of coexistence  
 ③: Support toward independence (Public Relations Division, Exchange Promotion Division))

### 1 Initiatives

- 1 Strengthening information provision and dissemination through multilingual digital platforms
- 2 Promoting and raising awareness of easy-to-understand Japanese

### 2 Current Status of Initiatives

#### 1 Further multilingualization of the Okinawa Prefecture website

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2026	Response to the top 10 languages spoken by foreigners residing in the prefecture	By increasing the number of selectable languages on the Okinawa Prefecture website, promote opportunities for people of diverse nationalities to access information.

#### 2 Promotion of initiatives to increase awareness of easy-to-understand Japanese

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2026	Conducted once a year	To promote the spread and awareness of easy-to-understand Japanese among residents and businesses, hold easy Japanese language courses.

### 3 Expected Effects

- 1 Establishing an environment where residents of diverse nationalities can easily access administrative information
- 2 Building a society where all residents can communicate easily through the promotion of easy-to-understand Japanese

# ⑩ Support for strengthening information dissemination in easy-to-understand Japanese and multiple languages by municipalities

Basic Policy ① Collaborative efforts throughout the entire prefecture  
③ Support toward independence (Exchange Promotion Division)

## 1 Initiatives

- 1 Sharing initiatives among municipalities inside and outside the prefecture
- 2 Creating handbooks and other materials that can be used in consultation services

## 2 Current Status of Initiatives

- 1 Sharing advanced initiatives from municipalities inside and outside the prefecture with municipalities within the prefecture

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	—	Conducted once a year	At meetings composed of municipalities and the prefectural government, share advanced information dissemination initiatives from municipalities both inside and outside the prefecture, aiming to spread best practices to municipalities within the prefecture.

- 2 Multilingualization of the lifestyle support guidebook "Okinawa Seikatsu"

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	Fiscal Year 2028	Support for 10 languages	To promote understanding of the lifestyles of people from diverse nationalities living in Okinawa Prefecture, further enhance the multilingualization of the lifestyle support handbook "Okinawa Seikatsu," which can be utilized by municipalities and other organizations.

## 3 Expected Effects

- 1 Strengthening information dissemination capabilities in municipalities within the prefecture by referencing best practices from inside and outside the prefecture
- 2 Establishing an environment that enables foreign residents to live independently through understanding of local lifestyles

# ⑪ Grasping and analyzing the current status of administrative services for foreigners in the housing sector, and strengthening countermeasures

Basic Policy ③: Support Toward Independence  
(Housing Division)

## 1 Initiatives

- 1 Support for the establishment of municipal residential support councils
- 2 Providing information to foreigner support organizations and others

## 2 Current Status of Initiatives

### 1 Support for establishing municipal housing support councils

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	Fiscal Year 2030	Aim for a population coverage rate of 50% by municipal councils.	In order to facilitate smooth access for foreigners to private rental housing, collaborate with the Prefectural Housing Support Council to establish municipal councils within the prefecture and expand housing support for foreigners.

### 2 Providing information to organizations supporting foreigners and related groups

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned initiatives	Fiscal Year 2027	As needed	Work in cooperation with housing support councils and organizations that provide support to foreigners to create an environment where foreigners can easily consult about housing-related matters.

## 3 Expected Effects

- 1 By enabling the understanding and analysis of the current situation of foreigners in the housing sector by region, provide support tailored to actual conditions, thereby promoting the move-in of foreign residents into private rental housing

# Current Situation and Issues Related to Employment and Labor

## Current Situation

As of October 2024 (Reiwa 6), the number of foreign workers in Okinawa Prefecture reached a record high of 17,239, representing a 19.7% increase compared to the previous year. By nationality, the largest group is Nepali workers, numbering 4,375, which accounts for 25.4% of the total. They are followed by Indonesians at 2,952 (17.1%), Vietnamese at 2,309 (13.4%), and Filipinos at 1,744 (10.1%).

In Okinawa, labor shortages have become a serious issue, making the active participation of foreign workers increasingly important. Recently, the national government established the "Training and Employment System" with the objective of developing human resources who acquire skills equivalent to Specified Skilled Worker No.1 level through three years of employment and securing personnel in the relevant fields.

Similarly, in Okinawa, labor shortages remain a challenge across various industries, and foreign workers, including part-time workers, currently support the local economy and society. Given the ongoing demographic trends of a declining birthrate and aging population, resolving labor shortages will remain difficult in the future. Therefore, the active role of foreign workers is indispensable for the development of industries within the prefecture.

# Issues

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- ① With the establishment of the Training and Employment System, further increases in the number of foreign workers are expected in the future. However, currently, the rate of occupational accidents among foreign workers is higher compared to Japanese workers, and there are also troubles arising from discriminatory treatment.
- ② The environment where foreign workers can work and live with peace of mind is not yet sufficiently developed. Even after starting work, there is a possibility that sufficient retention will not be achieved due to early resignation, and Okinawa Prefecture may become a region that foreign workers do not choose as a place to work.
- ③ Regarding Japanese language education for foreign workers, it is necessary for the national government, the prefectural government, and employers to collaborate to provide learning opportunities. Relevant departments should coordinate to ensure that foreign workers are not left behind at any stage, by developing and implementing policies for Japanese language education environments.
- ④ Consultation services related to employment are often not available in multiple languages, making it difficult for foreign workers who cannot speak Japanese to gather information and solve problems.
- ⑤ There is a need for the receiving society, including companies, to change by properly complying with labor and social insurance laws related to foreign employment and conducting appropriate employment practices.
- ⑥ It is essential to improve discriminatory treatment and provide relief and dispute resolution through the expansion and enhancement of dispute resolution bodies and consultation services.



