

ATOMS: Creating a Fair, Sustainable and Multicultural Symbiotic Society

Association for Toyonaka Multicultural Symbiosis

THE ASSOCIATION for Toyonaka Multicultural Symbiosis, popularly known as ATOMS, was established in 1993 in Toyonaka city as a base for international exchange and multicultural symbiosis. It adopted the motto “Creating a fair and sustainable, multicultural symbiotic society” to emphasize the role that it wants to play in Toyonaka city and beyond.

The basic objective of ATOMS is to create a symbiotic society with connection to the world by facilitating exchange activities between the Japanese and the non-Japanese residents based on respect for human rights and with broad participation of the citizens.

The primary concern of ATOMS is the provision of support to all non-Japanese residents in the city that would lead to independent living and participation in society. ATOMS also aims to have a “no-support-needed” future for these residents by making a society where cultural diversity is appreciated, and the different characteristics of people are understood. ATOMS aims to collaborate with the local community including schools and the educational sector in achieving its goals.

Activities

ATOMS operates under the Toyonaka International Center. It undertakes several activities for the non-Japanese residents that cover cultural exchange, language education, support for the education of children, and support for the parenting of children.

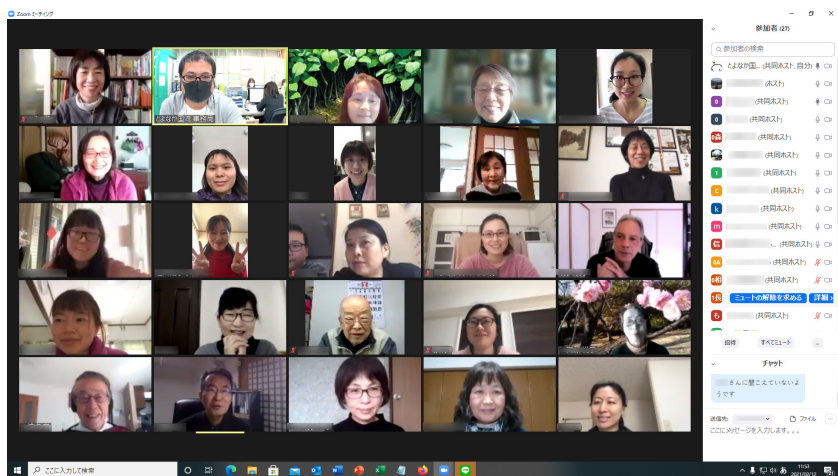
The Japanese Language Activities for Cultural Exchange program creates a space for interaction between non-Japanese and Japanese residents to enrich relations between them and learn Japanese language at the same time. Non-Japanese parents can also learn Japanese along with their children through the *Toyonaka Nihongo Moku-hiru* (Thursday Japanese class), *Toyonaka Nihongo Kin-asa* (Friday Japanese class), *Nichiyōu gachagacha-*



Sun Plaza: Area for activities.

dan (Sunday Japanese class), etc. In case of need for child care during the activities, there is the *Tabunka Hoiku Niko-niko* (childcare for zero year old to before primary school age children) held only on Thursday and Friday at the same time as the Japanese program.

A project called *Mokuhiru* provides the non-Japanese the opportunity to learn Japanese language by interacting with the Japanese residents and at the same time learn to know each other and the community where they live.



Kin-asa via Zoom.

Oyako de Nihongo is held for non-Japanese mothers who are currently raising their children to experience multicultural childcare activities in parallel with Japanese language exchange activities. The non-Japanese mothers can exchange information and talk in Japanese language about life in Japan and raising children while making friends. There are also events such as reading picture books, cooking classes and making handmade toys. The activity is led by volunteer Japanese women who are currently raising their children too. The activity welcomes pregnant non-Japanese women and individual participants who are not yet proficient in Japanese.

