

Raising Awareness and Training on Human Rights in Osaka Prefecture

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THE OSAKA PREFECTURAL GOVERNMENT'S RESPONSE to a major discrimination issue in the prefecture dates back to the 1950s.¹ The Dowa issue or Buraku issue (the problem of discrimination against Japanese known as Buraku people)² was the major discrimination issue responded to. As a result, the Osaka Prefecture Council for the Promotion of Dowa Projects (Council) was established in 1951.

In April 2002, the Council was reorganized into the Osaka Prefectural Human Rights Association (Association). As explained by Masaya Kamio:³

The Osaka [Prefectural] Human Rights Association is an organization that inherits the 50 years of efforts to solve Dowa problems by the Osaka Prefecture Council for the Promotion of Dowa Projects...

This reorganization was based on the Council report issued in September 2001⁴ regarding measures to be taken after the lapse in 2002 of the 1969 Law on Special Measures for Dowa Projects.⁵

In March 2005, the Osaka Prefectural Government Plan for the Promotion of Human Rights Education (2005-2014) [Osaka Prefectural Government Plan] was adopted as a follow-up to the “problems requiring solution as well as achievements of the Osaka Prefectural Government Plan of Action for the Second Half of the United Nations Decade for Human Rights Education prepared in March 2001.” The Plan has the following basic principles:⁶

- Promoting human rights education, which respects diversity
We will promote human rights education, which will respect the personality and culture of each individual and respect the diversity, so that no one will be discriminated against on grounds of gender,

disabilities, social origin, nationality, race, ethnicity, systems and practices, etc.

- Promoting practical human rights education
We will promote practical human rights education that will help each individual to embrace the spirit of respect for human rights and to act accordingly so that he/she will not only protect his/her rights but also respect the lives and personalities of others.
- Promoting human rights education supporting independence and empowerment
We will promote human rights education to support the “independence” and “empowerment” of each individual towards building a society, in which each individual can seek his/her own self-realization using his/her characteristics and capabilities.

The Osaka prefecture also adopted similar policies for non-Japanese residents as stated in its Osaka Prefecture Policies for Supporting Foreign Residents. The policies, revised in March 2023, are explained as follows:⁷

In 2002, Osaka Prefecture formulated the “Osaka Prefecture Policies for Supporting Foreign Residents.” Following these policies, the Prefecture has been comprehensively promoting measures for people from abroad living in Japan. These policies set forth the guidelines for comprehensively and systematically promoting initiatives for foreign residents in Osaka.

The policies have the following goal and vision:

Goal

Create an inclusive society in which all people respect human dignity and human rights, recognize differences in nationality, ethnicity, etc., and live together in harmony.

Vision

- (1) Create a society that respects human rights;
- (2) Create a society where people can coexist while preserving their individual cultures;
- (3) Create a society where you can live with peace of mind as a resident of your local community.

The guidelines of these policies include raising awareness of human rights of the non-Japanese residents:

Enhance public awareness and promote mutual understanding [to] eliminate prejudice and discrimination against residents from abroad, promote effective awareness using various mediums.

Raising awareness to eliminate hate speech.

Hate speech became a major human rights issue since 2015 in Osaka prefecture.⁸ On 1 November 2019, Osaka Prefecture enacted the “Osaka Prefectural Ordinance on the Elimination of Unjustifiable Discriminatory Speech and Behavior on the Basis of Race or Ethnicity” (“Osaka Prefectural Ordinance on the Elimination of Hate Speech”) with the aim of eliminating hate speech and creating a harmonious society where all people respect each other and recognize their differences.⁹ But Osaka City enacted an ordinance on hate much earlier, on 18 January 2016 (and took effect on 1 July 2016) and entitled “Osaka City Ordinance on Dealing with Hate Speech (Osaka City Ordinance No. 1 of 2016).”⁹ This ordinance defines the meaning of hate speech¹⁰ and provides for measures to curb hate speech in the city including “awareness-raising measure that aims to increase the interest and understanding of the general public regarding the human rights abuse caused by hate speech.”¹¹ The constitutionality of this ordinance was challenged in the courts in Osaka. But the Supreme Court of Japan ruled in 2022 that the ordinance did not violate the right to freedom of expression.¹²