# Initiatives Related to Employment and Labor

- ① Understanding and analyzing the current status of administrative services for foreign workers in the employment and labor sector, and strengthening countermeasures (Issue①)
- ② Promoting corporate participation in multicultural coexistence policies (Issue②)
- ③ Providing opportunities for Japanese language education in collaboration with employers (Issue③)
- ④ Ensuring proper foreign worker employment through compliance with relevant laws, promoting employment, workplace safety and retention of foreign workers in cooperation with related organizations, and expanding multilingual consultation services (Issues④、⑤)
- ⑤ Improving discriminatory treatment against foreign workers and providing relief and dispute resolution (Issue⑥)

# ① Understanding and Analyzing the Current Status of Administrative Services for Foreigners in the Employment and Labor Sector, and Strengthening Countermeasures

Basic Policy ③ Support for Independence  
(Employment Policy Division, Labor Policy Division)

## 1 Initiatives

- 1 Understanding the Working Conditions of Foreign Workers
- 2 Efforts to Promote Foreign Employment

## 2 Current Status of Initiatives

### 1 Conducting surveys on actual working conditions targeting businesses within the prefecture

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2025	Once a year	Additional items related to foreign workers will be included in the existing "Okinawa Prefecture Labor Conditions Survey" to understand the working conditions of foreign workers and their awareness of administrative services, aiming to lead to appropriate measures.

### 2 Conducting hearings and other investigations targeting local companies and registered support organizations

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	—	10 companies per year	Under the "Foreign Human Resource Acceptance Support Project," hearings will be conducted with companies that wish to employ or are currently employing foreign workers. This aims to understand the status, challenges, and needs of foreign employment within prefectural companies, and to implement project improvements or new support measures as needed.

### 3 Organizing the roles and specific initiatives of public institutions, labor, and management related to foreign

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	—	As needed	In the "Labor Shortage Countermeasures Action Plan" formulated in fiscal year 2024 (Reiwa 6), the roles and specific initiatives of public institutions, labor, and management regarding foreign employment are organized. Through periodic updates on their implementation status, the current state of administrative services will be understood and analyzed, and efforts will be made to strengthen countermeasures.

### **3 Expected Effects**

- 1 Considering policies that respond to diverse needs by understanding the actual working conditions of foreign workers**
- 2 Identifying challenges related to foreign employment and examining and implementing more effective support measures**
- 3 Ensuring the effectiveness of foreign employment policies through coordinated efforts among public institutions, labor, and management to solve these challenges**

## ② Promotion of Corporate Participation in Multicultural Coexistence Policies

Basic Policy ③ Support for Independence  
(Employment Policy Division)

### 1 Initiatives

#### 1 Support for Companies Regarding Foreign Employment

### 2 Current Status of Initiatives

#### 1 Support for Companies Regarding Foreign Employment

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	—	As Needed	At the consultation desk for companies regarding foreign employment, a Multicultural Coexistence Manager will be assigned to promote understanding of the customs and cultures of foreign workers' home countries, facilitate smooth communication, and provide information related to opportunities for community interaction. Through these efforts, the aim is to foster a workplace environment where foreign workers can work comfortably.

### 3 Expected Effects

#### 1 Increase in Foreign-Employing Companies Participating in Multicultural Coexistence Initiatives in the Community

# ③ Provision of Japanese Language Education Opportunities in Collaboration with Employers

Basic Policy ③ Support for Independence  
(Employment Policy Division, Labor Policy Division)

## 1 Initiatives

- 1 Support for early employment through vocational training that takes into account the Japanese language skills of settled foreigners seeking employment
- 2 Acceptance of foreign human resources and improvement of workplace environments

## 2 Current Status of Initiatives

### 1 Implementation of vocational training courses targeting settled foreigners

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned for Consideration	—	—	In fiscal year 2024 (Reiwa 6), a vocational training course for settled foreigners was established using national subsidies; however, it was closed due to a lack of participants. In fiscal year 2025 (Reiwa 7), no proposals were received from private businesses, and the course was not opened. Going forward, we will confirm the needs of employers and training candidates, gather information on initiatives in other prefectures, and consider implementing the training course.

### 2 Provision of information at consultation desks

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	—	As needed	Since fiscal year 2023 (Reiwa 5), a consultation desk for companies regarding foreign employment has been established. In response to requests from companies, information on Japanese language learning opportunities, such as local Japanese language classes, is also provided.

### **3 Expected Effects**

- 1 Amid increasing labor shortages caused by population decline and other factors, vocational training combined with Japanese language acquisition will be provided to foreigners seeking employment in Japan to promote employment in sectors facing labor shortages**
- 2 This aims to improve Japanese language skills of foreign workers and promote their retention in workplaces and local communities**

④ Ensuring proper foreign employment through compliance with relevant laws, promoting employment, workplace safety and retention of foreign workers in cooperation with related organizations, and expanding multilingual consultation services

Basic Policy ③ Support for Independence  
(Employment Policy Division, Labor Policy Division)

## 1 Initiatives

- 1 Publicizing the labor consultation desk for foreign workers (Good Job Center) and holding seminars
- 2 Establishing consultation desks to assist foreign workers who do not speak Japanese
- 3 Setting up consultation desks related to foreign employment

## 2 Current Status of Initiatives

### 1 Publicizing consultation services for foreign workers and holding seminars on basic labor law knowledge

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	—	Once a year	It will be announced to Japanese language schools and others that foreign workers can also use the labor consultation services provided at the Good Job Center. To ensure that foreign workers can work in Japan with peace of mind, seminars on basic labor law knowledge will be held for foreign workers and human resources personnel of employing companies. (Lecturer: Certified Social Insurance and Labor Consultant)

### 2 Establishing a consultation system to support foreign workers who do not speak Japanese

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2027	One organization	For foreign workers who do not speak Japanese, a multilingual consultation system will be established, including the use of tools such as JP-MIRAI at consultation centers.