In addition, there are voluntary Japanese groups in the city offering Japanese language activities using the Toyonaka International Center facilities: Night Kanji Class (learning how to write Chinese characters), *Nihongo Kouryuu* Salon, *Nihongo Bochi-bochi* and *Nihongo Hiroba*. Some activities are held in other public facilities (such as community hall and library) to reach those who live far from Toyonaka International Center. ATOMS help non-Japanese residents participate in the community activities such as on disaster management (including evacuation drills) and other community gatherings that allow them to meet the Japanese residents. These activities bring the non-Japanese residents in close contact with the local Japanese residents and break both language and mental barriers and help create a multicultural community.

ATOMS support activities that allow the non-Japanese residents to meet and speak their own languages, and undertake their own activities that help relieve the sense of isolation that some of them might experience. In line with this perspective, ATOMS supports the organization of non-Japanese residents as seen in establishment of the Filipino Young at Heart Club (FYAHC) in 2017 with the aim of supporting ageing Filipino residents. ATOMS through FYAHC organizes seminars and other activities for Filipinos and other non-Japanese residents.

ATOMS also organizes activities for the young who came to Japan without knowing the Japanese language or who have foreign background and raised in Japan. In the activity called *Wakamono no Tamariba* (*Tamariba* means Place of Hang-out), these young people gather on Sundays, meet fellow nationals, eat together, and do activities such as doing rap through which they express their problems and plans for the future. During “Hang-out,” ATOMS staff members are able to talk to the young people about their problems relating to school (especially entering secondary school), part-

time work and other matters. At the same time, ATOMS helps children (with Japanese descent or foreign background) not to forget their mother tongue by providing a place for them to appreciate the language of their parents that they used to speak but has been neglected as they become more proficient in Japanese language. The activities, such as learning traditional dance and speaking in their mother tongue, of young people with their parents from Latin America such as Peru help them reconnect to their own culture and language, and their identity. And as they perform their dances in public, they also gain recognition of the Japanese public about their roots.



Visit to a Filipino store.

With the COVID-19 pandemic, ATOMS provides information (through its website and social media such as Facebook) in different languages on COVID-19, the services available in cases of financial difficulties due to loss of job (that lead to the difficulty in buying food, paying house rent and other problems) such as social welfare programs. It also organizes meetings regarding the discrimination against non-Japanese due to fear that there were infected by COVID-19 virus.

Issues and Response

ATOMS offers necessary information and provides a multilingual consultation service to non-Japanese residents on a number of issues. The consultation service is provided in several languages (Chinese, Korean, Filipino, Thai, English, Indonesian, Spanish, Vietnamese, Nepali, and Japanese) by professional counselor and staff members who speak these languages as mother tongue. Before the COVID-19 pandemic, consultation service was available by telephone and face-to-face on Fridays. Close to one thousand cases are handled each year in this consultation service.

The consultation service has so far been covering the following issues:

- Husband and wife relationship (divorce, domestic violence, discord, international marriage, etc.);
- Legal/administrative procedures on immigration matters (residence eligibility, family invitation, etc.);
- Daily life (housing, money matter, insurance · pension · tax and other administrative procedures, Japanese language learning, and other things that concern daily living);
- Human relationships (friends, work place and households);
- Health (mental health, pregnancy and childbirth, etc.);
- Children (child rearing, nursery, kindergarten, schools, etc.);
- Labor (job hunting, unemployment, etc.);
- Human rights.

The consultation service helps the non-Japanese residents understand their problems and decide among the options presented on the actions to take.

In certain cases, ATOMS introduces specialists (including lawyers), labor standards inspection office, welfare office, board of education, or related government offices and other organizations to help resolve the issues.

In the case of Filipino residents, the major problems sought for consultation over the years and the frequency of consultation are shown in Table 1:

Table 1. Issues Consulted by Filipinos

Issues	2020	2019	2018	2017	2016	2015	2014	2013	2012
1. Divorce	20	9	89	37	122	47	32	8	17
2. Child custody	4	5	9	22	74	73	28	2	1
3. Domestic Violence	22	12	28	14	24	1	21	27	19
4. Japanese citizenship acquisition	50	43	49	37	35	28	1	0	
5. Unpaid wages	4	5	8	0	77	95	48		1
6. Other labor issues	54	41	52	14	15	3	14	5	6
7. Human rights violations	1	2	2	0	1	32	6	---	---

Divorce

One of the major issues faced by non-Japanese residents is divorce.