Osaka Prefectural Human Rights Association

In June 2017, the Representative Director of the Association, Kenichi Tamura, wrote that “human rights issues have become more diverse, complex, and multifaceted, and concrete efforts are required to resolve human rights issues from the perspective of universal respect for human rights.” He referred to what was known as the “century of human rights” as a reason for this development.

He further explained:¹³

we must respond to and support the specific issues that arise in consultations [held by the Osaka Prefectural Human Rights

Association], while also raising awareness of such human rights issues and raising people's awareness of human rights. It is also necessary to carry this out through a network of various people and organizations working on human rights. This is where the role of the Osaka Prefectural Human Rights Association lies.

Objectives

The Association “aims to contribute to the formation of a community free of discrimination and realize a prosperous society in which the human rights of all people are respected.”¹⁴ It also aims to be “a center that builds a network for efforts to resolve various human rights issues, such as discrimination, exclusion, violence, and poverty, and to advance this network.”¹⁵

The Association assumed the role of providing human rights consultation service, raising awareness of human rights among the Osaka Prefecture residents, training government personnel and building networks with groups and institutions working on human rights.

General Activities

The human rights awareness project of the Association primarily focuses on commissioned projects of the Osaka prefectural government. These include human rights training for municipal employees, promoting human rights training for “people working in welfare and medicine” and “private bodies, corporations, etc.,” by providing information to raise human rights awareness, developing human rights materials, and cooperating with other institutions working on human rights.¹⁶

The Association undertakes a number of activities involving education, consultation and support services. It holds the following activities:¹⁷

a. Human rights education and awareness-raising

In order to raise awareness of human rights, the Association disseminates information, produces teaching materials, trains government personnel on promoting learning and training on human rights, and dispatches lecturers on human rights.

As part of information dissemination, the Association produces the *Osaka Human Rights Information Magazine*, publishes the *Human Rights*

Association News, and disseminates information on its website such as e-mail newsletters and “relay essays.”

It produces teaching materials such as human rights education series, participatory experiential learning materials and essays.

It also provides consulting service on planning human rights education and training activities, and provides human rights education and training instructors.

b. Human rights consultation and support for self-reliance

The Association provides consultation and support services to promote self-reliance among people. They include consultations on human rights and support for resolving human rights issues and providing relief to victims.

Counseling and support cover cases involving discrimination, including discrimination against Buraku people, support for those released from correctional facilities who need welfare assistance, support for resolving leprosy issues, support for those who have lived in child welfare institutions, suicide prevention efforts, etc.

c. Human resource development

The Association offers various courses to train personnel who can provide human rights counseling, self-reliance support, and human rights education and awareness-raising services. There are courses for general human rights counselors, newly-transferred human rights staff of local government offices, facilitators (participatory learning instructors), and human rights coordinators (personnel).

d. Networking

The Association interacts, collaborates and networks with various institutions, organizations, non-profit organizations (NPOs), companies, and government agencies that work on human rights. It is a member of several networks including Human Rights Consultation Agency Network, Osaka Liaison Council for the Eradication of Pseudo-Dowa Activities, etc.

It cooperates and collaborates with municipal human rights associations and human rights regional councils. It also cooperates with organi-

zations of discriminated people, human rights awareness organizations, welfare organizations and organizations for gender equality, labor, industry, education, urban development, etc.

In line with the human rights policies of the Osaka Prefecture and municipalities, it participates in the Dowa Problem Resolution Promotion Council and Human Rights Issues Council. It also participates in councils on welfare/health, children/single parents, gender equality, labor, industry, education, urban development, etc., and makes recommendations from a human rights perspective.

