

Global Talent



KANSAI

Gateway to Your Business Success in Japan and Asia

~ Kyoto, Osaka, Kobe ~

INVEST JAPAN, INVEST KANSAI

-English Version-

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1. Purpose and Objectives of this Promotion Brochure

Purpose of This Brochure

- The Cabinet Office’s “Program for Promotion of Foreign Direct Investment in Japan 2025” also identifies “securing highly skilled foreign talent from Asia and other regions to support direct investment-related business in Japan” as one of its five key pillars. In Japan, where the population is steadily declining, it is effective to actively incorporate global dynamism to ensure a successful transition to a growth-oriented economy.
- Japan has long accepted many foreign workers from Asian countries such as the Vietnam, Chinese, and Philippines. In recent years, the number of workers accepted from countries such as Nepal, Indonesia, and Myanmar has also increased significantly, and these countries are becoming increasingly important partners in securing foreign talent for the future.
- In response to the worsening labor shortage and with an eye on expanding direct investment in Japan, attracting highly skilled foreign talent from **Nepal, Indonesia, and Myanmar** to the Kansai region is crucial for the co-creative growth of local businesses.
- To achieve this, it is essential to actively promote the diverse attractions of the Kansai region so that foreign talent will recognize it as a place where they want to work and live and choose Kansai as their place to build their lives and careers.
- This brochure introduces the current situation and appeal of the Kansai region, while also **featuring the voices of foreign talent working in Kansai, companies that are building successful relationships with such talent through deeper mutual understanding, and municipalities that are working to create supportive environments for their acceptance.**
- Through these efforts, we aim to give foreign talent a concrete image of what it is like to work in Kansai, while also providing host companies with practical knowledge on how to make effective use of such talent, thereby helping to build attractive and sustainable relationships for both parties.

Definition of the Kansai Region and Its Socio-Economic Characteristics

- Kansai refers to an area centered around Kyoto, Osaka, and Kobe, which comprises seven prefectures (Fukui, Shiga, Kyoto, Osaka, Hyogo, Nara, and Wakayama).
- In addition to the six strengths that Kansai offers for business, the region provides an excellent environment for both business and daily living.

1 Location

Located in the center of Japan - Ideal as an Asian base

2 Economy

Japan’s second-largest economy after the Tokyo metropolitan area

3 Technology

“We can make anything” High technological capabilities and diverse industrial clusters

4 Knowledge

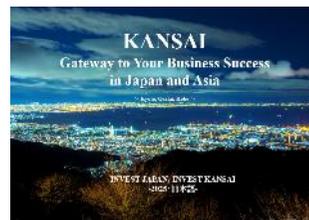
A cluster of universities, research institutes, highly skilled human resources, and global companies

5 Industries

Strengths in the green and life science fields

6 Living

Comfortable living environment and comprehensive support



Reference: [INVEST JAPAN, INVEST KANSAI]

This material provides a concise introduction to a wide range of information, including an overview of the Kansai economy, well-developed infrastructure and locations, clusters of universities, research institutions, and diverse industries, as well as support information from the major local governments in the region.



2. Status of Foreign Talent Acceptance in Kansai

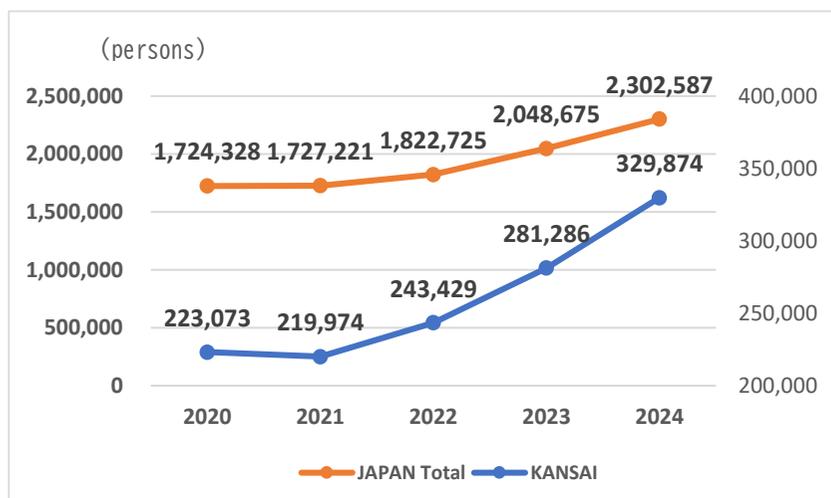
In recent years, the number of foreign talent from Myanmar, Nepal, and Indonesia has been increasing in Kansai region.

Trends in the Number of Foreign Workers

- As of the end of October 2024, the number of foreign workers in Japan reached approximately 2.3 million, a record high, accounting for about 3.4% of all employees.
- Similarly, in the Kansai region, the number increased from about 223,000 in 2020 to approximately 330,000 in 2024—an increase of about 1.5 times.

▶ [Figure 1](#)

Figure 1: Trends in the Number of Foreign Workers (JAPAN Total / KANSAI)



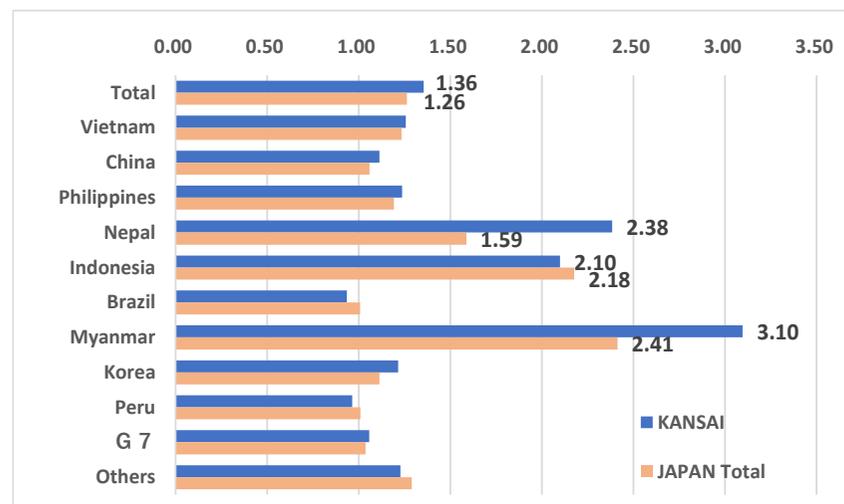
Source: Prepared based on the Ministry of Health, Labour and Welfare's "Summary of Notifications on the Employment Status of Foreign Nationals."

Three Nationalities with Particularly Rapid Growth in Recent Years

- The nationalities showing the most notable recent increase are workers from **Myanmar, Nepal, and Indonesia**.
- In particular, in Kansai region, **the rate of increase for Myanmar and Nepal is higher compared with the national average**.

▶ [Figure 2](#)

Figure 2: Increase Rate of Foreign Workers by Nationality (2024 / 2022)



Source: Prepared based on the Ministry of Health, Labour and Welfare's "Summary of Notifications on the Employment Status of Foreign Nationals" and the "Employment Status of Foreign Nationals" reports published by each Prefectural Labour Bureau.

By Nationality, Vietnam Ranks First in Acceptance Trends, Followed by China

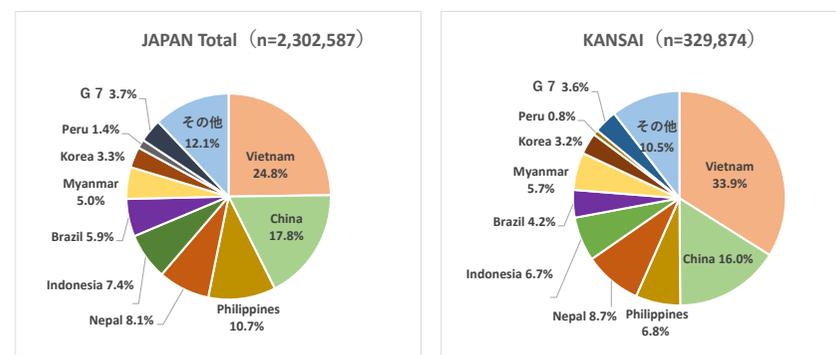
- Looking at the proportion of foreign workers by nationality in 2024, Vietnam ranks first and China second, both nationwide and in the Kansai region.
- In the Kansai region, the proportion of Vietnamese workers is slightly higher compared to the national average.