As of 2020, a total of 115,545 of the non-Japanese residents in Japan were married to Japanese nationals.¹ Female non-Japanese spouses in these divorces “were nearly 80 percent, with the spouse most commonly being from China, the Philippines, or ... Korea, in that order.”²

Divorce by mutual agreement (*kyōgi rikon*) constitutes more than 90 percent of divorces in Japan. The popularity of this type of divorce is attributed to the ease with which it can be done – mere filing of application for divorce (*rikon todoke*) in the city hall. This fast and easy procedure is also the cause of many fraudulent divorces in international marriages.

Table 2. International Marriages in Japan

Year	Number of international marriages ³	Number of divorce of international marriages ⁴
2010	30,207	18,968
2011	25,934	17,832
2012	23,657	16,288
2013	21,489	15,196
2014	21,131	14,138
2015	20,984	13,676
2016	21,189	12,949
2017	21,464	11,663
2018	21,852 ⁵	11,044
2019	21,919 ⁶	10,647

Table 2 shows that the number of international marriages in Japan has been decreasing since 2010 from 30,000 marriages per year to almost 21,000 in 2015, but rising a little bit to almost 22,000 in 2018 and 2019. During the same period of time, the number of divorces per year has a clear decreasing trend year after year from almost 19,000 divorces in 2010 to less than 11,000 divorces in 2019.

がいこくじん いちにちりこん でんわ そうだん ほっとらいん
外国人のための一日離婚電話相談ホットライン

"1 Day Phone Consultation Service on Divorce for Foreign Residents"

ねん がつ にち ど
2021年2月13日(土) 10:30~16:30

Saturday, February 13th, 2021 10:30-16:30

☎06-6364-9950 (Only available on D-Day)

主催: 大阪弁護士会
協力: リコン・アラート
(協議離婚問題研究会)



(日本語)
「外国人(がいこくじん)のための一日(いちにち)離婚(りこん)電話(でんわ)相談(さうだん)ホットライン」
2021年2月13日(土) 10:30~16:30
TEL: 06-6364-9950 (この日しか使えません)
配偶者(はいぐうしゃ)との関係(かんけい)や離婚(りこん)についての電話相談会(でんわそうだんかい)です。専門家(せんもんか)があなたの言葉(ことば)の通訳(つうやく)をつけて 対応(たいおう)します。気軽(きがる)にお電話(でんわ)ください。無料(むりよう)。秘密(ひみつ)は守(まも)ります。

(Filipino)
Isang Araw na Konsultasyon sa Telepono Ukol sa "RIKON" (Diborsyo) para sa mga dayuhan
Kailanika 13 ng Pebrero, 2021 10:30-16:30
Telepono: 06-6364-9950 (ang numerong ito ay para sa araw na ito lamang.)
LIBRE! Pangangalagaan ang inyong mga pribadong impormasyon.
Huwag pong mag atubiling tumawag para sa inyong mga katanungan at para sa tamang impormasyon, anumang bagay na may kinalaman sa relasyon ng mag asawa, pag hihiwalay. May mga nakalaan na tagapag

(Russia)
Ответы на вопросы связанные с разводом. По телефону! 13 февраля 2021 г. С10:30-16:30 по тел. 06-6364-9950
Данный номер используется только в указанный день.
Отношения между супругами, тонкости и сложности развода. Свои вопросы вы можете задать экспертам в области развода, на русском языке. Бесплатно! Анонимно!
Общество Адвокатов Осаки / Исследования Проблем

Divorce consultation flyer



Divorce consultation by phone

A major problem regarding divorce is the fraudulent application for divorce. Fraudulent divorce (*mudan rikon*) happens when one spouse files an application for divorce at the city hall with forged signature, or unauthorized use of personal stamp (*hanko*) or signature obtained by misrepresentation. The use of forged signature and signature obtained by misrepresentation happens mainly in international marriages. Any application for divorce at the city hall is accepted without question even in the absence of one of the spouses. The absent spouse (non-Japanese) may receive a notice about the divorce application in Japanese language, but fail to understand what the notice is all about.