### 3 Providing specialized consultation services in consultation desks for companies

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	—	As needed	A consultation desk regarding foreign employment will be established for companies that wish to employ or are currently employing foreign workers. Utilizing phone and online methods, experts such as administrative scriveners, social insurance labor consultants, and lawyers will provide advice and support.

### 3 Expected Effects

- 1 Realizing a work environment where foreign workers can work with peace of mind through effective consultation services and increased awareness of consultation desks
- 2 Improving working conditions and increasing retention rates through the proper management of foreign employment



## ⑤ Improvement of Discriminatory Treatment, Relief, and Dispute Resolution for Foreign Workers

Basic Policy ② Support for Independence  
(Labor Policy Division)

### 1 Initiatives

- 1 Understanding the Current Status of Foreign Employers
- 2 Providing Guidance to Appropriate Consultation Desks

### 2 Current Status of Initiatives

- 1 Discussion with relevant organizations to understand the status of foreign worker employment

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	—	Once a year	Exchange information and other communications with relevant organizations that provide labor consultations for foreigners regarding the current situation of foreign worker employment.

- 2 Strengthening cooperation with contact points of relevant organizations

Response Status	Target Fiscal Year	Indicators	Specific Details
In progress	—	Once a year	Based on consultations with foreign workers, guide them to the appropriate contact points of relevant organizations such as the Labor Standards Inspection Office and the Labor Relations Commission as needed, and promote information sharing and strengthen cooperation among the relevant organizations.

### 3 Expected Effects

- 1 Share the current status of foreign employment with relevant organizations, promote awareness of proper foreign worker employment practices, and utilize appropriate consultation services to prevent labor-management disputes involving foreign workers and to create a safe and secure working environment

# Current Situation and Issues Regarding Education

## Current Situation

The "Act on the Promotion of Japanese Language Education" was established with the aim of contributing to the realization of a vibrant, multicultural symbiotic society that respects diverse cultures, promotes international exchange, and maintains and develops friendly relations with foreign countries. It stipulates that local governments, as their responsibility and in appropriate role-sharing with the national government, shall formulate and implement policies suited to local conditions.

As responsibilities of the national government, it is mandated to comprehensively formulate and implement policies related to the promotion of Japanese language education. Local governments are also responsible for formulating and implementing policies adapted to their regional circumstances, in coordination with the national government. Additionally, employers are required to cooperate with the national or local governments' initiatives to promote Japanese language education and to endeavor to provide opportunities for Japanese language education for employed foreigners.

In this way, various measures are expected to be taken to enhance Japanese language education for resident foreign children, students, workers, and others.

In the current situation in Okinawa Prefecture, sufficient understanding and analysis regarding Japanese language education have not been conducted at any phase—whether before school, after school enrollment, or after employment—resulting in a lack of policy formulation and system development.

# Issues

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- ① Regarding Japanese language education, foundations, municipalities, NPOs, and others hold Japanese language classes to provide opportunities for foreigners who do not have access to learning at educational institutions. However, these classes are limited to certain locations, and there remain a considerable number of foreigners who lack opportunities to receive Japanese language education.
- ② To oversee the entire Japanese language education system in the prefecture, it is necessary to establish specialized departments such as appointing coordinators with expert knowledge and setting up liaison councils for policy planning.
- ③ In schools, the board of education needs to clearly indicate the direction of efforts regarding the acceptance of foreign children and students.
- ④ Although the responsibility for responding to foreign children and students often falls solely on English teachers or Japanese language instructors, considering the increasing diversity of the native languages of students requiring Japanese language instruction in the prefecture, it is necessary to develop a comprehensive acceptance system at the school level and to enhance teacher training.
- ⑤ To promote understanding of multicultural coexistence, it is essential to create opportunities to learn about multicultural coexistence concepts from early childhood.

# Initiatives Related to Education

- ① Provision of opportunities for Japanese language education and promotion of the establishment of community Japanese language classes (Issue ①)
- ② Understanding and analyzing the current status of the implementation system for Japanese language education, and formulating policies accordingly (Issue ②)
- ③ Understanding and analyzing the current status of administrative services for foreigners in the education sector, and strengthening countermeasures (Issue ③)
- ④ Development of an acceptance system for foreign infants, children, and students (Issue ④)
- ⑤ Promotion of multicultural coexistence education from early childhood and facilitation of dialogue and exchange with diverse foreigners in the community (Issue ⑤)

# ① Provision of Opportunities for Japanese Language Education and Promotion of Establishing Community Japanese Language Classes

Basic Policies: ② Building Inclusive Communities  
③ Support for Independence  
(Exchange Promotion Division)

## 1 Initiatives

- 1 Establishing an environment for the implementation of Japanese language education
- 2 Implementing initiatives to promote the establishment of community Japanese language classes in cooperation with municipalities

## 2 Current Status of Initiatives

- 1 Conducting awareness-raising and public relations activities in collaboration with Japanese language classes within the prefecture

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2027	—	To visualize information about Japanese language classes within the prefecture, collaborate with Japanese language classes in each region to widely inform residents about the establishment status.

- 2 Providing support for the establishment of Japanese language classes in cooperation with municipalities

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2029	Implement in one municipality	Identify the needs for establishing Japanese language classes in municipalities within the prefecture, and support the establishment of Japanese language classes in municipalities with high demand by utilizing subsidy programs and other means.