Basic Information on Human Rights Issues

The Association provides brief yet substantive explanation of a number of human rights issues through the “Basic knowledge of human rights issues” section of its website. The following human rights issues are discussed in the website:¹⁸

- Dowa issue
- Women’s human rights issues
- Human rights issues of people with disabilities
- Human rights issues of the elderly
- Children’s human rights issues
- Human rights issues of foreigners
- Human rights issues of HIV-infected persons
- Human rights issues of leprosy survivors
- Human rights issues of crime victims and their families
- Labor issues
- Issues related to the development of the information society
- Homeless people’s human rights issues
- Human rights issues of sexual minorities
- Human rights issues of the Ainu people
- Human rights issues of people who have completed their sentences and been released from prison
- North Korean abduction issue.

The discussion of each issue is taken from the 2004 edition of the Osaka Prefecture Human Rights Measures Project Implementation Plan and Implementation Status.

Discussion of Human Rights Topics

The Association publishes essays of people recognized for their knowledge of human rights regarding specific issues. These essays provide analysis and insights on issues with a human rights perspective. Thus these essays help enlighten the public on the human rights aspects of issues considered to have societal significance. They are available in the Association's website (www.jinken-osaka.jp).

During 2022-2024 period, the following are some of the essays uploaded on the website:¹⁹

- Aiming for a better society by realizing children's rights, Shozo Yoshinaga, Professor Emeritus, Senri Kinran University;
- Sharing the "social model of disability" - Towards a society where everyone can live comfortably, Motohide Nishio, Secretary General, Osaka Liaison Conference for the Independence and Full Participation of People with Disabilities (Shodairen);
- What is the "difficulty of men's lives" that a male-dominated society exposes?, Futoshi Taga, Professor, Department of Education and Culture, Faculty of Letters, Kansai University;
- Providing care that allows both caregivers and recipients to live their own lives ~ Learning from the voices of young carers, Mao Saito, Professor, Department of Contemporary Sociology, College of Social Sciences, Ritsumeikan University;
- We value interactions with local people and provide support to residents with foreign roots, creating a place where everyone can feel safe and connected, Rikako Kawabe, NPO Hoshizora & Fureai House Narutaki;
- Isolation and loneliness drive people to the brink. Creating a new community to support each other, Takeshi Ikuta, Representative, Homeless Network;

- What to do to prevent unintentional harm to others. Mariko Tatsumi, Specially Appointed Associate Professor, Osaka Municipal University;
- LGBTQ is right next to you - What to do to promote a society that understands sexual diversity?, Akira Okubo, CEO, Akatsuki Project;
- ~Thinking from the perspective of peace studies~ - What to do to create a “peaceful” society?, Kyoko Okumoto, Professor, Osaka Jogakuin College;
- On the occasion of the 100th anniversary of the founding of the National Levelers Association - Becoming aware of various discrimination issues, Takeshi Asaji, Director, Osaka Human Rights Museum (Liberty Osaka).

Publications

The Association undertakes editing and publishing of books on various human rights issues in the form of publication series, training materials and specific issue materials.

It edits and publishes the Human Rights Education Series. Below are some of the volumes of the series:

1. Human Rights Education Series, volume 10 - “Being yourself, embracing your worth - Empowering children and their guardians”
2. Human Rights Education Series, volume 9 - “The Roots of What is Normal: Social Consciousness and My Values”
3. Human Rights Education Series, volume 8 - “Living My Life - Identity and Respect”
4. Human Rights Education Series, volume 7 - “Invisible Power - Reconstructing Structures”
5. Human Rights Education Series, volume 6 - “Beyond Equality - Discrimination and Equality.”