There is no requirement for the divorce application document to be signed by both spouses in the presence of the city hall official. Neither is the absent spouse asked about the application for divorce prior to its acceptance (unless a request not to approve such divorce application until the other spouse has been properly informed and has agreed to it – called *rikon fujuri moushido* in Japanese language – has been filed previously). And once approved, the decision can no longer be withdrawn or cancelled. The person whose signature was forged or obtained through misrepresentation or whose *hanko* was used without permission has to file a petition in court to annul the approval of divorce application.

For non-Japanese spouses, fraudulent divorce has two possible consequences:

1. Residence permit – those who have spousal visa cannot anymore extend the permission to stay in Japan using this visa because their marriage has ended;
2. Child custody – the divorce application may include a provision that child custody is with the Japanese parent – depriving the non-Japanese parent access to the child/children.

Even when the fraudulently divorced non-Japanese spouses who have spouse visa changed residence visa into “temporary visitor” or “designated activities,” they would not be allowed to work to support themselves while in Japan. And if they stayed on to file an expensive court petition to annul the divorce, they face financial problems due to lack of source of income.⁷

For the right to have child custody, the non-Japanese spouse faces the same problem of filing a petition in court. And if the child had stayed with the former spouse (Japanese) for years, the court would likely rule to main-

tain such custody since the child had grown up with the Japanese parent for a significant time.

The problem of divorce of non-Japanese residents has been the focus of the consultation service of ATOMS. Since 2010, ATOMS has been providing consultation service to many non-Japanese residents on fraudulent divorce application as shown in Table 3.

Table 3. Consultation on fraudulent divorce

Year	Cases per year
2010 - 2013	20 per year (average)
2014	67
2015	110
2016	109 ⁸
2017	70
2018	31
2019	34
2020	84

Seminars and Other Activities

ATOMS organizes seminars, symposiums and other educational activities to address the issues affecting non-Japanese residents as shown by the data on issues discussed in its consultation service (see Table 1).

ATOMS, organized a symposium on fraudulent divorce in February 2015. The speakers in the symposium (a clinical psychologist and a law professor) discussed the rising number of fraudulent divorce affecting non-Japanese residents. After the symposium, one of the speakers, Professor Shuhei Ninomiya (a professor on Family Law in Ritsumeikan University), raised the question, “What can we do to eliminate fraudulent divorce?” This question led to the idea of forming a group that would address the fraudulent divorce issue. This eventually led to the establishment of Rikon Alert (Action Group for Divorce by Agreement) two years later.

ATOMS held a workshop entitled “Current Situation and Issues of Children with Foreign Roots: Rights, Poverty, Education, Culture, Nationalities and Coexistence” on 10 June 2017 to provide an opportunity

for people in Osaka interested in the plight of children with foreign roots to meet. This symposium was held in cooperation with Akashi Shoten to launch a book it published in April 2017 entitled *Osaka: Current Situation*



Symposium on children with foreign roots, 2017.

*and Issues of Children with Foreign Roots ~ Rights, Poverty, Education, Culture, Nationality and Coexistence.*⁹

On 7 December 2019, ATOMS held a symposium where non-Japanese residents who became victims of *mudan rikon* presented their stories. Many of the symposium participants commented that there were still many issues



Symposium on fraudulent divorce.

in the Japanese judicial system that prevent the victims of fraudulent divorce from getting proper remedy.

Through FYAHC, ATOMS held seminars on a number of issues such as welfare (“Pension System in Japan”), labor (“Labor Rights in Japan”), divorce, immigration and education.