[Kansai Region] Proportion of Foreign Workers by Nationality (Three Target Countries)

Nepal: 8.7%, Indonesia: 6.7%, Myanmar: 5.7%

▶ [Figure 3](#)

Figure 3: Composition of Foreign Workers by Nationality (JAPAN Total / KANSAI, End of October 2024)



Source: Prepared based on the Ministry of Health, Labour and Welfare's "Summary of Notifications on the Employment Status of Foreign Nationals" and the "Employment Status of Foreign Nationals" reports published by each Prefectural Labour Bureau.

3. Kansai's Appeal to Foreign Talent

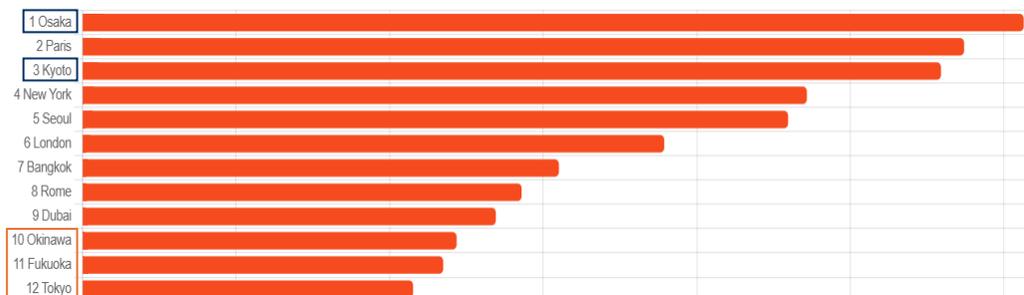
The Kansai region is highly regarded as an area endowed with world-class “tourism resources” and “culture.”

Kansai Is Highly Regarded as a World-Leading Tourism Region

- In the Global Tourism City Attractiveness Index (2025), which evaluates major tourist cities around the world, **Osaka ranked 1st** and **Kyoto ranked 3rd**. Other Japanese cities included **Okinawa (10th)**, **Fukuoka (11th)**, and **Tokyo (12th)**.
- The Kansai region is also highly evaluated as one of the world's leading tourist destinations. In 2024, the foreign visitor rate to Osaka and Kyoto reached 39.6% (14.09 million visitors) and 29.5% (10.5 million visitors) respectively, attracting many international travelers.
- Although the number of foreign arrivals at **Kansai International Airport, the western gateway of Japan**, once declined during the COVID-19 period, it has shown a strong upward trend in recent years.

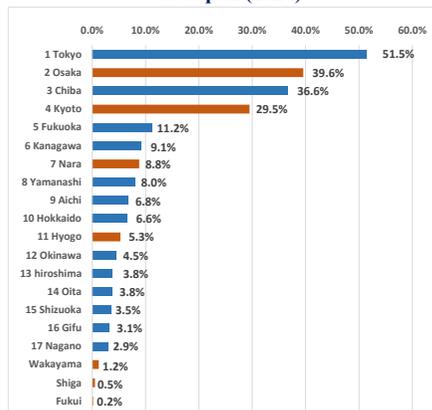
▶ [Figures 5, 6, 7](#)

Figure 5: Top 20 of the 2025 Global Tourism City Attractiveness Index



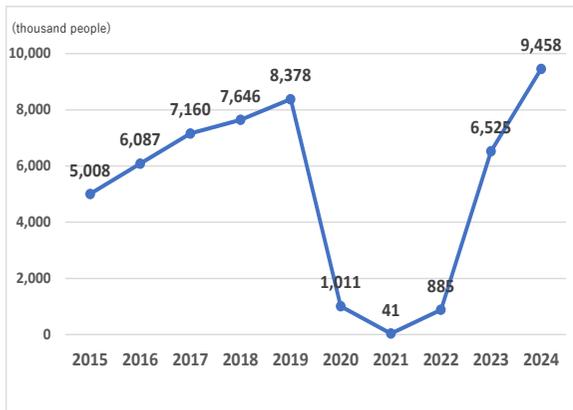
Source: Yanolja Research “Global Tourism City Attractiveness Index”

Figure 6: Visit Rate of Foreign Tourists to Japan (2024)



Source: Prepared based on the Japan Tourism Agency's “2024 Survey on Consumption Trends of Inbound Tourists.”

Figure 7: Trends in the Number of Arrivals at Kansai International Airport



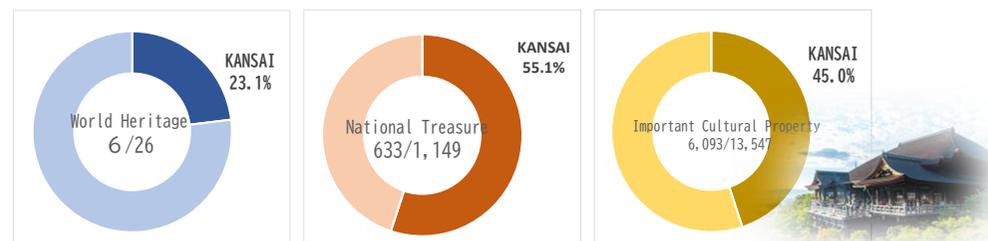
Source: Prepared based on materials from the Osaka Regional Immigration Services Bureau, Kansai Airport Branch.

Rich and Diverse Tourism Resources That Attract Many Foreign Visitors

- For more than 1,000 years, the Kansai region served as **the capital of Japan**, and traces of its long-standing traditional culture can still be found throughout the region.
- Approximately one-fourth of Japan's World Heritage sites, 55% of its national treasures, and 45% of its nationally designated important cultural properties are concentrated in Kansai. The region also allows visitors to trace **the origins of Japanese traditional culture**, including samurai culture, garden culture, Zen, and the tea ceremony.

▶ [Figure 9](#)

Figure 9: Concentration of World Heritage Sites, National Treasures, and Important Cultural Properties in Kansai



Source: Prepared based on the Agency for Cultural Affairs' “List of World Heritage Sites in Japan.”

Source: Prepared based on the Agency for Cultural Affairs' “List of National Treasures and Important Cultural Properties by Prefecture.”

Kansai's Food Culture as the Origin of Japanese Cuisine

- Kansai's food culture includes “Kyoto cuisine”, “fermented food culture”, “dashi (broth) culture”, “sake culture”, and “tea culture”, all of which are considered to form **the roots of Japanese cuisine**.
- Kansai is home to a rich and diverse food culture, **where washoku, now enjoyed around the world, was cultivated**. This culinary heritage is one of the region's main draws for international visitors.



3. Kansai's Appeal to Foreign Talent

A World-Class Living Environment and the Appeal of International Education and High-Quality Medical Care

Livable City Ranking 2025: Osaka Ranked 7th and Highly Rated

- In the 2025 edition of “The Global Livability Index” by the Economist Intelligence Unit (EIU) of the United Kingdom, **Osaka ranked 7th** among the world’s most livable cities.
- Osaka received perfect scores (100 points) in stability, healthcare, and education. It also maintained high scores in infrastructure (96.4 points) and culture & environment (86.8 points), making it **the highest-rated city in the Asia-Pacific region.**

▶Figure 4

Figure 4: Top 10 Most Livable Cities in the World, 2025 Edition

Top ten positions

City	Location	Rank	Index	Stability	Healthcare	Culture and environment	Education	Infrastructure
Copenhagen	Denmark	1	98.0	100.0	95.8	95.4	100.0	100.0
Vienna	Austria	2	97.1	95.0	100.0	93.5	100.0	100.0
Zurich	Switzerland	2	97.1	95.0	100.0	96.3	100.0	96.4
Melbourne	Australia	4	97.0	95.0	100.0	95.8	100.0	96.4
Geneva	Switzerland	5	96.8	95.0	100.0	94.9	100.0	96.4
Sydney	Australia	6	96.6	95.0	100.0	94.4	100.0	96.4
Osaka	Japan	7	96.0	100.0	100.0	86.8	100.0	96.4
Auckland	New Zealand	7	96.0	95.0	95.8	97.9	100.0	92.9
Adelaide	Australia	9	95.9	95.0	100.0	91.4	100.0	96.4
Vancouver	Canada	10	95.8	95.0	95.8	97.2	100.0	92.9

Source: EIU.