It produces guides and training materials to help those who are engaged in human rights education work such as the following:

1. *Beginner's Guide for First-Time Facilitators* (Human Rights Learning Series)

2. *Learning How to Treat with Respect by Serving Customers with Disabilities - Employee Training Material*
3. *Guidebook for Supporting People in Social Welfare*
4. Q&A for understanding Dowa administration
5. Mental Barrier-Free Promotion Project materials – educational materials for businesses and other organizations to use for their own training and awareness-raising activities
6. Let's Try! Study Program on Human Rights and Buraku Issue

Other publications

There are also a number of other publications that discuss human rights issues:

1. Human Rights Pocket Essay 1 - a collection of essays about the daily activities and thoughts of twenty-eight people involved in various “human rights” issues, including issues about Buraku people, women, persons with disabilities, the elderly, non-Japanese residents, Hansen disease sufferers and children;
2. *Suicide and Human Rights*;
3. *Facing each and every customer - a manga* (comic book);
4. The Act for Eliminating Discrimination Against Persons with Disabilities (effective in April 2016);
5. *Various Forms - Learning about Sexual Diversity* (Human Rights of Sexual Minorities);
6. Toward the Elimination of Discrimination Based on Disabilities.

It edits on commission the *Osaka Human Rights Information Magazine* (*Souzo*) which provides information on human rights issues and activities. It also regularly publishes *Osaka Prefectural Human Rights Association News* which provides information to human rights counselors and counselors, such as introduction to the creation and revision of systems and policies that can be used as reference for counseling activities, and introduction to specific counseling activities. In addition, when necessary, the Association also conveys its ideas and calls for efforts to utilize various systems and policies in the community, with the aim of helping with local activities.

To commemorate its 20th anniversary, the Association published the book *Encounters, Connections, and Cultivating Human Rights*

Together - Osaka Prefectural Human Rights Association 20th Anniversary Commemorative Magazine in 2022.²⁰

Osaka Prefectural Human Rights Comprehensive Lecture Course

Among the courses conducted by the Association, one that is commissioned by Osaka Prefecture is the Osaka Prefectural Human Rights Comprehensive Lecture Course.

This is a comprehensive course on various human rights issues. It is designed for people who reside or work in Osaka Prefecture and are involved in human rights education and awareness-raising or human rights counseling in the prefecture or any of its municipalities, or works in NPOs, companies, local communities, etc. The Association started undertaking this course in 2012.

The training is held in stages, taking into account the needs, work experience, skills, etc. of the participants.

Around eight courses are held each year for people who will be active in the field of human rights awareness-raising and human rights counseling, as well as a human rights issue subject in which participants can learn about a wide range of human rights issues.

The courses offered provide a set of whole year training program. The courses are offered in two semesters.

Table 1. Training courses for two semesters

First semester courses	
[1] Introductory course for human rights officers (seven subjects)	This course is for new human rights officers and those who wish to become new counselors, and provides basic knowledge such as a basic understanding of human rights issues and the basics of human rights administration.
[2] Human Rights Facilitator Training Course (twelve subjects)	This course is for those who want to acquire the basic knowledge necessary for a facilitator, and teaches the basic perspectives, actions, and skills to enable them to conduct participatory human rights education and training in the workplace, school, community, etc.
[3] Human Rights Awareness Planning Officer Training Course (eleven subjects)	This course is for those in charge of planning and implementing human rights education and awareness-raising projects, and teaches the basics of planning so that they could plan, design, and implement projects to solve human rights issues.