Divorce was the topic of two seminars held by ATOMS (and FYAHC) in 2017 and 2020. On 1 July 2017, ATOMS (in cooperation with the Philippine Consulate General in Osaka and the Philippine Community Coordinating Council) organized a seminar entitled “Divorce and Remarriage – Information and Legal Procedures in Japan and the Philippines.” The seminar discussed the requirement for divorce obtained in Japan to be recognized in the Philippines in order to change civil status (married to divorced) and allow the divorced Filipino to remarry. A Japanese lawyer and two Filipino lawyers (one of whom was a Vice-Consul in the Philippine Consulate General in Osaka) discussed the divorce and remarriage legal procedures in the two countries. On 4 October 2020, the seminar on divorce and how to register it with the Philippine government was held online due to the COVID-19 pandemic. The presentation covered the Japanese law on divorce (its effect on the spouses and their children, the different types of divorce, the different processes of obtaining it and the means to prevent fraudulent

divorce application), and the requirements for judicial recognition of divorce decree in the Philippines. The seminar was broadcasted “live” in the Facebook account of ATOMS, which allowed people to ask questions and give comments while the seminar was going on.

Another seminar held with FYAHC was on 28 November 2021 about long-term care insurance, national pension system and medical insurance. This seminar provided information to the non-Japanese residents on the social welfare programs that they (non-Japanese residents) could avail of. Ageing

Kung ikaw ay na-
DIVORCE,
Anong mangyayari?

MARRIAGE
DIVORCE

RESOURCE SPEAKER: ATTY. JEFF PLANTILLA

Catch us via Facebook Live: Filipino YABC or send a facebook message or email us at atoms@a.zaqq.jp to join our Zoom session

TOYONAKA INTERNATIONAL CENTER
OPERATED BY ASSOCIATION FOR TOYONAKA MULTICULTURAL SYMBIOSIS

OCTOBER 4, 2020, SUNDAY
1-2PM : DIVORCE
2-3PM : ZUMBA

Email or call: filipinoyahc@gmail.com / 06-6843-4343

Made with PosterMyWall.com

Seminar on divorce and judicial recognition of divorce decree.



LIBRE!

SEMINAR PARA SA MGA NANINIRAHANG DAYUHAN

"ROUGO wo Kangaeyou"
Buhay ng mga Silver at Golden Ages

"Kaigo Hoken" (Long Term Care Insurance)
"Nenkin" (National Pension System)
"Iryou Hoken" (Insurances pang Medikal)

Ika 28 ng Nobyembre (Linggo) 2021
2 PM to 3:30 PM.

Guest House Nihon Yadaya
(Hankyu Line Shounai Sta.) 2minutong lakad
Toyonaka Shi Shounai Higashi Machi 2-3-11
No.2 Sunrise Bldg.3rd Floor

Speaker:
1.Ms.Fukuchi,Yuki (Money Lab,Kansai)
2."Toyonaka Shi Chouju Anshin Ka Shoukuin"
(Toyonaka City Longevity Division Staff)

Ang Handouts ay malahanda sa Wikang Pilipino at Ingles.
Ang Seminar ay isasagawa sa Wikang Hapones.

First Come First Serve 110 Persons.

ATOMS (Association for TOYONAKA Multicultural Symbiosis)
Designated Administrator of Toyonaka International Center
Sa reserbyasyon: atoms@azq.jp / Tel:06-6843-4543
(Sarado po tungang Miyakoles)

Seminar on retirement systems.

presented in a seminar on 6 November 2020 for supporters of the Nepalese residents such as staff of international organizations like ATOMS, teachers, etc.

Social Media

ATOMS uses social media to reach the non-Japanese residents. It has a Facebook account, named "ATOMS English-Association for Toyonaka Multicultural Symbiosis,"¹⁰ which contains many announcements of its activities, as well as information from other institutions. Many announcements regarding services and benefits being provided by the local and national governments during the COVID 19 pandemic are being uploaded on the Facebook account.

A post on the right of non-Japanese workers to be treated fairly despite slowdown in business due to the COVID 19 pandemic was uploaded on the Facebook account. The information was from the Ministry of Health, Labor and Welfare of Japan (MHLW), likely in response to violations of workers' rights. The post states that non-Japanese workers have the right to leave allowance, subsidy paid by the national government to companies that should benefit both Japanese and non-Japanese workers, and paid vacation days. The post also states that

non-Japanese residents need to be familiar with these programs that they would need in the future.