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Source: The Global Livability Index 2025

Internationally Accessible Education and High Standards of Medical Care

- As educational institutions for foreign children, there are **23 schools accredited for the International Baccalaureate (IB)**, which aims to cultivate individuals with an international perspective and to secure pathways to university entrance through obtaining an internationally recognized university admission qualification (International Baccalaureate diploma).
- A support framework has been established through **the Japan Medical Service Accreditation for International Patients (JMIP), which certifies medical institutions equipped to receive foreign patients.** Certified hospitals have medical interpreters and coordinators in place to provide multilingual assistance, culturally and religiously appropriate support, and other services for foreign patients.

▶Figure 10

Kansai International Airport as the Western Gateway

- Kansai **has strong ties with Asia through active people-to-people exchange** and has built an international network centered on Kansai International Airport, Japan’s western gateway.
- In the 2025 winter schedule, Kansai International Airport operated 1,554 weekly international scheduled flights to 63 cities worldwide, of which approximately 95% (1,470 flights per week) were to Asian destinations.
- In addition, **access from Kansai (Osaka) to major domestic cities (Tokyo, Aichi, Fukuoka) is also extremely convenient.**

▶Figure 8,9

Figure 8: International Flight Network of Kansai International Airport (Flights per Week)

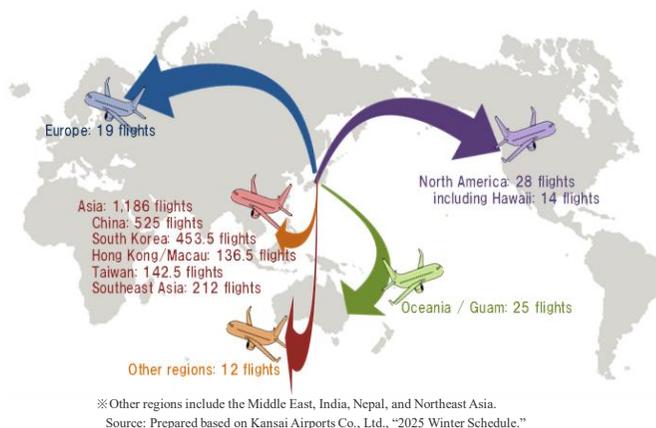
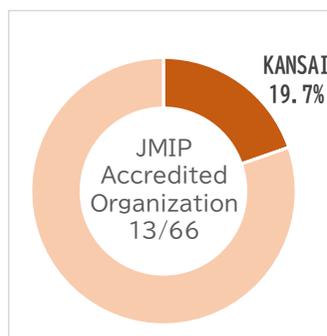


Figure 10: Medical Institutions in Kansai Certified under the Japan Medical Service Accreditation for International Patients (JMIP)



Prefecture	Medical Institution Name
Shiga	Seikokai, Oumi Medical Center (Kusatsu City)
Kyoto	Koseikai, Takeda Hospital (Kyoto City)
Osaka	Tokushukai, Suita Tokushukai Hospital (Suita City)
	Osaka University Hospital (Suita City)
	Iseikai, Iseikai International General Hospital (Osaka City)
	Japanese Red Cross Society, Osaka Red Cross Hospital (Osaka City)
	Osaka Metropolitan University Hospital (Osaka City)
	Kansai Medical University Hospital (Hirakata City)
	Rinku General Medical Center (Izumisano City)
	Tokushukai, Yao Tokushukai General Hospital (Yao City)
	Tokushukai, Kishiwada Tokushukai Hospital (Kishiwada City)
	Seichokai, Izumiotsu Acute Medical Center (Izumiotsu City)
Hyogo	Kobe University Hospital (Kobe City)

Source: Japan Medical Education Foundation, “Certification System for Medical Institutions Accepting Foreign Patients.”

Figure 9: Travel Time to Major Cities in Japan

	Sapporo / New Chitose	Approx. 1 hour 50 minutes
Airplane	Tokyo / Haneda	Approx. 1 hour 10 minutes
	Fukuoka / Hakata	Approx. 1 hour 15 minutes
Shinkansen	Tokyo	Approx. 2 hours 30 minutes
	Aichi / Nagoya	Approx. 50 minutes
	Hiroshima	Approx. 1 hour 30 minutes
	Fukuoka / Hakata	Approx. 2 hours 30 minutes
Expressway	Tokyo	Approx. 6 hours 40 minutes
	Aichi / Nagoya	Approx. 2 hours 30 minutes
	Hiroshima	Approx. 4 hours 20 minutes
	Fukuoka / Hakata	Approx. 7 hours 40 minutes

4. Overview of Municipalities in Kansai Accepting Foreign Talent – Miki City, Hyogo Prefecture

Miki City, Hyogo Prefecture – Overview

【Overview of Total Population and Acceptance of Foreign Residents】

- ✓ **Excellent Access to the Keihanshin (Kyoto–Osaka–Kobe) Area and High Convenience**
- ✓ Total population: 72,283 people / Foreign residents: 2,970 people (4.1%) ※As of December 2025
- ✓ Since around 2015, the number of foreign workers has been increasing significantly.
- ✓ Acceptance is expanding mainly in manufacturing and construction, and recently in nursing care and food service industries as well.

【Industries and Attractions of Miki City】

- ✓ The city’s main industries are hardware and metalworking. It is nationally known as **the “City of Metal Tools,”** centered on carpentry tools. Leveraging excellent expressway networks, the city has also developed the Hyogo Media Garden City, which serves as a hub for new industry creation and corporate locations. As a result, a large number of companies have expanded into the area.
- ✓ In agriculture, Miki City is Japan’s leading production area of **Yamada Nishiki, a premium sake rice** known nationwide for its production volume and quality. In addition, the city is one of the prefecture’s major production areas for **grapes and strawberries for fresh consumption**, and is known for producing high-quality agricultural products.
- ✓ **With 25 golf courses—the largest number in western Japan**—located within the city, the golf industry has a major economic impact through consumption and employment, making it an important industrial feature of Miki City.



Source: Materials provided by Miki City, including the “Miki City Comprehensive Plan (FY2020).”

Status of Acceptance of Talent from the Three Countries in City Companies

【Acceptance Status in City Companies】

- ✓ While acceptance has mainly been in the manufacturing and construction industries, in recent years, the number of **Specified Skilled Workers in the nursing care field** has also been increasing, and they are playing an essential role in supplementing labor shortages.
- ✓ Some companies are making progress in **supporting employees in obtaining Specified Skilled Worker (ii) status and in creating environments that take future family accompaniment into account**, thereby encouraging longer-term employment.

【Acceptance Status of Talent from the Three Countries (as of June 2025)】

- Indonesia: 157 people
※0 in Engineer/Humanities/International Services; 63 in Specified Skilled Worker
- Myanmar: 167 people
※29 in Engineer/Humanities/International Services; 90 in Specified Skilled Worker
- Nepal: 141 people
※17 in Engineer/Humanities/International Services; 33 in Specified Skilled Worker

Attractiveness and Support Situation for Foreign Talent in Miki City

【Japanese Language Learning and Qualification Acquisition Support】 [Miki International Association – Japanese Language Class]

- ✓ The Miki International Association **operates a Japanese language class**, which functions not only as a place for language learning but also as a point of connection with the local community.
- ✓ At advanced local hospitals, **specialized support and study assistance are provided for obtaining care worker (kaigo fukushi-shi) qualifications**.



Source: Miki International Association Website

【Consideration for Religion and Culture】

- ✓ Some companies accommodate Muslim employees by offering halal-friendly meals and allowing time for prayer during working hours. In the city, **foreign-owned grocery stores and mosques have naturally emerged**, leading to improvements in the living environment.
- ✓ **The number of shops and restaurants run by foreigners—such as those from Vietnam, Nepal/India, and Syria—has been increasing.** These shops not only make it easier to obtain familiar foods and products from their home countries, but also serve as **places where people from the same country can gather and exchange information**.