## 3 Expected Effects

- 1 Creating opportunities to attend Japanese language classes within the prefecture
- 2 Providing Japanese language learning opportunities tailored to the needs of foreigners

## ② Understanding and analyzing the current status of the Japanese language education implementation system, and formulating policies based on the results

Basic Policies: ② Building Inclusive Communities  
③ Support for Independence  
(Exchange Promotion Division)

### 1 Initiatives

- 1 Understanding the current status and challenges related to Japanese language education in collaboration with relevant organizations
- 2 Building a system to address issues of Japanese language education in local communities

### 2 Current Status of Initiatives

- 1 Understanding the current status and challenges related to Japanese language education in the prefecture through information sharing with relevant organizations

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2026	Conducted once a year	By conducting information exchange and sharing through meetings and workshops on Japanese language education in various fields with relevant organizations, aim to understand the current status and challenges related to Japanese language education within the prefecture.

- 2 Establishing a system to address the challenges of Japanese language education within the prefecture by utilizing subsidy programs

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2028	—	Utilize the comprehensive regional Japanese language education system promotion project implemented by the Ministry of Education, Culture, Sports, Science and Technology to establish a system capable of addressing issues related to Japanese language education within the prefecture.

### 3 Expected Effects

- 1 Clarifying issues related to Japanese language education within the prefecture through collaboration with relevant organizations
- 2 Promoting the resolution of Japanese language education challenges in the prefecture by utilizing subsidy programs

# ③ Understanding and analyzing the current status of administrative services for foreigners in the education sector, and strengthening countermeasures

Basic Policies: ② Building Inclusive Communities  
③ Support for Independence  
(Elementary and Secondary Education Division, Prefectural School Education Division)

## 1 Initiatives

- 1 Understanding and analyzing the enrollment status of foreign children in elementary and junior high schools
- 2 Understanding and analyzing the acceptance status of students requiring Japanese language instruction in elementary and junior high schools
- 3 Understanding the current situation of Japanese language instruction in prefectural schools
- 4 Dissemination of the results of the Japanese language support project
- 5 Implementation of the Foreigners' Education Steering Council and Liaison Council

## 2 Current Status of Initiatives

- 1 Understanding the current situation through surveys on the enrollment status of foreign children in elementary and junior high schools

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	Conducted once a year	To understand the current situation in elementary and junior high schools, conduct surveys and analyses on the enrollment status of school-age foreign children, efforts to promote school attendance, and the development of various regulations.

- 2 Conducting surveys on the acceptance status of students requiring Japanese language instruction in elementary and junior high schools

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	Conducted every other year	Conduct surveys and analyses on the enrollment status of students requiring Japanese language instruction, the criteria used to determine students needing such instruction, the current state of instruction, and the post-school pathways of students requiring Japanese language support.

### 3 Understanding the current status by conducting surveys on the actual situation of Japanese language instruction in each prefectural school

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	Conducted once a year	To accurately understand the situation at each prefectural school, conduct a survey on the number and conditions of students requiring Japanese language instruction and the status of support provided at schools.

### 4 Preparation of a report on the Japanese language support project and publication of the website

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	Distributed to all prefectural schools	Prepare a report on the Japanese language support project and distribute it to all prefectural schools. Create a website to share best practices from hub schools and assigned schools.

### 5 Implementation of the Foreigners' Education Steering Council and Liaison Council

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	Conducted once a year	A steering council will be held, composed of university professors, experts from specialized institutions, and other members, to identify and organize current challenges in the Japanese language support system, aiming to improve the support framework. Additionally, a liaison council will be conducted, consisting of members from the board of education, representatives from hub schools, Japanese language instructors, and hub school coordinators, to review teaching and support systems at hub schools and other schools, with the goal of enhancing the support system.

## 3 Expected Effects

- 1 Accurate understanding and analysis of the situation in elementary and junior high schools to build specific support systems tailored to each district or municipality
- 2 Formulating effective support plans and methods based on understanding the actual conditions of Japanese language instruction in each prefectural school
- 3 Establishing a cooperative system through regular meetings and consultations with specialized institutions and hub schools
- 4 Sharing effective support systems and instructional methods



# ④ Establishment of a support system for accepting foreign infants, children, and students

Basic Policies: ② Building Inclusive Communities  
③ Support for Independence  
(Elementary and Secondary Education Division,  
Prefectural School Education Division)

## 1 Initiatives

- 1 Research and discussion on the acceptance status of students requiring Japanese language instruction in elementary and junior high schools
- 2 Sharing the status of acceptance of students requiring Japanese language instruction in elementary and junior high schools
- 3 Placement and dispatch of Japanese language instruction coordinators, support staff, and native language support staff
- 4 Career support and educational counseling for students with foreign backgrounds
- 5 Implementation of exchange meetings for students with foreign backgrounds

## 2 Current Status of Initiatives

- 1 Implementation of liaison and consultation meetings for Japanese language instruction coordinators and educators in elementary and junior high schools

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	Conducted twice a year	Conduct the Liaison Council for Japanese Language Instructors and Related Personnel, which shares the acceptance status of students requiring Japanese language instruction in elementary and junior high schools nationwide and within the prefecture, as well as the appropriate composition of the "Special Curriculum for Students Requiring Japanese Language Instruction." Through sharing practical case studies among staff, the council conducts research and discussions on better practices and approaches to acceptance.

- 2 Implementation of liaison and consultation meetings for municipal board of education staff responsible for education of foreign children and students

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	Conducted once a year	Conduct a liaison council to share the national and prefectural status regarding the acceptance of students requiring Japanese language instruction, as well as the initiatives of each municipal board of education.

