

Opinions From Prefectural Citizens Regarding "Kyoto Foreign Talent Utilization Plan" (Interim Report)

November 21, 2004
International Affairs Division, Office of the Governor
(TEL 075-414-4311)

We would like to thank those people who submitted their valuable opinions on the "Kyoto Foreign Talent Utilization Plan" Interim Report.

The following is a list of the opinions submitted and the Prefecture's thoughts regarding them.

Furthermore, we have put together a finalized version of the plan with due consideration to your opinions that will be released at a later date.

1. Opinion Submission Period:

October 19 (Tue) ~ November 18 (Thu), 2004

2. Number of Opinions Submitted:

30

3. A summary of submitted opinions and Kyoto Prefecture's thoughts regarding them is attached.

**"Kyoto Foreign Talent Utilization Plan" Policy Committee Members
(Participants)**

Name	Position
Shinji SUDO	Professor, Kyoto Sangyo University
Jun'ichi NAKAMURA	Director, Kyoto International Conference Hall

(Members)

Name	Position
Michiyo ARITA	Executive Director, Kansai NPO Alliance
GUAM Susin	Kyoto Honorary Friendship Ambassador (Instructor, Sonoda Women's University)
Makoto SAGANE	Committee Member, Kyoto Regional Overseas Student Exchange Promotion Association
Ikuko SHIMIZU	Director, Kyoto University Consortium
ZHOU Weisheng (Vice-Chairperson)	Professor, School of Policy Science, Ritsumeikan University
Kiyoshi NIINOBE	Director, ATR
Toshiyuki FUJIWARA	Director, Kyoto Prefectural International Center
Masao HOSO'O	Director, International Affairs Research Committee, Kyoto Committee for Economic Development
Yoshifumi MUNETA (Chairperson)	Adjunct Professor, School of Human Environment, Kyoto Prefectural University
Jun'ichi MORI	Professor, Center for Student Exchange, Kyoto University

Policy Development Committee Meetings:

- 1st Policy Development Meeting - June 9, 2004 (Wed)
- 2nd Policy Development Meeting - July 5, 2004 (Mon)
- 3rd Policy Development Meeting - August 6, 2004 (Fri)
- Opinion Exchange with Governor Yamada/4th Policy Development Meeting
- August 23, 2004 (Mon)
- Policy Coordination Meeting - September 14 (Tue)
- 5th Policy Development Meeting - September 27 (Mon)
- Operation Strategy Meeting - November 23 (Tue)
- 6th Policy Development Meeting - November 26 (Fri)

(Attached Material)

Summary of Opinions Regarding "Kyoto Foreigner Utilization Plan"
and Prefecture's Thoughts Regarding Them

Topic	Opinions Summary	Prefecture's Thoughts
<p>Plan1: Attracting Foreign Human Resources to Kyoto</p>	<p>○ Will you be sending out information in multiple languages?</p>	<p>○ We would like to send out information in as many languages as possible, but due to cost considerations we will first create an English, Chinese, and Japanese system. We will examine what future action to take next as we monitor changes in internationalization conditions in the prefecture (movement trends of our foreign residents, etc.).</p>
	<p>○ I feel that the “Overseas Student Advisor” is an extremely interesting policy. I would love to participate.</p> <p>○ I think Kyoto should create overseas bases that focus on Honorary Friendship Ambassadors who have returned home and send information abroad/attract talented researchers and scholars from abroad.</p>	<p>○ We are examining an “Overseas Student Advisor” system that would utilize Kyoto Honorary Friendship Ambassadors and overseas students who have returned home to provide information on Kyoto and counseling to prospective overseas students to Kyoto. This would be a concrete policy for the effective dissemination of information on Kyoto overseas.</p> <p>○ Establishing this system would create a network between Kyoto Honorary Friendship Ambassadors and overseas students who have returned home. By efficiently utilizing this network, we hope to attract greater numbers of talented overseas students and other human resources to Kyoto.</p>
	<p>○ It is important for foreign residents to be a part of the community. A way should be devised for overseas students to participate in community activities.</p>	<p>○ We are creating an environment where foreigners can use their various abilities and skills on an everyday level to aid in regional revitalization and internationalization. For example, we are involved in projects that foster international understanding in children, such as lectures by foreign researchers to local children on topics in their field or specialty. We also have workshops where overseas students and other foreigners can participate in community development and industrial revitalization.</p>
	<p>○ Having all information in Japanese (and having Japanese people create the homepage) is a disadvantage to foreigners. The entire system should be created with an eye towards true globalization.</p> <p>○ When creating homepages and other materials, a foreigner should definitely participate in the process.</p> <p>○ The homepage should be multilingual and from a foreigner’s point of view.</p>	<p>○ The content of homepages that give information to Japanese people will not be merely translated, but rather will be made easy to understand for foreigners and contain information that foreigners need.</p> <p>○ For this reason, we would like Kyoto Honorary Friendship Ambassadors and other foreign residents of Kyoto to participate in the creation of these homepages.</p>