[Miki Mosque Restaurant]



Source: Kobe Shimbun article

4. Overview of Municipalities in Kansai Accepting Foreign Talent – Izumisano City, Osaka Prefecture

Overview of Izumisano City, Osaka Prefecture

【Overview of Izumisano City, Osaka Prefecture】

- ✓ **Excellent access to the Keihanshin (Kyoto–Osaka–Kobe) area and high convenience**
- ✓ Total population: 95,278 / Foreign residents: 4,345 (4.6%)As of December 2025
- ✓ Nationalities showing an increasing trend include China, Nepal, and Sri Lanka.
- ✓ A Sri Lankan community has formed within the city.

【Industries and Attractions of Izumisano City】

- ✓ Izumisano City has Kansai International Airport, **one of western Japan’s most significant “gateways,”** giving the area a close connection to people from around the world.
- ✓ **The city has more than 10 friendship cities worldwide,** and it has long promoted multicultural coexistence, which also supports the realization of an inclusive society. Izumisano and the neighboring Kaizuka City are home to many Japanese language schools.
- ✓ The city boasts **some of the largest fish catches in Osaka Prefecture,** offering an abundance of fresh seafood landed at its fishing port. The region produces **a wide variety of distinctive local vegetables and fruits,** including onions, mizunasu (water eggplant), and cabbage.
- ✓ The Shushu region is known as **the birthplace of Japan’s towel industry.** With a history of more than 120 years, it still accounts for about 42% of the domestic market, making it one of the country’s leading production regions.



Source: Izumisano City website, etc.



Acceptance Status of Talent from the Three Countries in City Companies

【Acceptance Status in City Companies】

- ✓ Due to the city’s proximity to Kansai International Airport, acceptance is progressing in **airport ground handling (baggage and cargo loading, etc.), hotels, coastal food-processing complexes, textile industries (dyeing, etc.), and nursing care positions.**
- ✓ While the main residence statuses are Specified Skilled Worker and Technical Intern Training, the use of Engineer / Specialist in Humanities / International Services is also expanding for airport counter operations and managerial positions.

Attractiveness and Support Situation for Foreign Talent in Izumisano City

【Promotion of Foreign Talent Utilization by the Local Government】

- ✓ In April 2021, Izumisano City established **the Izumisano City Foreign Worker Support Center (iFOS),** led by the city government. iFOS provides one-stop services for companies, including consultation support, matching, and interpretation/translation.
- ✓ The center also receives consultations directly from foreign workers, **handling a wide range of issues related to daily life and employment,** such as residence status changes, childcare, and job-seeking activities.

[Izumisano City Foreign Worker Support Center (iFOS)]



【Formation of Foreign Communities in the City】

- ✓ A Sri Lankan community has been forming through platforms such as social media. In addition, foreign residents participate in local festivals, and various events organized by foreign nationals—such as international community kitchens and karaoke contests—are held, helping to **cultivate the foundations for multicultural coexistence.**

【Consideration for Religion and Culture】

- ✓ At the individual company level, employers also implement measures that **respect the cultural backgrounds of foreign workers,** such as providing meals and other considerations related to religious practices.

[Foreign Community Kitchen Event]



Source: iFOS website and Facebook page

[Reference] Pilot Survey Conducted Through Visits to Specialized Companies Supporting the Utilization of Foreign Talent

■ Overview of the Pilot Survey

Dates: January 28 and 29, 2026
Cooperating Regions:
Miki City, Hyogo Prefecture &
Izumisano City, Osaka Prefecture

With the cooperation of the three companies listed on the right, individual visits were made to the municipalities and companies interested in accepting highly skilled foreign talent.

The pilot survey aimed to learn about local information and customs related to talent from the three countries (Indonesia, Myanmar, and Nepal), as well as the necessary environment, and the operational and support considerations required when accepting highly skilled foreign talent.



Perspectives Necessary for Promoting the Acceptance of Foreign Talent – Advice from Specialized Companies in the Pilot Survey –

■ Toward the Utilization and Retention of Foreign Talent by Companies

[Balancing Compensation and Security]

- ✓ In addition to offering competitive salaries and benefits, the companies provide an environment where employees can work and live with confidence.
- ✓ Turnover risk should be seen as no greater than that of Japanese employees, and hiring foreign talent can also give companies access to highly capable young people who are otherwise difficult to recruit in Japan.

[Presenting Career Paths and Growth Opportunities]

- ✓ Provide a concrete career path that includes post-entry learning and study sessions, expanded responsibilities, and future roles in overseas business development.
- ✓ Listen attentively to the career plans that foreign talent aim for and engage in continuous dialogue.

[Retention Support Centered on Family and Community]

- ✓ Strengthen the foundation for daily life by supporting family accompaniment and reunification, as well as participation in internal and external communities.
- ✓ Understanding cultures that value family (e.g., Myanmar) helps improve retention rates.

[Placement Based on Qualifications and Forward-Looking Recruitment]

- ✓ Career advancement and residence-status changes are options depending on qualifications and capabilities.
- ✓ Utilizing foreign residents already living in Japan, international students, and internship pathways helps improve recruitment speed and matching accuracy.

■ Toward Community-Wide Acceptance

[A Support Framework Backed by Collaboration with Support Organizations]

- ✓ It is difficult for a single company to provide support beyond work duties. A framework is needed in which the community supports daily-life consultations and administrative procedures through collaboration with foreign-resident support centers and affiliated organizations.

[Promoting Local Appeal and Localizing Recruitment]

- ✓ Actively share testimonials and word-of-mouth experiences from senior foreign employees to communicate the appeal of working in regional areas—such as safety, security, and hospitality.

Indonesian Talent

PORTERS Corporation

<https://www.porters.jp/>

- ✓ Head Office: Minato-ku, Tokyo
- ✓ Established: August 2001
- ✓ Number of Employees: 77
- ✓ Capital: 65,860,000 yen



✓ Main Business Activities:

Development, provision, and implementation consulting of cloud services for the human resources industry. Operates WakuWaku, a recruitment platform for Indonesian talent. It is the only Japan-authorized talent platform recognized by the Indonesian Chamber of Commerce and Industry (KADIN) and the National Agency for Professional Certification (BNSP).

Myanmar Talent

J-SAT Co., Ltd.

<https://www.j-sat.jp/index.php>

- ✓ Head Office: Yangon, Myanmar
- ✓ Established: April 1998
- ✓ Number of Employees: 100
- ✓ Capital: USD 100,000



✓ Main Business Activities:

A trusted support organization with a broad and proven track record, having supported more than 500 companies through comprehensive services covering market research, company registration, and business operations in Myanmar, as well as recruitment. It also has extensive experience in Japanese-language education, the operation of sending organizations, social contribution initiatives, and the development of highly skilled talent.

Nepal Talent

Nankai Electric Railway Co., Ltd. (Japal)

<https://japal-nankai.com/>

- ✓ Head Office: Naniwa-ku, Osaka
- ✓ Established: December 1885
- ✓ Number of Employees: 2,717
- ✓ Capital: 72,983,654,121 yen



✓ Main Business Activities:

Specializing in the placement and retention of overseas talent, particularly IT and CAD engineers, this provider introduces experienced IT/CAD and STEM talent from Nepal and offers comprehensive support from administrative procedures through to post-arrival retention, enabling even first-time employers to recruit overseas talent safely and smoothly.

Company Overview

- Location: Naniwa-ku, Osaka City
- Established: December 1885
- Number of Employees: 2,717
- Capital: 72,983,654,121 yen
- URL: https://www.nankai.co.jp/en_railway
- Main Business Activities(about Japal):
Japal is an overseas talent recruitment and retention support service provided by Nankai Electric Railway, specializing in IT and CAD engineers. Focusing on IT/CAD professionals and STEM talent from Nepal, which is attracting growing attention for its IT workforce, the service connects companies with highly skilled professionals who have extensive practical experience, including in system development.