### 3 Assignment and dispatch of Japanese language instruction coordinators, Japanese language support staff, and native language support staff

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	As needed	<p>Three schools with a large number of students requiring Japanese language instruction, serving as regional hubs, are designated as hub schools, with one hub school coordinator assigned to each.</p> <p>One Japanese language support staff member is assigned to schools with students requiring Japanese language instruction, and two support staff members are assigned to schools with four or more such students, totaling 11 staff members who also conduct visits.</p> <p>For parent-teacher conferences and other meetings involving guardians who have difficulty communicating in Japanese, language support staff (totaling five members) will be dispatched as needed.</p>

### 4 Career support conducted through student and parent interviews as well as the creation of individual support plans

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	Conducted once a year	<p>Regular student interviews and parent interviews will be conducted to advance career support based on individual support plans.</p> <p>An online career support event will be held for high school students connected to foreign countries.</p> <p>A new multilingual career guidance session for parents will be implemented.</p>

### 5 Holding exchange meetings for students connected to foreign countries from different schools and school types

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	Conducted once a year	<p>We will hold a multilingual speech exchange meeting to facilitate interaction among elementary, junior high, and high school students connected to foreign countries. The event aims to provide an opportunity for them to express themselves in their native languages or Japanese, understand each other, and think about their school life and future paths.</p> <p>To deepen friendship among students connected to foreign countries through exchanging opinions in Japanese and playing games, we will hold an online exchange meeting.</p>

## 6 Conducting training sessions for teachers and Japanese language support staff

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	Conducted once a year	Invite university faculty members with specialized knowledge to conduct training sessions aimed at acquiring knowledge and skills related to Japanese language instruction, and share information on school systems that support students with foreign backgrounds through the Japanese Language Instruction Improvement Workshop.

## 3 Expected Effects

- 1 Enhance the instructional skills of Japanese language instructors and others responsible for Japanese language guidance in elementary schools, and strengthen internal school support systems
- 2 Share a prefecture-wide direction for support systems among municipal board of education staff
- 3 Support students' credit acquisition and graduation through academic and daily life support provided by Japanese language support staff
- 4 Foster career perspectives aimed at the future of targeted students through career and pathway support.
- 5 Share common concerns of students connected to foreign countries and create opportunities for them to think about school life and their future paths
- 6 Support the acquisition of knowledge and skills related to Japanese language instruction, as well as problem solving through information sharing

## ⑤ Promotion of multicultural coexistence education from early childhood and facilitation of dialogue and exchange with diverse foreigners in the surrounding community

Basic Policy ②: Building Communities of Coexistence  
(Exchange Promotion Division)

### 1 Initiatives

- 1 Implementation of multicultural coexistence education in early childhood
- 2 Creation of opportunities to interact with diverse races in early childhood

### 2 Current Status of Initiatives

- 1 Implementation of multicultural coexistence education through reading picture books to children

Response Status	Target Fiscal Year	Indicators	Specific Details
In Progress	—	Conducted ten times a year	In collaboration with related organizations such as JICA Okinawa, we will conduct picture book reading sessions related to multicultural coexistence education for young children at libraries and other venues within the prefecture. Additionally, picture book reading sessions will be held at kindergartens, nursery schools, and similar facilities.

- 2 Creation of opportunities for children to understand different cultures through exchange

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned	Fiscal Year 2026	Conducted once a year	To promote dialogue and interaction with diverse races from early childhood, opportunities for children and foreigners to interact through games and other activities will be created in nurseries, kindergartens, and similar institutions, in collaboration with related organizations such as JICA Okinawa.

### 3 Expected Effects

- 1 Fostering values toward a multicultural coexistence society through exposure to diverse cultures
- 2 Creating an environment from early childhood where foreigners are felt familiar through interaction with diverse races

# Current Status and Challenges in Healthcare and Welfare

## Current Situation

As part of improving the environment for accepting foreign patients in medical institutions, the Ministry of Justice Roadmap and the regional multicultural coexistence promotion plan (hereinafter referred to as the "Ministry of Internal Affairs and Communications Plan") require the establishment of an environment where foreign patients can receive medical care with peace of mind by promoting the use of telephone interpretation and providing remote interpretation services for rare languages. Foreigners may need health, medical, welfare, and nursing care services not only when living healthy lives but also in cases of illness, injury, or disabilities related to aging. In situations where medical support is needed, foreign users are sometimes required to have specialized medical knowledge or understanding of the medical system, and thus more detailed mutual support is required between foreign users and medical institutions.

## Issues

- ① In certain subfields of the health, medical, and welfare sectors, the issues faced on the ground have not been fully understood. It is necessary to create an effective system through understanding of on-site challenges and building a framework for role-sharing and collaboration between the government and private sector.
- ② Not only should health, medical, and welfare services be provided in simple Japanese, but there are many cases where informed consent based on accurate explanation in a familiar native language is required. By providing multilingual interpretation and translation services that consider cultural context, it is essential to offer safe and secure services.
- ③ In situations where culturally sensitive multilingual interpretation and translation services are needed, it is important to establish a system that allows the government to provide safe and secure services without relying too heavily on private facilities or NGOs.

# Initiatives Related to Healthcare and Welfare

- ① Grasping and analyzing the current status of administrative services for foreigners in the healthcare and welfare sectors, and strengthening countermeasures (Issue①)
- ② Providing safe and secure services using easy-to-understand Japanese and culturally sensitive multilingual support when offering health, medical, welfare, and nursing care services to foreigners (Issue ②)
- ③ Establishing a system for providing safe and secure health, medical, welfare, and nursing care services through collaboration between the government and private sector (Issue③)

# ① Grasping and analyzing the current status of administrative services for foreigners in the healthcare and welfare sectors, and strengthening countermeasures

Basic Policy ③ Support for Independence  
(Department of Health and Medical Affairs, Welfare Policy Division, Protection and Assistance Division)

## 1 Initiatives

- 1 Grasping on-site issues in the healthcare and welfare sectors
- 2 Utilization of interpretation services at service counters

## 2 Current Status of Initiatives

- 1 Grasping challenges related to foreigners at healthcare and welfare sites

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2026	Conducted once a year	To grasp the challenges related to responding to foreigners at the field level, a meeting for exchanging opinions with each health center and welfare office will be held once a year, and efforts will be made to resolve the identified issues.