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<p>Plan1: Attracting Foreign Human Resources to Kyoto</p>	<p>○ Previously, many talented people from India aspired to go North America or Europe to study or seek employment, but after the terrorist attacks in America it has become difficult to get a visa. This is a big opportunity for Japan to attract these skilled people.</p>	<p>○ As the race for skilled foreign human resources intensifies, we feel it is vital to also attract skilled people from India, which produces a great number of talented workers in IT and other fields. We are working to enable foreigners, who are an indispensable Kyoto human resource in business and community strategies, to be the driving force in community revitalization.</p>
	<p>○ The International Affairs Division should make various information more open through the homepage.</p> <p>○ You should cooperate with local businesses and augment their information dispersal (employment opportunities, business alliances, etc.)</p> <p>○ Create a system that uses a bulletin board or e-mail for mutual information exchange.</p> <p>○ Information should be provided on international exchange activities (such as exchange projects between Japanese and foreign schools) to those interested.</p>	<p>○ The homepage will contain information necessary to foreigners, and it will be important to uniformly provide that information in multiple languages. We would like to first examine exactly what necessary information it should contain. We are currently working with related organizations to ready a platform for disseminating beneficial information to foreigners.</p> <p>○ We will also create a human resource databank and a matching system for foreign residents and businesses/international exchange organizations. We would like to create other programs for the mutual exchange of beneficial information with the help of private agencies.</p>
	<p>○ Inviting more foreign human resources will make Japan an immigrant society in the future. The problems of declining birthrates and an aging society still plague Japan, and its labor power is diminishing. Are you envisioning using foreigners to fill this void?</p>	<p>○ Right now, FTA negotiations with Southeast Asian countries are proceeding. We predict that personnel flux will occur in a variety of fields.</p> <p>○ We wish to examine new policies with the understanding of Kyoto's citizens based on the future progress of our internationalization work.</p>
	<p>○ Don't forget about the many foreigners who came to Kyoto for its universities.</p>	<p>○ Kyoto receives a lot of international attention as a college town. With over 4,500 overseas students in Kyoto Prefecture, as representative of Japan we possess great ability to transmit information to the global society.</p> <p>○ We are seeking to utilize this special characteristic of Kyoto. We are cooperating with universities and related organizations to globalize high school education while promoting the employment of foreign educators and creating an interesting, globally competitive education program.</p>