[4] Human Rights Counsellor Training Course (twelve subjects)	This course is for counselors with approximately one year or less experience in counseling work, and teaches the current state of human rights counseling in Osaka Prefecture as well as the basics of counseling support techniques.
[5] Human Rights Subjects (twenty-eight subjects)	This is a group of subjects that allows participants who want to learn about a wide range of human rights issues to freely choose one subject to take, depending on the issues they want to delve deeper into and the content they want to learn.
A certificate for the Human Rights Counselor Training Course is issued after completing all twenty-eight human rights subjects listed in Course 5.	
Second semester courses	
[1] Human Rights Facilitator Skills Improvement Course (six subjects)	This course aims to improve the perspectives, actions, and skills of facilitators who conduct hands-on human rights learning and training in the workplace, school, community, etc., in order to further promote human rights awareness efforts.
[2] Human Rights Coordinator Skills Improvement Course (four subjects)	This course aims to equip human rights personnel with the perspectives, actions and skills required to coordinate and manage human rights-related business operations.
[3] Human Rights Advisor Skills Improvement Course (twelve subjects)	This course is for counselors with more than one year of experience in counseling, and aims to improve counseling and support skills as well as the perspectives necessary for resolving human rights issues.
[4] Human Rights Counsellor Specialist Course (twelve courses)	This course is aimed at counselors with approximately three years or more experience in counseling work, and aims to further improve their counseling and support skills by teaching them the skills to look at issues from multiple perspectives and to form networks with other organizations in order to resolve human rights issues.
[5] Human Rights Subjects (sixteen subjects)	This is a group of subjects that allows people who want to learn about a wide range of human rights issues to freely choose from one subject to take, depending on the issues they want to delve deeper into and the content they want to learn.
A certificate for Human Rights Counselor Skills Improvement Course is issued after completing all sixteen human rights subjects listed in Course 5.	

The first and second semesters of Osaka Prefectural Human Rights Comprehensive Course in 2024 consisted of the following topics:

Table 2. 2024 Training Courses²¹

Human resource training course	Number of subjects	Maximum number of participants
First semester		
[1] Introductory course for human rights officers	7	40
[2] Human Rights Facilitator Training Course	12	20
[3] Human Rights Awareness Planning Officer Training Course	11	20
[4] Human Rights Counsellor Training Course	12	50
* Human Rights Issues Subject Group (first semester)	28	60
Second semester		
[5] Human Rights Facilitator Skills Improvement Course	6	20
[6] Human Rights Coordinator Skills Improvement Course	4	20
[7] Human Rights Counsellor Specialist Course	12	30
[8] Human Rights Counsellor Specialist Course	12	30
Human Rights Issues Subject Group (second semester)	16	40

The 2024 Osaka Prefecture Comprehensive Human Rights Course (first semester) was held over seventeen days (seventy subjects in total) from 3 September to 31 October 2024.

Here below are impressions from some participants:²²

- It was a valuable learning opportunity to not only learn basic knowledge about human rights, but also to actually visit the field in the Airin district and think about human rights issues. It was very meaningful to be able to systematically acquire more specialized knowledge about human rights. (Introductory course for human rights officers)
- The participants actually experienced participatory learning and practiced as facilitators, which was a valuable experience for them to experience both the participant and the facilitator side. (Human Rights Facilitator Training Course)
- Until now, I have not had many opportunities to learn tips for planning projects or public relations (PR) activities. Therefore, I felt anew the importance of carefully planning projects. I used to think of PR as advertising, but learning the perspective of “building good

relationships” that PR has changed my approach. (Human Rights Awareness Planning Officer Training Course)

- The lectures given by the lecturers in each course were full of specific stories based on their own experiences, and I felt that they were an opportunity to realize that there were still many things I did not know or understand. There were also parts where I was able to re-learn about the system, and overall I felt that it was a course that I am glad to have taken. I was able to gain ideas that I can actually use in my consultation work. In particular, I would like to pay particular attention to listening to others. (Human Rights Counselor Training Course).

Post-training Support

The Osaka Prefectural Human Rights Association provides support service to the participants of its training activities. One important service is the dissemination of information on systems and policies related to human rights. This is done through its *Osaka Human Rights Association News*.

It produces “Trends in Human Rights Issues” report²³ every year which summarizes the issues that arose in the year and meant to guide efforts at resolving human rights issues by people involved in human rights work (particularly in the Osaka prefecture).