- 2 Implementation of multilingual support using interpretation services at health centers, welfare offices, and other facilities

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	As needed	At the counters of each health center and welfare office, consultation services will be provided using the national telephone interpretation support service to enable consultations in multiple languages.

## 3 Expected Effects

- 1 Providing appropriate administrative services for foreigners by clarifying issues
- 2 Establishing an environment where foreigners can consult and communicate with peace of mind

## ② Providing safe and secure services in easy-to-understand Japanese and culturally sensitive multilingual support when delivering health, medical, welfare, and nursing care services to foreigners

Basic Policy ③ Support for Independence  
(Medical Policy Division, Fire and Disaster Prevention Measures Division)

### 1 Initiatives

- 1 Implementation of medical consultation services for foreigners
- 2 Provision of medical interpretation services available to medical institutions accepting foreign patients

### 2 Current Status of Initiatives

#### 1 Implementation of multilingual support on the medical consultation specialized hotline

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	As needed	A specialized medical consultation hotline will provide multilingual support to residents, including foreign residents who have difficulty communicating in Japanese, enabling them to seek medical advice when they are unsure whether to call an ambulance or go to the hospital immediately for sudden illness or injury, or when they are unsure how to handle a child's sudden illness or injury.

#### 2 Implementation of the medical interpretation support project for foreign resident patients

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	As needed	When foreign resident patients who have difficulty communicating in Japanese visit medical institutions due to illness or injury, multilingual medical interpretation support services that are available 24 hours a day, 365 days a year, and can be used by the accepting medical institutions will be provided.

### 3 Expected Effects

- 1 Establishing an environment where foreigners can live safely and securely
- 2 Reducing the burden on medical institutions related to foreign language support



### ③ Establishing a system for providing safe and secure health, medical, welfare, and nursing care services through collaboration between the government and the private sector

Basic Policy ① Collaborative Initiatives Across the Entire Prefecture  
③ Support for Independence  
(Department of Health and Medical Affairs)

## 1 Initiatives

- 1 Grasping issues related to the provision of various services in collaboration with private sector operators involved in health, medical, welfare, and nursing care

## 2 Current Status of Initiatives

- 1 Grasping various issues related to collaboration with private sector operators involved in medical, welfare, and nursing care services

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2026	Conducted once a year	Hold meetings to discuss various issues related to foreigners in collaboration with private organizations, creating opportunities for the government and private organizations to share information and work together to solve problems.

## 3 Expected Effects

- 1 Development of effective measures based on understanding the current situation and challenges of private sector operators

# Current Status and Challenges in Disaster Prevention

## Current Situation

In Okinawa Prefecture, an agreement on supporting foreigners during disasters has been signed with a foundation. When the Okinawa Prefectural Disaster Response Headquarters is established following a disaster, the prefecture requests support from the foundation, which then sets up a multilingual support center to assist foreigners.

As part of disaster response efforts, the Ministry of Justice Roadmap calls for strengthening information dissemination and consultation systems for foreigners to ensure that all foreigners can live safely and securely without being left behind, and can quickly and reliably access the support they need.

The Ministry of Internal Affairs and Communications Plan emphasizes the development of disaster support systems, including the promotion of participation by foreign residents in voluntary disaster prevention organizations. It calls for fostering foreign disaster prevention leaders and encouraging foreign residents to participate in disaster drills and join voluntary disaster prevention groups, not only as recipients of support during disasters but also as active contributors in disaster response.

## Issues

- ① Disaster information is currently provided in Japanese, but it is necessary to disseminate information in multiple languages to foreigners during disasters.
- ② Since the prefecture has not conducted practical evacuation drills after signing the agreement with the foundation, drills simulating the establishment of a multilingual support center during disasters need to be conducted.
- ③ Participation of foreigners in disaster drills should be conducted using easy-to-understand Japanese and multiple languages. Promoting the use of easy Japanese among local residents is essential to build relationships with foreigners on a regular basis and encourage active participation.
- ④ As it is also necessary to conduct evacuation drills in municipalities that include foreign participants, measures to support municipal efforts should be implemented.

# Initiatives Related to Disaster Prevention

- ① Grasping and analyzing the current status of administrative services for foreigners in the disaster prevention field, and strengthening countermeasures (Issue①)
- ② Strengthening information dissemination to foreigners during disasters (Issue②)
- ③ Promoting participation in voluntary disaster prevention organizations through training of foreign disaster prevention leaders and participation of foreign residents in disaster drills (Issue③)
- ④ Support for municipalities conducting disaster drills and other activities (Issue④)

# ① Grasping and analyzing the current status of administrative services for foreigners in the disaster prevention field, and strengthening countermeasures

Basic Policy ③ Support for Independence  
(Fire and Disaster Prevention Measures Division)

## 1 Initiatives

- 1 Confirmation of awareness regarding disaster information dissemination tools at municipal resident registration counters

## 2 Current Status of Initiatives

- 1 Conducting a survey on the dissemination of disaster information tools to municipalities within the jurisdiction

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	Fiscal Year 2031	Disseminated in all municipalities	A survey was conducted targeting municipalities within the jurisdiction to confirm the awareness status of disaster information dissemination tools at municipal resident registration counters. Moving forward, the findings will be shared with relevant prefectural departments to ensure dissemination is carried out in municipalities where it has not yet been implemented, and necessary measures will be considered.