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Plan1: Attracting Foreign Human Resources to Kyoto	<p>○ Are you conferring with relevant government organizations in applying for the Special Foreign Talent Zones?</p> <p>○ Depending on their abilities, you could accept high quality foreigners and use them to help build an equal community society between foreigners and the people of Kyoto.</p> <p>○ Will the Special Foreign Talent Zones be established all across Kyoto Prefecture?</p>	<p>○ We have proposed Special Foreign Talent Zones for the aggressive attraction and employment of foreigners. This will include simplifying procedures for immigration checks, alleviating requirements for overseas students and researchers, and relaxing regulations on doing activities not covered by visas to aid in revitalization activities in Kyoto.</p> <p>○ The Special Foreign Talent Zones will potentially affect all regions of Kyoto Prefecture.</p>
	<p>○ While you are proposing establishing a “Kyoto Center” that will act as a base for providing information on Kyoto overseas, isn't it necessary to cooperate with Japan Foundation overseas offices and the information and cultural centers of diplomatic missions?</p>	<p>○ We will ask for cooperation from Japan Foundation overseas offices, information and cultural centers of diplomatic missions, and CLAIR foreign offices. We would like to spread word on Kyoto as much as possible.</p> <p>Kyoto Prefecture currently has friendly ties with five regions overseas. We would like to start by utilizing major universities from these regions as a hub for disseminating information on Kyoto.</p>
	<p>○ I think one of the basic directions of your policy, “effectively disseminating information on Kyoto overseas”, is quite good. I would like Kyoto's historic culture to be more widely known overseas through this.</p> <p>○ One of the defining characteristics of Kyoto is its fusion of traditional culture and cutting-edge technology. You should get out information to make Kyoto more easily accessible to people from around the world and allow them to get to know Kyoto's wonderful culture for themselves</p>	<p>○ Kyoto possesses attractive culture and industries. In order to effectively spread word of this abroad, we are advancing establishing information hubs overseas, a multilingual homepage, and other concrete information dissemination policies.</p>
	<p>○ What specific support will you be providing in establishing English credit course programs and other learning environment improvements at the university level?</p>	<p>○ Establishing an English credit course program and other learning environment changes at universities, together with improving the international competitiveness of Prefectural universities, is extremely important for attracting foreigners.</p> <p>○ We will be supporting the “University Internationalization Plan”, put forth by Kyoto University Consortium and prefectural universities, in a way that its scope will be apparent in the community.</p>

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Plan1: Attracting Foreign Human Resources to Kyoto	<p>○ I think it's great to employ foreigners. It will be significant for Japan to utilize their knowledge and skills.</p> <p>I would like to participate in creation of the network if given the opportunity.</p>	<p>○ We will need the cooperation of universities, businesses, NPOs, economic organizations, overseas students, and others when implementing concrete projects such as creating a matching system with businesses and disseminating information overseas. We hope to have many people actively participate in this process.</p>
	<p>○ As interest among Japanese youth in traditional culture and industry diminishes, it is increasing among many foreigners.</p> <p>If you attract this young foreign talent to Kyoto to support traditional arts and industries, it will spur interest in Japanese people, too.</p>	<p>○ Kyoto is a center for studies on Japan and Kyoto, and is also the heart of Japanese culture. We want to develop Kyoto as a place where scholars, artisans, and intellectuals gather and exchange skills and knowledge. This will lead to Kyoto's advancement as a base for international and intellectual exchanges.</p>
Plan 2: Improving Foreign Human Resource Acceptance	<p>○ I feel that the housing problem is important in keeping foreigners in the community. I would definitely like to see work in securing housing for them.</p> <p>○ What living environment maintenance and cooperation are you considering with organizations that want to become involved with foreigners (universities, businesses, etc.)?</p>	<p>○ One important problem facing foreign residents of Kyoto is securing housing. Kyoto Prefecture has begun an overseas student housing guarantee system and is establishing a priority framework for special lease Prefectural Housing for researchers and overseas students. Investigation is also underway regarding maintaining the living environment of overseas students and researchers.</p> <p>○ Through close collaboration, local businesses, universities, economic organizations, and other bodies have joined us and are voluntarily involved in the attraction and employment of foreigners.</p> <p>○ In consideration of university and business needs, we are investigating changing to a Western style of business internship. Policy appraisal of this using the “PDCA Cycle” is now underway.</p>
	<p>○ The housing problem is the greatest problem with life in Japan for foreigners. As an international city, Kyoto must construct dormitories for overseas students and make housing support system improvements, such as in securing a guarantor.</p>	<p>○ Under this plan, we are examining constructing dormitories (facilities with seminar, study, and research capabilities) for overseas students and researchers and securing housing for short-term residents. Importantly, investigation is already underway on efficiently utilizing used furniture and public facilities/company dormitories with low usage. We are also looking into providing low-cost housing services for foreigners on short-term programs.</p> <p>In addition, we are running an overseas student housing guarantor system with local universities to provide support for the smooth securing of housing for overseas students.</p>