As part of the supporting activities in the "Support Project for the Youth" of ATOMS, a survey on the situation of Nepalese youth was held in 2020. Similar to other newly-arrived non-Japanese youth, the Nepalese youth face adjustment in their schooling in Japan. The results of this survey would help determine the kind of support that could be provided to the Nepalese youth as well as inform the Nepalese community in Toyonaka city of the situation of the young members of their family. The survey results were pre-

4. Companies cannot freely fire you at will. When a company wants to fire a foreign worker, the same rules [for] Japanese workers must be followed.

The post also included the QR code of the website of MHLW where information for non-Japanese workers can be found including assistance available to them.¹¹

Publications

ATOMS organized in 2017 a research group called Rikon Alert with staff of other support groups, researchers and lawyers as members. Rikon Alert aimed at informing non-Japanese residents of the problem of fraudulent divorce application. Rikon Alert produced videos and a leaflet in different languages that explained Japan's divorce system. It also published in September 2019 a manual (*Mudan Rikon Taio Manuaru*) that explains the procedure for filing *rikon fujuri moshidesho*, a form for requesting the local government office not to approve any application for divorce without the applicant's (non-Japanese) knowledge and agreement, and the procedure for divorce mediation and litigation. It uses YouTube¹² as well as Facebook to disseminate information on fraudulent divorce.

In addition, in March 2019, Akashi Shoten published a book entitled *Creating a Community to Live Together with Foreigners: What We Have Learned from the Practices of Toyonaka, Osaka*. This book contains ways of providing support to non-Japanese residents that can be learned from the practices of ATOMS based on the principle of "creating a community to live together". The book discusses the perspectives and possibilities of connecting multicultural conviviality and welfare for administrative and welfare professionals and members of local international associations who are interested in supporting non-Japanese residents but lack the tools to do so.

Audience of the Educational Activities

The Toyonaka primary school foreign language program, started in 2006, invites non-Japanese residents living in the city to serve as volunteer teachers and introduce their own culture and language to students at third up to sixth grade. Through this program, children and teachers have opportunities to meet people with different language, culture and values who live in

their neighborhood. It brings out the positive attitude of wanting to know each other.

This program becomes the first step to improve the communication skills of the Japanese students while helping students with foreign background lessen their feeling of unease with their foreign roots and not attempt to hide it.

These encounters by people who have different language, culture and values are expected to empower them to become proud of their own culture and values.

Complementing this formal education program are the educational activities of ATOMS that are directed at both non-Japanese and Japanese residents in the city. They are meant to enlighten city residents on the many issues affecting the non-Japanese residents, and to find ways of resolving them.

Educational activities for the non-Japanese residents provide information not only on the issues they are concerned with such as immigration, labor and family issues but also on their rights and the means to realize them.

Activities aimed at the Japanese residents also present issues affecting the non-Japanese residents and seek their understanding and support in resolving them.

The educational activities form part of the objective of ATOMS of making the Japanese residents involved in issues affecting the non-Japanese residents and create opportunities for them (non-Japanese and Japanese residents) to work together in resolving the issues. This is illustrated in the 2015 symposium on fraudulent divorce that led to the formation of Rikon Alert in 2017, a project that seeks the help of the Japanese public in addressing a problem that seriously affects international marriages in Japan. This is also shown in the workshop on children with non-Japanese descent or non-Japanese parents (“Current Situation and Issues of Children with Foreign Roots: Rights, Poverty, Education, Culture, Nationalities and Coexistence”) held in June 2017.

Challenges and Future Plans

In 2019, the Japanese government started the expanded program on accepting non-Japanese workers. And to support the non-Japanese workers, the government adopted several measures. A centerpiece measure was about

creating a symbiotic society with the non-Japanese residents through “multicultural coexistence one-stop consultation service.”

Takashi Yamanoue, Director of ATOMS,¹³ raised several questions on this idea: Can it (Japanese government program) be a window that not only provides information, but also supports the lives of various people and appreciates their thinking? Can it turn calls for help, such as “I want information” and “I want you to listen to the story,” into trust and passion for the local community?