## 3 Expected Effects

- 1 Grasping municipalities that are disseminating disaster information dissemination tools at resident registration counters and those that are not

## ② Strengthening information dissemination to foreigners during disasters

Basic Policy ③ Support for Independence  
(Fire and Disaster Prevention Measures  
Division, Exchange Promotion Division)

### 1 Initiatives

- 1 Implementation of education on evacuation support for foreigners at the fire academy
- 2 Establishment of a multilingual support system for foreigners during disasters

### 2 Current Status of Initiatives

- 1 Implementation of an educational curriculum at the fire academy to deepen understanding of evacuation support for foreigners during disasters

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	Conducted once a year	At the fire academy, an educational curriculum titled "Lecture on Evacuation Support for Foreigners" is planned to deepen understanding of the basic concepts of evacuation support for foreigners during disasters, as well as important considerations for using various tools available for supporting foreigners in disasters, such as multilingual translation services and safety tips.

- 2 Establishment of a support system for foreigners utilizing the multilingual support center

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2026	Conducted once a year	In collaboration with the foundation, a multilingual support center will be established during disaster response headquarters operation drills to verify information provision and various support services for foreigners during disasters.

### 3 Expected Effects

- 1 Improvement of evacuation support for foreigners during disasters by deepening the understanding of firefighters and fire brigade members involved in supporting the evacuation actions of foreigners during disasters
- 2 Establishment of a smooth evacuation system for foreigners at the time of a disaster

### ③ Promotion of participation in voluntary disaster prevention organizations through the training of foreign disaster prevention leaders and the participation of foreign residents in disaster drills

Basic Policy ③ Support for Independence  
(Fire and Disaster Prevention Measures Division, Exchange Promotion Division)

#### 1 Initiatives

- 1 Support for municipalities to promote the training of foreign disaster prevention leaders and the participation of foreign residents in voluntary disaster prevention organizations
- 2 Dissemination of information on disaster prevention initiatives using multiple languages

#### 2 Current Status of Initiatives

- 1 Support for municipalities to promote the training of foreign disaster prevention leaders and the participation of foreign residents in voluntary disaster prevention organizations

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	As needed	Through distributing pamphlets related to disaster prevention knowledge to municipalities, fostering foreign disaster prevention leaders, and introducing national projects that can be used to promote the participation of foreign residents in autonomous disaster prevention organizations, support is provided so that foreign residents living in the community can become supporters of disaster prevention.

- 2 Holding training courses for disaster-time foreign support supporters

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	Conducted three times a year	Subsidies will be provided for the costs of holding training courses to cultivate disaster-time foreign support supporters who assist foreign nationals at evacuation shelters and other locations during large-scale disasters, conducted by the foundation.

### 3 Information dissemination regarding disaster prevention drills using multiple languages

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2026	Conducted once a year	To encourage foreign nationals' participation in the training, information about the Okinawa Prefecture-wide earthquake and tsunami evacuation drill will be disseminated in multiple languages through the prefecture's SNS channels (X, Facebook) in cooperation with relevant departments when informing residents. Additionally, municipalities will be encouraged to actively promote the use of the disaster information app "Safety tips" among foreign training participants. Training flyers with the app's QR code will be distributed to participants through municipalities, and surveys after the training will also be conducted in English.

### 3 Expected Effects

- 1 Enhancement of community disaster prevention capacity through the development of foreign disaster prevention leaders in municipalities and promotion of foreign residents' participation in autonomous disaster prevention organizations
- 2 Increase in the number of foreign participants in disaster prevention drills through the dissemination of information targeted at foreign nationals

#### ④ Support for municipalities conducting disaster prevention drills and related activities

### 1 Initiatives

- 1 Support for municipalities planning the participation of foreign nationals in disaster prevention drills
- 2 Support for foreign nationals' participation in disaster prevention drills and related activities in municipalities

### 2 Current Status of Initiatives

- 1 Implementation of support for municipalities through introductions of various subsidy examples

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	As needed	Support municipalities in holding disaster prevention drills by introducing national programs and other resources that can be utilized to conduct drills targeting foreign nationals as well.

- 2 Support for municipalities wishing to encourage foreign nationals to participate in disaster prevention drills and related activities

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2027	Implemented in one municipality	Inquiries will be made to municipalities within the prefecture, and for those municipalities wishing to encourage foreign nationals' participation in disaster prevention drills and related activities, support will be provided in collaboration with relevant organizations to assist foreign nationals' participation in drills conducted by those municipalities.

### 3 Expected Effects

- 1 Enhance the skills for emergency disaster response activities in municipalities and establish a system for coordination and communication among disaster-related agencies to facilitate faster and more accurate emergency response measures when disasters occur
- 2 Promote the implementation of evacuation drills targeting foreign nationals in municipalities



# Current status and challenges regarding strengthening collaboration

## Current Situation

Multicultural coexistence policies cover a wide range of areas such as education, employment and labor, medical care and welfare, housing, and disaster prevention. Therefore, to promote multicultural coexistence, it is necessary to establish collaboration systems among administrative bodies as well as between administration and various sectors such as schools, companies, and medical institutions.

In addition, in carrying out practical work, the main actors responding on the ground are related organizations, and it is essential for these organizations to build a collaborative system and understand each other's activities.

Since the scope of multicultural coexistence is broad and requires substantial human resources, Okinawa Prefecture's implementation system is relatively fragile compared to those of other prefectures.