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<p>Plan 2: Improving Foreign Human Resource Acceptance</p>	<p>○ Kyoto Prefecture should engage in foundational daily living improvements right away so foreigners can visit and live here more easily.</p> <p>○ Your idea on “Creation of a Kyoto Scholarship System” shouldn't just target people with economic strength to study in Kyoto. Your top priority should be disseminating information on Kyoto's intrinsic qualities and advance living environment improvements in the community for foreigners.</p> <p>○ It's good thinking to create a scholarship system with the name “Kyoto” on it, as Kyoto has so many overseas students. I'd like to see a support system that combines business and general donations.</p>	<p>○ We will investigate strengthening the communicative functions that form the basic foundation for construction of a comfortable living environment for foreign residents, improving the living environment for overseas students and researchers, and improving the system in which the children of foreigners are raised as its top priorities.</p> <p>○ Investigation is underway for making our homepage more multilingual and establishing information dissemination centers overseas as ways of getting news on Kyoto out abroad. We want to disperse information on Kyoto's qualities as efficiently as possible. As for a scholarship, we are examining a system supported by economic circles and the people of Kyoto Prefecture that will enable foreigners to better concentrate on their research and studies, and apply their various skills towards regional revitalization and internationalization.</p>
	<p>○ As policy, Kyoto should clearly state its resolve to get thoroughly involved in community internationalization. This includes improving the education environment for the children of foreign residents (e.g. supporting “Kyoto International School”), and making it mandatory - for the private sector, too - to provide multilingual information on public facilities.</p>	<p>○ One major problem facing foreign residents is finding support for their children to learn Japanese and their native tongue and culture. We are investigating cooperating with education organizations to improve child-rearing environments, and we are creating a system whereby foreigners with teaching certification would be utilized.</p> <p>○ And as for making public facility information multilingual, we hope to advance collaboration with related organizations and NPOs to provide information to foreign residents.</p>
	<p>○ International awareness education is being actively implemented at elementary schools lately. While I think that it's wonderful to foster awareness in children, what approach are you taking with adults?</p>	<p>○ During comprehensive education at elementary and junior high schools, Kyoto Honorary Friendship Ambassadors come in as teachers as part of our international understanding and foreign culture exchange programs. We are currently enlightening the general public on learning to respect the rights of others through publications, television, and radio. We are continuing to work towards a multi-cultural society, and ask for the proper awareness and understanding of foreigners from Kyoto's people.</p>
	<p>○ How are you treating minority races, such as adherents of Islam? Consideration of the customs and eating habits of foreigners must be given.</p>	<p>○ We want minority races and other foreign residents to be members of Kyoto Prefecture. We are examining how to create an exchange-based society that has consideration for other cultures.</p>