Concluding Remarks

The Osaka Prefectural Human Rights Association provides an example of a local government-supported initiative on human rights education. This Association acts as a mechanism of the Osaka prefectural government in implementing policies on human rights at the local level.

This mechanism fills a gap in the field of human rights where governments may hesitate to undertake human rights-related activities despite having explicit human rights policies. It also addresses the issue of having educational activities that are not hindered by the processes of the local government in discussing human rights and local issues.

The Association has a wide range of activities that provide not only training activities but also continuing support for human rights education work (as well as human rights-based work) after training. The existence of

publications and online materials that discuss human right issues and human rights education work relevant to the local situation is a major factor in continuing the support to participants in the training activities including the comprehensive human rights course. These participants are engaged in varied professional engagements, — including work in the local government, private companies and non-governmental organizations — that are opportunities for either human rights education work or human rights-based services (e.g., counselling, provision of government or company services).

To a large extent, the Association's programs and activities constitute a good template for other organizations with local government support to follow.

A study on the scope and impact of the Association's programs and activities is needed.

Endnotes

1 For a broader discussion of the work of the Osaka prefectural government on human rights, though dated see Joseph Lavetsky, "Human Rights and the Osaka Prefectural Government," *FOCUS Asia-Pacific*, September 2010, Volume 61, www.hurights.or.jp/archives/focus/section2/2010/09/human-rights-and-the-osaka-prefectural-government.html.

2 Dowa issue, also known as the Buraku problem, "has its remote cause in the discrimination based on social class of *senmin* (humble people) (most of whom were called *eta* (extreme filth)), which existed in the pre-modern society in Japan. The people who reside in or who are originally from the areas, in which the *senmin* had lived, continue to be discriminated against even in the current society." Kenzo Tomonaga, *The Buraku Liberation Movement and Legislative Measures towards Elimination of Discrimination –The Japanese Experience*, https://blhrii.org/old/blhrii_e/article/20110303/article1.htm.

3 Masaya Kamio is the Chairperson of the Osaka Prefectural Human Rights Association, www.jinken-osaka.jp/soshiki/.

4 Kamio, www.jinken-osaka.jp/soshiki/

5 Dowa Issues|Basic Knowledge of Human Rights Issues, www.jinken-osaka.jp/knowledge/issue01.html.

6 Summary of Osaka Prefectural Government Plan, https://www.pref.osaka.lg.jp/0070020/jinken/measure/suishinkeikaku_eng.html

7 大阪府在日外国人施策に関する指針について (Guidelines regarding Osaka Prefecture's measures for foreign residents in Japan), <https://www.pref.osaka.lg.jp/0070030/jinken-yogo/gaikokujinn/guideline.html>

8 See "Fiscal 2015 Ministry of Justice Commissioned Study and Research Project: Report on Fact-Finding Survey on Hate Speech," which was published by the Center for Human Rights Education and Training in March 2016, cited in Judgment

concerning Article 2 and Articles 5 to 10 of the Osaka City Ordinance on Dealing with Hate Speech (Osaka City Ordinance No. 1 of 2016) and Article 21, paragraph (1) of the Constitution, 2021 (Gyo-Tsu) 54, Minshu Vol. 76, No. 2, 2022.02.15, Judgments of the Supreme Court, www.courts.go.jp/app/hanrei_en/detail?id=1888.

9 About the Osaka Prefectural Ordinance for Promoting the Elimination of Hate Speech, www.pref.osaka.lg.jp/0070030/jinkenयोगo/hatejyourei/index.html. Judgment concerning Article 2 and Articles 5 to 10 of the Osaka City Ordinance on Dealing with Hate Speech (Osaka City Ordinance No. 1 of 2016) and Article 21, paragraph (1) of the Constitution, 2021 (Gyo-Tsu) 54, *ibid*.