Key Points in the Company's Approach to Foreign Talent

1. Building a Coexistent Society Led by a Railway Operator

- ✓ To ensure the sustainability of its railway and real estate businesses, the company is promoting “diversified community development” with a view toward 2050.
- ✓ Foreign talent is positioned not merely as a labor force, but as an indispensable partners for sustaining local communities.

2. Support for the Utilization of Foreign Talent through “Japal”

- ✓ To revitalize areas along the railway line, the company is developing “Japal,” a program that supports the utilization of foreign talent by local businesses along the railway line.
- ✓ To enable highly skilled foreign talent to thrive, the program provides comprehensive support—from recruitment procedures to post-employment retention.

3. Viewing Cultural Differences Positively

- ✓ The company embraces cultural differences with foreign employees positively and strives to treat them not with excessive special consideration just because they are overseas people, but as colleagues working in the same workplace.

■ The Railway Company's Vision for Areas Along Its Lines in 2050



Scene from the workplace

- The reason our company is committed to utilizing foreign talent goes beyond merely addressing labor shortages. As the population along our railway lines continues to decline, to sustain our railway and real estate businesses, we must **create communities along our lines that people continue to choose**, where diverse people, including foreign nationals, can live together.
- To realize this vision, we are promoting the appointment of highly skilled foreign talent—primarily in headquarters divisions—who can lead tourism (including inbound initiatives), community development, and new business creation.

■ “Japal”: Supporting Businesses Along the Railway Line



~Revitalizing Local Areas by Promoting the Utilization of Foreign Talent

- As one of the initiatives to realize this vision for areas along our railway lines, we are **developing “Japal,” a program that supports local businesses along the line in their utilization of foreign talent.**
- Japal is an IT and CAD engineer introduction service specializing in talent from Nepal. In recent years, Nepal has been gaining attention as an emerging country for IT human resources. Through Japal, we introduce personnel with extensive practical experience, and **provide comprehensive support—from recruitment procedures to Japanese-language education and post-employment retention.** Thanks to this robust support framework, even companies that are accepting foreign talent for the first time can use the service with confidence.

■ Embracing Cultural Differences

~Respect Without “Excessive Special Treatment”

- Within our corporate group, the utilization of foreign talent is progressing, with many employees from Nepal, China, the Philippines, Indonesia, and other countries playing active roles. In workplaces where foreign talent is present, working alongside them has become part of everyday operations, and we make a conscious effort to treat them with respect, **without giving them unnecessary special treatment.**
- Of course, **we make necessary considerations to help them fully demonstrate their abilities**, such as avoiding overly complex Japanese expressions and providing information in writing whenever possible.
- Differences in religion and dietary customs are also viewed positively **as opportunities to learn about one another’s cultures**, and we make accommodations wherever possible, so long as they do not interfere with work. By avoiding unnecessary special treatment and **treating them as colleagues, just like Japanese employees**, we have been able to support their smooth integration into the organization.



Revolving sushi bar with colleagues

Company Overview

- Location: Chuo-ku, Osaka City
- Established: August 1990
- Number of Employees: 87
- Capital: 20 million yen
- URL: <https://www.jams.co.jp/english/>
- Main Business Activities:

A software development company with strengths in communication, control, and image analysis technologies. Through contract development and product development in areas such as AI and IoT, the company contributes to the realization of a prosperous society through IT under the philosophy of “More High!”.

Key Points in the Company’s Approach to Foreign Talent

1. Recruitment Model Utilizing a Staffing Referral Service

- ✓ By using Nankai Electric Railway’s referral service, which has strong expertise in sourcing IT talent, the company is able to provide an integrated process from Japanese-language education to hiring, achieving a smooth recruitment process.
- ✓ Efficiently provides pre-employment training and secures highly qualified talent that the company would be unlikely to recruit on its own.

2. Organizational Revitalization Brought by “A Multicultural Atmosphere”

- ✓ Foreign talent is utilized as a catalyst to compensate for the difficulty of mid-career hiring of Japanese employees and to energize development sites centered on contract work.
- ✓ The company emphasizes individual abilities rather than nationality, leading to increased multinational diversity, including Indonesia, Nepal, China, and others.

3. A Culture of Naturally Embracing Diversity

- ✓ With over 20 years of experience in accepting foreign talent, the company has a corporate culture that naturally embraces them without requiring special arrangements or training.

■ Background and Recruitment Channels

~Recruitment Model Utilizing a Human Resource Service Provider



Scene from the workplace

- Foreign talent became a focus due to **a severe shortage of Japanese engineers**. While new-graduate hiring had been maintained, mid-career recruitment of individuals in their 30s with immediate work-ready skills had been difficult for more than ten years.
- We therefore turned our attention to recruiting foreign talent. Although we already had our own recruitment channels through Vietnamese universities and industry associations, **we chose to use Nankai Electric Railway’s foreign talent recruitment service, “Japal”**, to gain expertise we did not have in-house, which ultimately led to the hiring of Nepali engineers.
- With highly qualified foreign talent and support for pre-employment training in their home countries, **both the efficiency and quality of recruitment improved**.

■ Expectations for Organizational Revitalization Through Foreign Talent

~Bringing New Stimulus to Development Sites

- In addition to the difficulty of hiring IT talent, we also felt a growing sense of crisis that our core contract-based development business was no longer producing visible, tangible outcomes, and that the vitality once present in the workplace was fading. We therefore sought to break through this stagnation and reinvigorate the organization by bringing in IT talent from diverse cultural backgrounds and **fostering a multicultural atmosphere**.
- We already had Indonesian and Chinese staff, so there was no internal resistance to accepting additional foreign talent.
- This time, the company welcomed Nepalese talent, and by bringing in Nepalese engineers known for their strong drive and eagerness to learn, **the development sites have gained new motivation and stimulation**.

■ Flexible Support and a Culture of Naturally Embracing Diversity for the Retention of Foreign Talent

~ Thoughtful Support That Enables Foreign Talent to Thrive

- Our company has a long history of employing foreign talent, and even without special in-house cross-cultural training programmes, **it has cultivated an organisational culture in which foreign talent is naturally welcomed**.
- **By making mutual efforts to understand one another, we have realized a natural and harmonious coexistence**.



Dinner gathering with colleagues

Company Overview

- Location: Higashiyodogawa-ku, Osaka
- Established: 1988 (Incorporated: 1996)
- Number of Employees: Approximately 100
- Capital: 10 million yen
- URL: <https://www.hirofoodservice.biz/>
- Main Business Activities:
Operating Chinese, Japanese, pizza, bakery, and other types of restaurants mainly in Osaka. As a Japan government-authorized company for accepting Specified Skilled Workers, the company engages in a wide range of activities including cooking, customer service, store management, as well as training, public relations, and management of foreign staff.

Key Points in the Company's Approach to Foreign Talent

1. Establishment of Unique Recruitment Channels

- ✓ A multinational company in which approximately 90% of all employees are foreign nationals (from countries such as Nepal, Myanmar, Vietnam, etc.).
- ✓ The company has independently developed diverse recruitment channels by utilizing its group companies. Through direct hiring from overseas, it trains new employees from scratch in the company's own way.

2. Building Trust through On-site Visits at the Time of Recruitment

- ✓ When hiring foreign talent, the company president personally visits the candidates' home countries to build trust with their families and relatives.

3. Unique Mentorship System and Career Plan

- ✓ Management and support are provided by foreign staff, led by a Vietnamese General Manager.
- ✓ Highly skilled senior employees support junior staff in their native languages and operate a unique mentoring system that enables honest communication.
- ✓ The company presents career paths that align with the employees' residency status.

Recruitment Background and Recruitment Routes

~A Unique System Combining Multiple Hiring Channels



Scene from our exhibition at the Osaka-Kansai Expo

- Amid labor shortages in the food service industry, **around 90% of the employees working at our restaurants, including Osaka Osho and Yayoi-ken, are foreign nationals**, and they play central roles on the front lines of our operations.
- Although there was initially some resistance to hiring foreign talent, a major turning point came when the first Vietnamese employee—**who originally joined as a technical intern—returned to Japan and achieved success as a senior manager.**
- For recruitment, we utilize our group company, “Aratana Gaikokujinzai Co., Ltd.,” and other channels, and we have established three hiring routes: **international students, domestic career-change applicants, and direct recruitment from overseas.** We position **direct overseas hiring** at the core of our strategy. Taking advantage of the appeal of living and earning in Japan, we welcome “blank-slate” talent who are not bound by conventional approaches, train them in our own way, and promote the company’s operations.