## Issues

- ① Considering the expected further increase in foreign residents, it is necessary to promote collaboration within various departments of the prefectural government. This includes establishing meetings or similar platforms to share information on multicultural coexistence policies involving each responsible division and to monitor progress, thereby building a collaborative system.
- ② Regarding multicultural coexistence policies in Okinawa Prefecture, it is essential for the prefecture to set clear policies and create an environment that enables related organizations to collaborate effectively. Specifically, it is necessary to establish conference bodies to promote collaboration among related organizations and create opportunities to share the prefecture's policies as well as the initiatives of municipalities and other related organizations.
- ③ To address the increasing number of foreign residents and the various challenges arising from this, an increase in staff and the establishment of dedicated divisions may be required.

# Initiatives for Strengthening Collaboration

- ① Establishment of a collaborative system among responsible personnel within the prefectural government, along with information exchange and sharing (Issue①)
- ② Information sharing with municipalities and support for their initiatives (Issue②)
- ③ Strengthening collaboration with resident foreigner organizations and stakeholders from various fields such as education, businesses, and medical institutions (Issue②)
- ④ Strengthening the system through an increase in prefectural staff and the establishment of dedicated divisions (Issue③)

# ① Establishment of a collaborative system among responsible personnel within the prefectural government, and exchange and sharing of information

Basic Policy ① Collaborative efforts across the entire prefecture (Exchange Promotion Division)

## 1 Initiatives

- 1 Establishment of a cross-departmental conference body aimed at prefecture-wide collaboration
- 2 Implementation of information sharing and dissemination through collaboration among various departments within the government

## 2 Current Status of Initiatives

- 1 Holding cross-departmental meetings involving related departments on multicultural coexistence

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2026	Conducted once a year	A meeting will be held for related departments involved in multicultural coexistence to discuss progress checks and review of initiatives.

- 2 Promoting collaboration with various services to encourage the use of consultation desks for foreign nationals

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2026	As needed	Within the prefectural government, information about the centralized consultation desk will be shared, and effective utilization will be promoted through information dissemination using the desk across various fields.

## 3 Expected Effects

- 1 Promotion of a multicultural coexistence society through cross-departmental collaboration within the prefectural government
- 2 Development of effective multicultural coexistence policies by cross-utilizing effective measures across various fields

## ② Information sharing with municipalities and support for their initiatives

Basic Policy ① Collaborative efforts across the entire prefecture (Exchange Promotion Division)

### 1 Initiatives

- 1 Promotion of collaboration with municipalities within the prefecture
- 2 Support for promoting initiatives related to multicultural policies in municipalities within the prefecture

### 2 Current Status of Initiatives

#### 1 Holding meetings with municipalities within the prefecture

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	Conducted once a year	A meeting will be held for related departments of the prefecture and each municipality to share issues related to multicultural coexistence.

#### 2 Sharing challenges between the prefecture and municipalities and discussing collaboration

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2026	Conducted once a year	In meetings composed of the prefecture and each municipality, the prefecture will compile the participants' issues and solutions and support resolving challenges in each local government.

### 3 Expected Effects

- 1 Realization of a multicultural coexistence society across the entire prefecture through collaboration between the prefecture and municipalities
- 2 Improvement of problem-solving capabilities in collaboration with municipalities within the prefecture

### ③ Strengthening collaboration with resident foreigner organizations and stakeholders from various fields such as education, businesses, and medical institutions

Basic Policy ① Collaborative efforts across the entire prefecture  
(Exchange Promotion Division, Peace and Regional Diplomacy Promotion Division)

## 1 Initiatives

- 1 Building collaborative networks with various sectors
- 2 Supporting responses to foreign nationals in schools, businesses, medical institutions, and other areas

## 2 Current Status of Initiatives

- 1 Collaboration and information sharing between the prefecture and relevant organizations in various sectors

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2026	Conducted once a year	The prefecture will collaborate with relevant organizations in various fields to share information mutually, grasp on-site challenges, and establish a forum to discuss solutions.

- 2 Holding liaison meetings with JICA Okinawa

Response Status	Target Fiscal Year	Indicators	Specific Details
Ongoing Initiatives	—	Conducted twice a year	To facilitate smooth collaboration between Okinawa Prefecture and JICA Okinawa, related departments will regularly hold the "Okinawa Prefecture–JICA Okinawa Liaison Council." This council will hold information sharing and opinion exchange sessions twice a year regarding initiatives by Okinawa Prefecture and JICA Okinawa.

## 3 Expected Effects

- 1 Building a collaborative system through broad information sharing with related organizations
- 2 Promoting effective policies through understanding of on-site challenges

#### ④ Strengthening the system through an increase in prefectural staff and the establishment of dedicated divisions

Basic Policy ① Collaborative efforts across the entire prefecture (Exchange Promotion Division)

### 1 Initiatives

- 1 Securing the necessary number of staff for various initiatives
- 2 Considering the organizational structure required for various initiatives

### 2 Current Status of Initiatives

- 1 Deployment of necessary staff to carry out various initiatives based on the current situation and challenges within the prefecture

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2031	Increase of 3 staff members	Clarify the current situation and challenges surrounding the increasing number of foreign residents, and strive to secure the necessary number of staff to address these challenges and carry out related initiatives.

- 2 Implementation of appropriate organizational structuring based on the current situation and challenges within the prefecture

Response Status	Target Fiscal Year	Indicators	Specific Details
Planned Initiatives	Fiscal Year 2031	Assignment of a dedicated team	Clarify the current situation and challenges surrounding the increasing number of foreign residents, and strive to build an appropriate organizational structure based on the roles the prefecture should assume.

### 3 Expected Effects

- 1 Promotion of the development of various policies leading to the further establishment of a multicultural coexistence society
- 2 Establishment of a central organization for promoting multicultural coexistence policies within the prefecture