The educational activities of ATOMS are part of the exchange activities between the Japanese and the non-Japanese residents based on respect for human rights. They do not constitute mere provision of information. They are meant to empower the non-Japanese residents in engaging the Japanese residents towards “Creating a fair and sustainable, multicultural symbiotic society.”

In the future, ATOMS would like to see the importance of support for non-Japanese residents positioned more strongly in Japan’s social welfare policies. In order to achieve this, ATOMS would continue its consultation and awareness-raising projects, as well as focus its efforts on social actions that represent the voices of non-Japanese residents in revising policies for non-Japanese residents in cooperation with related organizations.

Endnotes

1 Eugene Lang, “Duped into divorce: Foreign nationals plead for help in Japan,” *Nikkei Asia*, <https://asia.nikkei.com/Spotlight/Society/Duped-into-divorce-Foreign-nationals-plead-for-help-in-Japan>.

2 “Divorced without consent: System stacked against foreigners, support groups,” *Mainichi Japan*, 14 May 2017, <https://mainichi.jp/english/articles/20170514/p2a/oom/ona/002000c>.

3 Numbers for 2010-2017 taken from Table 9.18 Trends in marriages by nationality of bride and groom: Japan, https://www.e-stat.go.jp/en/stat-search/files?page=1&layout=datalist&toukei=00450011&tstat=000001028897&cycle=7&year=20170&month=0&tclass1=000001053058&tclass2=000001053061&tclass3=000001053069&result_back=1&tclass4val=0.

4 Numbers for 2010-2017 taken from Table 10.13, Trends in divorces and percent distribution by nationality of wife and husband: Japan, <https://www.mhlw.go.jp/english/database/db-hw/vs01.html>.

5 Number of marriages in 2018 taken from VITAL STATISTICS OF JAPAN 2018, page 42, <https://www.mhlw.go.jp/english/database/db-hw/dl/81-1a2en.pdf>.

6 Number of marriages in 2019 taken from Table 9.20, Volume 1 Marriages Table 9.20 Marriages by nationality of bride and groom: Japan Ceach prefecture (special wards and specified cities) C2019.

7 “Divorced without consent: System stacked against foreigners, support groups,” *ibid*.

8 The number of consultation on divorce in Table 1 in 2016 refers only to Filipino residents and includes divorce issues other than fraudulent divorce.

9 This book is based on “White Paper on Children of Foreign Origin: From the Perspective of Rights, Poverty, Education, Culture, Nationality and Coexistence,” which contained eighty-five articles, seventy-three authors, and fifty pages of information. It is considered to be an epoch-making white paper that provides an overview of the current situation of “children connected to foreign countries” in modern Japan and the issues they face in terms of support.

10 ATOMS English-Association for Toyonaka Multicultural Symbiosis: <https://www.facebook.com/ATOMS.English>.

11 The MHLW English website contains information such as the following:

□ Frequently asked questions are listed here.

□ [Q&A for workers](March 6th, 2020 version)

□ The labour bureau is where you can consult about the following:

- When you are worried about your company or work, but do not know where to consult

□ The labour standards supervision office is where you can consult about the following:

- How to receive leave allowance
- How to use paid vacation days
- Rules for being fired
- Other things related to working conditions such as wages and working hours

□ The public employment security office (Hello Work) is where you can consult about the following:

- How to find and be introduced to jobs
- How to get employment insurance benefits when you quit your job [Public employment security office (Hello Work) contact information]

□ Please see here if you have any concerns or want to know about the coronavirus. MHLAW English website: www.mhlw.go.jp/english/

12 RIKON ALERT (Action Group for Divorce by Agreement), www.youtube.com/watch?v=ilM5SDoL2xc.

13 Director and Secretary General of Toyonaka International Association. Born in Osaka in 1977 and raised in Kobe. When he was a secondary school student, he experienced the Great Hanshin-Awaji Earthquake. His main work is Creating a Community that Coexists with foreigners: What We can See from the Practice of Toyonaka, Osaka (Akashi Shoten).