Building Trust with the Families and Relatives of Foreign Talent

~Trust Building at the Time of Recruitment Leads to Future Success

- At the time of recruitment, **our president personally visits the candidates' families and relatives in their home countries to build trust.** This approach has created a “circle of reassurance,” enabling families to feel confident when sending their loved ones to Japan, while also helping us deepen our understanding of our employees.
- Today, foreign employees are actively contributing to the company, including in roles where **they supervise Japanese part-time staff.**

Initiatives for the Retention and Integration of Foreign Talent

~A Unique Mentorship System and Career Plan

- From the moment they join the company, employees receive **job assignments aligned with their residency status**, as well as training on cultural norms and workplace practices. Daily check-ins and support are provided **through a unique mentorship system led by senior highly skilled employees who speak the same native language**, enabling honest conversations and easing concerns.
- For highly skilled personnel, we present clear career paths, including the possibility of eventually advancing to office management positions. In doing so, the company embodies the **“three essentials” for talent retention: personnel planning, recruitment planning, and career advancement.**



Scene from the workplace

5. Case Study: Fukumoto Iron Works Co., Ltd.

Accepted Talent: Myanmar

Company Overview

- Location: Amagasaki City, Hyogo Prefecture
- Established: August 1945
- Number of Employees: 19
- Capital: 13 million yen
- Main Business Activities:
Precision cutting and sales of steel plates. The company specializes in gas precision cutting of thick and extra-thick plates using NC-equipped cutting machines, as well as plasma cutting of steel plates.

Key Points in the Company's Approach to Foreign Talent

1. Utilization of Staffing Agencies and Pre-arrival Japanese Language Training

- ✓ By partnering with a staffing agency specializing in Myanmar talent, the company has been able to efficiently hire well-trained, high-quality personnel, supported by thorough guidance from certified administrative scriveners.
- ✓ Because the company emphasized Japanese-language education, as well as training in culture and business etiquette before they arrived in Japan, it achieved a smooth onboarding process.

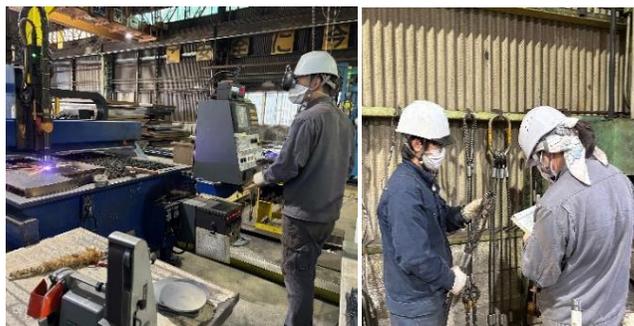
2. Family-Like Support for Daily Life

- ✓ The company provides an apartment owned by the company, where the president's family also resides, enabling extensive support both in and out of work.
- ✓ The company fostered a family-like atmosphere in which employees feel comfortable seeking advice about anything at any time.

3. Employing Foreign Talent That Matches Our Company Culture

- ✓ The sincere and earnest nature of Myanmar employees aligns well with the company's culture, and they are playing an important and valuable role within the company's workforce.

■ Recruitment Model Utilizing Staffing Service Companies and Thorough Japanese-Language Education



Scene from work inside the factory

- Due to the difficulty in hiring Japanese employees, our company has accepted Myanmar talent through **J-SAT**, which was introduced by the Amagasaki Shinkin Bank.
- **Recruitment activities conducted locally in Myanmar, online interviews, and even a meal gathering with the candidates' families were all first-time experiences for us, but by visiting the country in person,** we were able to build a strong relationship of trust.
- The Myanmar personnel had studied Japanese for two years prior to their arrival in Japan and **had already attained an N3-level proficiency, along with a solid understanding of Japanese culture.**
- As a result, there were no communication issues, and they adapted smoothly to the workplace from the very beginning.

■ Flexible Consideration to Support Retention and Building Family-like Relationships

— Providing Comprehensive Care Beyond Work —

- Our company's support system is very much **family-oriented**. In the company-owned apartment, not only our Myanmar employees but also the president's family live there, serving as mentors. When employees became emotionally unsettled soon after arriving in Japan due to instability in their home country, we stayed close at hand to listen to their concerns, accompany them to the hospital when necessary, and even take them out on family outings during holidays. **We made every effort to care for them beyond the workplace.**
- This warm, personalized support enabled us to build a relationship in which they feel comfortable discussing any concerns with us. Today, some have married and started families of their own, and they have now become well integrated into both the workplace and the local community.

■ Focus on Myanmar Talent with Strong Cultural Compatibility with Japanese People

— Their sincere and earnest nature aligns well with our company culture —

- As Myanmar is a predominantly Buddhist country, **we feel that the Myanmar people share values that are quite close to those of the Japanese people. They are sincere, diligent, and have a strong work ethic.**
- They are also enthusiastic about learning Japanese, polite, and thoughtful in the way they communicate, which allows us to entrust them with on-site work with confidence.
- In addition, they have a strong desire to learn Japanese technology and ways of working, and we feel they are individuals who will continue to grow over the long term. **Having such foreign talent working with us has become a great strength for a small to medium-sized company like ours.**



Scene from colleagues chatting

Company Overview

- Location: Amagasaki City, Hyogo Prefecture
- Established: January 2013
- Number of Employees: 11 (full-time staff)
- Capital: 10 million yen
- URL: <https://eftax.co.jp/en/>
- Main Business Activities:

The company engages in data analysis consulting, IoT system planning and development, and application development. By using client data, the company performs analysis and evaluation, develops systems, and contributes to improving the business operations of client companies.

Key Points in the Company's Approach to Foreign Talent

1. Hiring Engineers "Without Japanese Language Requirements"

- ✓ The company prioritizes technical expertise and commitment as data engineers over Japanese language proficiency.
- ✓ Direct communication in English between clients and engineers enables both cost competitiveness and faster development speed.

2. Focus on Indonesia and Flexible Workstyles

- ✓ In response to hiring difficulties within Japan, the company made a bold shift toward expanding the recruitment of foreign talent.
- ✓ By focusing on Indonesia's abundant pool of IT professionals and its strong cultural affinity with Japan, the company is actively promoting the recruitment and effective utilization of Indonesian talent.
- ✓ By embracing fully remote and flexible working arrangements, the company enables a way of working that transcends national borders.

3. Recruitment Process through Internships

- ✓ By establishing an internship period, the company assesses candidates' fit with its culture and supports a smooth transition into permanent employment.

■ Hiring Focused on Advanced Technical Expertise Rather Than Japanese Proficiency



Wedding ceremony of Indonesian staff member

- Because English is the standard language for source code and technical communication in the IT industry, **we do not require Japanese-language proficiency in our hiring.** Instead, we assess candidates on the basis of **their technical expertise as data engineers** rather than their Japanese ability.
- Additionally, we generally do not have intermediary staff who serve as translators or coordinators.
- Instead, we have adopted English as one of our working languages, enabling our engineers to communicate directly with one another except when customer interaction is required. As a result, we have achieved both lower costs and faster development.