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	<p>○ In this age of globalization, policies for the active promotion of employing foreigners are a wise international strategy in step with the times. I would like to see a multilingual psychological counseling system created for this. Foreign residents have a lot of stress in their lives, such as from the language barrier or differing customs. They should have a place where they can seek counseling freely.</p>	<p>○ We are studying support policies for promoting education and community development programs that will be internationally competitive as part of our environmental maintenance for foreign residents to live and feel safe in Kyoto. Universities in Kyoto have implemented psychological counseling and a tutor system by graduate students at universities in Kyoto as part of their education program promotion. We would also like to advance the fulfilling dispersal of information (through our homepage, e-zine, and FM radio) and counseling on everyday problems for foreign residents.</p>
	<p>○ There are few opportunities for overseas students and Japanese students to communicate. Universities should actively provide a place for exchanging ideas and collecting information..</p>	<p>○ We are examining implementing a “Kyoto Experience Program” that would allow overseas students who might not normally have the opportunity to get to know and experience Kyoto. We are also examining issuing an “Overseas Student Passport” that would give special benefits such as discount admissions to public facilities and important information. Kyoto is also creating an information platform with universities that would centrally disseminate information that overseas students need in multiple languages.</p>
	<p>○ I have some suggestions for the Overseas Student Passport: 1.Make it an official passport that will also function as identification. 2.Periodically send information to the bearer on upcoming events they can participate in. 3.Provide various special benefits and allow the bearer the chance to learn more about Kyoto to give more opportunities for interaction with Japanese people and for promotion of cultural exchanges.</p>	<p>○ Under our plan, we want to issue an Overseas Student Passport, which would give its bearer discount admission to various facilities and other special benefits, as well as the opportunity to see Kyoto's culture and cutting-edge industries first-hand. We are also thinking of periodically providing its bearer with information useful to overseas students, much like your suggestion. In addition, we will be listening to the opinions of related organizations and overseas students to make it widely usable by all.</p>

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Plan 2: Improving Foreign Human Resource Acceptance	<p>○ Until now, plans concerning foreigners have been created, and facilities and consultation desks for foreigners have been established, but I don't think many foreigners are aware of this. There is still a lot more to be done in resolving these problems.</p> <p>In the future, I think it's important to establish facilities and consultation desks for foreigners to aid in resolving of these problems.</p> <p>These facilities should be adequately publicized, and information about them shared with foreigners.</p>	<p>○ Kyoto would like foreign residents to be a part of Kyoto Prefecture, and we want to create a multi-cultural society considerate of other peoples and cultures.</p> <p>We are investigating ensuring our consultation system for foreign residents and dissemination of daily living information (through homepage, e-zine, and FM radio) is fulfilling. In addition, Kyoto is also creating an information platform that would centrally disseminate information that overseas students need in multiple languages.</p>
	<p>○ The number of crimes committed by foreigners, some violent, has increased recently in step with the influx of foreigners. I think safety will improve if overseas students are periodically given lectures and classes on law, and a legal consultation group is established.</p>	<p>○ The small number of overseas students and foreigners that cause problems in society is being played up by the mass media, which causes the negative image of foreigners to spread.</p> <p>For this reason we have to properly alert people that there is an increase in the risks and losses associated with attracting more foreigners. In order to create a better image of foreigners, we must gain the understanding of Prefectural citizens and create an awareness of the benefits of a multi-cultural society.</p> <p>We also realize that instruction in Japanese society and law is insufficient. We will investigate strengthening consultation services.</p>
	<p>○ I think that public awareness of foreigners (the negative image of an increase in foreigner-related crime) is a serious problem.</p>	<p>○ As you point out, lately the mass media is reporting an increase in foreigner-related crime, strengthening the negative image of foreigners.</p> <p>We must gain the understanding and proper way of thinking of Kyoto's people towards foreigners, and further promote an awareness of the benefits of a multi-cultural society.</p>