10 The Supreme Court of Japan provides the English translation of Article 2 of the Ordinance:

(1) The main paragraph of Article 2, paragraph (1) of the Ordinance provides that the term “hate speech” as used in the Ordinance means expression activities that fall under all of A. to C. below (hereinafter such expression activities are referred to as “hate speech under the Ordinance”):

A. the expression activities are conducted for any of the following purposes (regarding (C), activities wherein the relevant purpose is clearly found; the same applies hereinafter) (main paragraph of item (i) of the same paragraph):

(A) excluding an individual who has specific attributes pertaining to a certain race or ethnic group or a group consisting of such individuals (hereinafter referred to as a “specific person, etc.”) from society ((a) of the same item);

(B) limiting the right or freedom of a specific person, etc. ((b) of the same item); and

(c) inciting hatred, sense of discrimination or violence against a specific person, etc. ((c) of the same item);

B. the content of the expression or the form of the expression activities falls under either of the following (main paragraph of item (ii) of the same paragraph):

(A) insulting a specific person, etc. to a considerable extent or defaming him/her ((a) of the same item); or

(B) having a specific person, etc. (when the specific person, etc. is a group, a considerable number of individuals who belong to the group; hereinafter the same applies in relation to (b) of the same item) feel threatened ((b) of the same item); and

C. the expression activities are conducted at a place where or by a method whereby unspecified and large number of persons are put in the state of being able to know the content of the expression (item (iii) of the same paragraph).

Judgment concerning Article 2 and Articles 5 to 10 of the Osaka City Ordinance on Dealing with Hate Speech (Osaka City Ordinance No. 1 of 2016) and Article 21, paragraph (1) of the Constitution, 2021 (Gyo-Tsu) 54, *ibid*.

11 HURIGHTS OSAKA, “Osaka City Ordinance Against Hate Speech,” *FOCUS Asia-Pacific*, issue 86, December 2016, <https://www.hurights.or.jp/archives/focus/section3/2016/12/osaka-city-ordinance-against-hate-speech.html#2>.

12 The Supreme Court ruled that the “Osaka city ordinance’s restrictions on freedom of speech were within the bounds of the Constitution because it was ‘only limited to extremely and maliciously discriminatory words and deeds.’” Shunsuke Abe, Supreme Court finds hate speech ordinance constitutional, *The Asahi Shimbun*, 16 February 2022, <https://www.asahi.com/ajw/articles/14550113>.

13 Representative Director Kenichi Tamura, www.jinken--osaka-jp.translate.google.com/outline/index.html?_x_tr_sl=ja&_x_tr_tl=en&_x_tr_hl=en&_x_tr_pto=sc.

14 Kamio, www.jinken-osaka.jp/soshiki/.

15 Tamura, *op. cit*.

16 Summary of Osaka Prefectural Government Plan, *op. cit*.

17 Activities, www.jinken--osaka-jp.translate.google.com/outline/katudo.html?_x_tr_sl=ja&_x_tr_tl=en&_x_tr_hl=en&_x_tr_pto=sc.

18 Issues, www.jinken--osaka-jp.translate.google.com/knowledge/index.html?_x_tr_sl=ja&_x_tr_hl=en&_x_tr_pto=sc.

19 Essays, www.jinken--osaka-jp.translate.google.com/hr_topics/index.html?_x_tr_sl=ja&_x_tr_tl=en&_x_tr_hl=en&_x_tr_pto=sc.

20 Encounters, Connections, and Cultivating Human Rights Together, www.jinken-osaka.jp/books/index.html.

21 See を次に変更, <https://jinkensodan-keihatu.pref.osaka.lg.jp/wp-content/uploads/62e9611fd2651a7b340e6f11025194dc-2.pdf>.

22 Osaka Prefecture Comprehensive Human Rights Course, https://jinkensodan-keihatu.pref.osaka.lg.jp/seminor_event/2024zenkihokoku/.

23 Trends in Human Rights Issues, www.jinken-osaka.jp/transmit/index.html.