■ Active Utilization of Foreign Talent, Focusing on Indonesia—an IT Powerhouse

~Realizing borderless workstyles that are not restricted by location~

- Against the backdrop of a domestic shortage of IT professionals, we made a bold shift toward hiring foreign talent starting in 2018. Among these efforts, particular emphasis is placed on **Indonesia, which has a large pool of young and highly skilled IT professionals.** Indonesian talent also tends to have strong cultural compatibility with Japanese teams, with a frank and sincere character that contributes to smooth working relationships.
- Engineers are not constrained by location in how they work. In principle, **we operate on a fully remote and flexible basis,** using platforms such as Google Workspace to enable cross-border collaboration. **We currently have two hubs, in Japan and Indonesia.**

■ Unique System for Hiring Through Internships

~Ensuring smooth retention by assessing compatibility with the company~

- We accept interns through programs offered by JICA and the Ministry of Economy, Trade and Industry, as well as through partnerships with domestic universities.
- **Through six-month to one-year internships,** we have established a unique recruitment process that evaluates candidates' aptitude and commitment.
- By welcoming talented students from various countries—regardless of nationality—and **creating a system that transitions interns to full-time employees,** we secure highly skilled foreign talent.
- To date, we have hired employees from various countries such as **Turkey, Sudan, and Indonesia,** all of whom continue to play active roles in our company.



Scene from an in-house meeting



Company Overview

- Location: Kita-ku, Osaka City (Osaka Head Office)
- Established: 1995
- Number of Employees: 500
- Capital: 30 million yen
- URL: <https://gagr.co.jp/>
- Main Business Activities:

The company provides comprehensive human resource services connecting Japan and Asia, including the introduction of highly skilled foreign professionals and Specified Skilled Workers from countries such as Vietnam, Indonesia, and Myanmar; support for Japanese companies expanding overseas; and Japanese-language education services.

Key Points in the Company's Approach to Foreign Talent

1. A Corporate Culture That Naturally Embraces Foreign Talent

- ✓ Many Japanese employees have had exposure to overseas experiences since their student days, and few staff members feel any discomfort working alongside foreign talent.
- ✓ This background has helped cultivate a corporate culture that naturally welcomes foreign employees.

2. Coexistence in the Workplace Through a Flat Organizational Structure

- ✓ Both Japanese and foreign talent respect one another, allowing the company to advance a flat organizational structure.
- ✓ As a result, the integration and coexistence of Japanese and foreign talent in the workplace have been achieved smoothly.

3. Diversity Promotion as a Driver of Corporate Growth

- ✓ As the company expands its business from Vietnam to Indonesia and beyond, the acceptance of foreign talent continues to grow.
- ✓ People with diverse backgrounds and cultures are joining the organization, and the deepening of diversity contributes to the generation of new business ideas and corporate growth.

■ Fusion of Japanese Staff with Extensive Overseas Experience and Foreign Talent

— A Workplace Environment That Naturally Accepts Foreign Employees



Scene from work in the office

- Many of our Japanese staff members have had connections with overseas environments since their student days—whether through backpacking abroad, studying overseas, or participating in international exchange programs. We also have many Japanese employees who graduated from universities specializing in foreign studies.
- Because of this background, there has never been any sense of discomfort about working together with foreign talent.
- Our company has long had a culture in which foreign employees are naturally welcomed and smoothly integrated with Japanese staff.

■ Building a Flat Organization Without Distinguishing Between Japanese and Foreign Employees

— A mutual attitude of respect leads to genuine “coexistence” in the workplace

- Given the nature of our business, our work would not be possible without the contribution of foreign talent. Today, about 30% of all our staff (500 employees) are foreign nationals.
- In our interviews, we place importance not only on communication skills but also on nonverbal abilities—such as sensing appropriate distance with others and “reading the atmosphere (understanding the situation without words)”—as well as an understanding of Japanese culture and background.
- Members who will directly become supervisors or senior colleagues also take part in the interview process.
- When giving instructions or communicating at work, we make no distinction between “foreign talent” and “Japanese workers.” We strive to maintain a flat organizational structure where everyone interacts on equal footing.
- Of course, we fully respect the differences in religion, culture, and dietary practices of our foreign employees. We always value mutual respect and consideration to ensure that everyone can work comfortably together on a daily basis.

■ Building a Diverse Organization That Drives Corporate Growth

— Foreign Talent as a Growth Engine

- At our company, a diverse workplace environment has taken shape, where foreign employees with various backgrounds are able to leverage their individual strengths and thrive.
- During on-the-job training (OJT), foreign employees in the same job category build senior–junior relationships and learn from one another, continually improving as they work together.
- As we expand our business from Vietnam to Indonesia and other regions, the motivation of our foreign employees remains extremely high, and they bring numerous business ideas to the table.
- Through interactions with job-specific leaders and local subsidiaries, we present clear career paths that eventually lead to taking on important positions within those local subsidiaries.
- By doing so, we aim not only to support the growth of foreign talent but also to achieve further growth for our company alongside them.



Scene from an in-office meeting

6. Voices of Foreign Talent Working at Leading Companies in Kansai



I came to Japan for the first time as a language-school student. Since my school days, I have liked Japanese anime and music, and I have admired living in Japan. **Working in Japan is the dream of many young people.**

System Development / Indonesian

I graduated from a local university, **but there were no jobs in my home country where I could make use of the skills I had specialized in at university,** so I came to Japan through a service company that supports job placement in Japan.



Manufacturing Industry / Myanmar

What brings you to Japan?



I graduated from a university in Japan. **I was attracted by Japan's salary levels, the high level of technological capabilities, and the favorable employment environment,** and decided to work in Japan.

System Development / Indonesian

I worked in Japan for three years as a technical intern trainee, and because I was determined to return, I later enrolled at a Japanese university as an international student. **As a trainee, I was the one receiving support, so I wanted my next step to be supporting others instead.**



Human Resource Consulting / Indonesian

The appeal is that **my work skills have improved greatly.** In Japan, I can learn the latest technologies, and I can do work that makes use of my abilities. Contributing to the company through my work makes me very happy.



Railway Operator / Nepal



Japanese companies value their customers, which is a positive thing. At work, we are taught to smile and speak politely.

Manufacturing Industry / Myanmar

What makes working at a Japanese company appealing?

The Japanese working environment is good, and it is rewarding. **I can build a career path aimed at becoming an excellent engineer.**



System Development / Nepal

Japanese technology is more advanced than Indonesia's, so **I can take on high-quality challenges such as big data management.** This helps me improve my skills. Japan also provides an environment where it is easier to take on new challenges.



System Development / Indonesia



In Japan, practices such as PDCA and 'Hō-Ren-Sō' (reporting, communicating, consulting) are required, and I was able to grow because of that environment. **Not only results but also effort and process are evaluated, which is a good point.**

Human Resource Consulting / Indonesia

Japanese products are high in quality and technologically advanced. Also, Japanese people are considerate, responsible, and follow rules.



Manufacturing Industry / Myanmar

6. Voices of Foreign Talent Working at Leading Companies in Kansai

Convenient Transportation System!



The Japanese transportation system is very convenient. **I was struck by how the trains always arrive on time,** as they are often delayed in my home country.

System Development / Nepal



Japan's suburban areas are more developed than those in Nepal, so I do not feel much inconvenience.

Railway Operator / Nepal



The transportation system is convenient, and traffic congestion is low, which makes life here very comfortable.

System Development / Indonesian



Safe, Clean, and Comfortable Living Environment!



Japan is very safe. Even late at night, police vehicles patrol, which makes me feel secure. **Waste separation rules are also well-organized.**

Food Service / Myanmar

Japan is a safe place to live. **Everywhere is clean, waste separation is advanced, and supermarkets and convenience stores are nearby, so it's convenient.**



Manufacturing Industry / Myanmar



Compared to the big cities in my home country, **Japan has a very clean and comfortable living environment.**

System Development / Indonesia



Hospitals and Social Welfare Are Excellent!



You can receive very high-quality medical care in Japan. I personally experienced some difficulties when giving birth to my child; however, the medical staff provided me with tremendous support.

Food Service / Myanmar

When my daughter was born, **the hospital had translation devices that supported many languages, including Indonesian,** so it was very helpful.



System Development / Indonesia



The city office introduced me to support services for hospitals and daily life. Children's medical expenses are free, which is great.

Human Resource Consulting / Indonesia

The Food Is Delicious!



Japanese rice is very delicious.

There are many food options available—udon, tempura, ramen, meat, seafood, etc. **If halal and allergy labelling increases in restaurants,** there will be even more choices.



General Opinion

How are you finding life in Japan?

6. Voices of Foreign Talent Working at Leading Companies in Kansai

Diverse Food Choices!