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Plan 2: Improving Foreign Human Resource Acceptance	<p>○ I welcome this Action Plan. For the past two or three years news reports of foreigner-related crime have stood out, worsening the image of foreigners. While it's important to report the truth, I would like to also see aggressive coverage of the truth of many foreigners working hard in Japan. I think the significance of the mass media in deepening mutual understanding is great, and the help of the mass media in this plan is necessary.</p>	<p>○ While advancing this Action Plan, we would like to introduce more of the activities of foreigners active in their community and work towards dispelling the biased images of them.</p>
Plan 3: Promote Utilization of Foreign Talent	<p>○ You should focus on concrete projects, like the internship system and the “personnel databank”.</p> <p>○ There is a unique program going on for businesses and overseas students between Dainippon Screen Mfg. Co. and Ritsumeikan University. You should take a look.</p> <p>○ There are many universities in Kyoto, with many overseas students studying at them, but these students often have few opportunities to learn more about Japanese people and Kyoto businesses. Many wish to participate in an internship program during their long breaks (summer/winter holidays) and advance industry-academia collaboration. Kyoto businesses (especially small/medium sized enterprises) could benefit from this. Also, I think if Kyoto provided scholarships to overseas students then gifted individuals would come.</p>	<p>○ We are looking to adopt a Western style of internship with this plan. Together with businesses, universities, and related organizations we are building a system that has merit for both overseas students and businesses. We also want to create a matching system based on business needs, and examine a system that would allow Kyoto businesses to search for the necessary personnel.</p> <p>○ We are examining business needs in matching businesses and foreign human resources. We hope to reference the projects at a variety of Kyoto businesses and enlist their cooperation in promoting this plan.</p> <p>○ When introducing the internship system, we'll be listening to the needs of those involved. We are aiming to make it different than the traditional Japanese internship system, and also make it so foreigners on extended holiday periods can participate.</p> <p>○ Through the cooperation of business circles, Kyoto is examining establishing scholarship system and other ways to fully support overseas students in living in Japan.</p>

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Opinions Concerning Plan PR	<p>○ Kyoto should take measures to ensure that the opinions of as broad a spectrum of foreign residents as possible is heard by creating an English version of the Action Plan and distributing it to universities and research centers.</p> <p>○ You should do something to let the voices of foreign residents be heard directly, and allow them to participate in governmental affairs.</p>	<p>○ Two members who participated in drafting this plan were foreign residents of Kyoto, and their opinions are reflected therein. We also sought the opinions and ideas of Kyoto's people through English and <i>furigana</i> version materials, in addition to Japanese. We furthermore sought the opinions of NPO groups that support our foreign residents and overseas students at prefectural universities.</p> <p>○ We are using various opportunities to promote the participation of foreign residents in governmental affairs as part of our general efforts to promote all civilian participation.</p>
	<p>○ I think this Plan is great for overseas students. You need to get the word out on this plan to more of them.</p>	<p>○ We have alerted Prefectural public facilities, overseas student offices at universities, private international exchange groups, economic groups, etc. of this Plan's interim report. In addition to the Japanese version, we have created an English and <i>furigana</i> version of the plan, and also posted it on our website. We will continue to work hard to publicize this Plan.</p>
Other General Opinions	<p>○ Kyoto City has many projects going on with overseas students, and they also have the Kyoto City International Foundation. I think cooperation between them and Kyoto Prefecture/Kyoto Prefectural International Center is vital.</p>	<p>○ Through close collaboration with government, business, NPOs, and related organizations we are aiming to build a mutually beneficial relationship through voluntary cooperation. We will be examining various aspects with other municipalities and organizations and getting involved with them.</p>
	<p>○ This plan is an aggressive and concrete plan. I think it will tie into the revitalization and internationalization of Kyoto's communities if it is implemented.</p>	<p>○ This plan is just one of Kyoto's Action Plans, which are detailed plans proposed through open dialogue with Kyoto's citizens and specialists active in every field. We hope to realize the policies contained within this plan as soon as possible.</p>
	<p>○ I think it's a wonderful plan. How long do you estimate it will take to be come into effect?</p>	<p>○ There is no set time frame, but policies that must be enacted immediately, or policies that will go into effect soon, will be promoted in light of Prefectural financial considerations. We will also have yearly appraisals of the plan's projects, and link them to the next fiscal year's policies.</p>