In Osaka and Namba, **there are many Indonesian restaurants and halal shops, so it has become very convenient.**

System Development / Indonesia

I am a vegetarian, but even near where I live, I can buy Nepali food ingredients and spices, so **I have no trouble with meals.**



System Development / Nepal



Charm of “Kansai People”!

Kansai people are truly wonderful. Because people around me were kind, I was able to keep working without giving up.



Food Service / Myanmar

I go to Osaka's Namba to shop and eat Thai food. At first, Japanese curry tasted very sweet to me.



Food Service / Myanmar

What aspects of Kansai do you find attractive?



People in Kansai are friendly and approachable, which makes them very easy to work with.

Railway Operator / Nepal



Comfortable Living Environment!

Osaka is easy to live in because **the cost of living—including rent—is cheaper than Tokyo, yet transportation access is just as good.**



Osaka's waste separation rules are very thorough compared to other areas.

Human Resource Consulting / Indonesia

I think people in Kansai are very warm and cheerful. In Osaka, people speak to me openly and frankly, which makes me very happy.



Human Resource Consulting / Indonesia



General Opinion



Osaka is a big city, **but it is not as crowded as Tokyo, so it feels more comfortable.**



System Development / Indonesia



Kyoto, Nara Park (with the deer), and many other **tourist attractions** are nearby.

Manufacturing Industry / Myanmar

6. Voices of Foreign Talent Working at Leading Companies in Kansai

Working with Japanese people taught me the importance of teamwork, and it is something I continue to value in Japan.



Railway Operator / Nepal

People from Nepal tend not to think through details as thoroughly as people in Japan, so I try to be mindful of that.



System Development / Nepal



I personally practice the idea of **“When in Rome, do as the Romans do,”** and outside of work, **I try to participate as much as possible in local activities, such as neighborhood clean-up efforts and community patrols.**

Railway Operator / Nepal

What do you keep in mind while living in Japan?



I make sure to check things carefully in advance. Something that seems completely normal in my home country may be considered unacceptable in Japan.

Human Resource Consulting / Indonesia

Some gestures have different meanings in my home country and in Japan. For foreigners, it can also be challenging to learn Japanese manners, such as how to listen attentively to others and use polite language. However, I continue to study Japanese so that I can become more familiar with the culture.



Railway Operator / Nepal

We must work together as a team, regardless of nationality. **Although ways of thinking may differ from one country to another, it is important to make the effort to understand each other.** I encourage everyone to **do their best as a team.**



Food Service / Myanmar

Extra Section: This was different! Surprising differences between Japan and my home country



In my home country, we have a custom of treating others on our own birthday, so when I handed out presents to everyone at the workplace on my birthday in Japan, they were surprised!

Food Service / Myanmar



There is surprisingly little digitalization, and many procedures still require paperwork!

System Development / Indonesia

Some gestures carry different meanings. For example, when expressing “yes,” I make a motion of shaking my head from side to side, but in Japan, it was mistaken for “no”!



Railway Operator / Nepal

Even if I leave my bicycle parked or set my belongings down for a moment, they don't get stolen!



Human Resource Consulting / Indonesia



People in Kansai walk very fast!

Human Resource Consulting / Indonesia

6. Voices of Foreign Talent Working at Leading Companies in Kansai

I believe that the number of foreign nationals coming to Japan without any prior study-abroad experience will continue to increase, as will the number of people entering Japan directly from overseas. **Although Japanese culture and customs differ in many ways from those of other countries,** such differences are natural. It is important to make an effort to understand one another. **I recommend researching and learning thoroughly in advance.**

Food Service / Myanmar

Right after arriving in Japan, **overcoming the language and cultural barriers and making efforts to adapt are necessary,** but it is important not to give up and to keep trying. If you make the effort, many opportunities will open up for you, so please do your best.

Railway Operator / Nepal

Japan is a beautiful and advanced country, and I especially encourage women to come here. **It is safe and secure, and there are plenty of job opportunities, which makes it very attractive.**

Manufacturing Industry / Myanmar

Please share a message for global talent who will be coming to Japan in the future!



Japan offers **an environment where you can grow, including in the workplace,** so I truly hope you will come.

Human Resource Consulting / Indonesia

It is important to study Japanese thoroughly and **to learn about Japanese culture and rules in advance.** Having the determination to make an effort is essential. And Japan's winter is very cold!

Manufacturing Industry / Myanmar

In addition to understanding the Japanese language and culture, **it is important to thoroughly learn about Japanese business manners and behaviors to avoid.** In Japan, making steady efforts is highly valued, so even if you are not yet confident in your Japanese, you can build trust by doing your best.

Human Resource Consulting / Indonesia

If you are thinking about your long-term future, **I recommend coming to Japan as early as possible.** Japan has well-established systems such as pensions and insurance, and you can also fully enjoy your hobbies. If you wish to settle permanently in Japan, **it is better to start your career early,** especially considering the repayment period for a housing loan.

System Development / Indonesia

Learning Japanese is extremely important in order to live in Japan. Even if it is not required for work, it is essential for daily life, such as signing apartment contracts or completing procedures for utilities and other services.

System Development / Indonesia

7. Support Desks for the Utilization of Foreign Talent in Kansai

- ✓ We have organized the public support desks for the employment of foreign talent in the Kansai region, mainly those established by prefectural governments.
- ✓ Centered on providing consistent support from recruitment to retention, these desks offer a wide range of services, including consultations on relevant systems by specialists, matching support, seminars, and other multifaceted initiatives.

Organization Name	Contact Information	Main Support Targets and Services
FUKUI Foreign Talent Acceptance Support Center (Fukui Prefecture)	TEL: 0776-50-0310 URL: https://www.fukui-gaisapo.jp/	<ul style="list-style-type: none"> ✓ Provides continuous consultation and information services—from recruitment to retention—for companies that are considering hiring or have already hired foreign talent.
Shiga Job Support Center for Foreign Residents(Shiga Prefecture)	TEL: 050-5211-5397 URL: https://shiga-gaisapo.com/	<ul style="list-style-type: none"> ✓ Operates a one-stop consultation desk that connects companies with foreign talent. ✓ In addition to individual consultations with specialists, the center conducts seminars and provides matching support.
Kyoto Industries Human Resources Center (Kyoto Prefecture)	TEL: 075-682-8948 URL: https://www.pref.kyoto.jp/kihrc/index.html	<ul style="list-style-type: none"> ✓ Provides end-to-end support — from improving working environments to enhance corporate attractiveness, to matching with job seekers. ✓ Also promotes the appeal of Kyoto-based companies to students and supports their employment and retention.
Osaka Foreigner Recruitment Support Center (Osaka Prefecture / Osaka City)	TEL: 06-6267-1290 URL: https://www.gaikokujinzai-osaka.jp/	<ul style="list-style-type: none"> ✓ Offers a wide range of recruitment support services for companies, including posting job information, individual consultations, seminars on the latest employment trends, and organizing joint corporate briefing sessions.
HYOGO Foreign Talent Employment Support Desk (Hyogo Prefecture)	TEL: 078-366-1431 URL: https://supportdesk-hyogo.com/	<ul style="list-style-type: none"> ✓ Supports smooth employment and utilization of foreign talent within the prefecture through establishing consultation services and helping via seminars dealing with employment management, residence status, and cultural differences.
Nara Prefecture Foreign Talent Support Center (Nara Prefecture)	TEL: 0742-81-3320 URL: https://www.pref.nara.jp/31742.htm	<ul style="list-style-type: none"> ✓ Provides daily life support and information in multiple languages, dispatches international exchange coordinators, and supports international students. ✓ In addition, as part of Nara Prefecture’s own programs, specialized advisors provide consultation on legal procedures related to the employment of foreign talent, workplace acceptance systems, and employment management issues.
WAKAYAMA Foreign Talent Employment Support Desk (Wakayama Prefecture)	TEL: 050-5527-9954 URL: https://wakayama-job-supportdesk.com/	<ul style="list-style-type: none"> ✓ Provides total support for companies considering hiring foreign talent—from developing recruitment plans and processing residence status procedures to workplace retention after employment.



Contact information about this brochure

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