



Japan National Council of Social Welfare

Annual Report 2021-2022

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FEATURE ARTICLE

Promotion of Welfare Vision 2020

-Efforts of each member organization-

What is Welfare Vision 2020?

In Japan, the year 2040 will be a critical year especially in the field of social welfare as it is estimated that various social problems caused by the declining birthrate and aging population will be emerged in 2040. Looking at this 2040 problem, Japan National Council of Social Welfare (JNCSW) formulated JNCSW Welfare Vision 2020 (Welfare Vision) in February 2020 as a compass showing the direction of proactive and cross-cutting efforts towards 2030 so that it can expand what built by social welfare workers or social welfare organizations such as councils of social welfare, social welfare foundations, social welfare institutions, *Minsei-iin* (commissioned welfare volunteers), *Jido-iin* (commissioned child welfare volunteers), senior citizens clubs, etc. and further, can pass it to future generations.

Towards the Realization of the Prosperous Welfare Society Where We Live together

Social welfare workers/organizations have accumulated various social welfare practices for a long time, and founded or reformed many social welfare systems as well as worked on the development of welfare community. All are closely connected with the realization of the prosperous welfare society where we live together. Internationally, they are also connected with SDGs (Sustainable Development Goals) that is aiming to the realization of “a sustainable society with diversity and inclusiveness where no one will be left behind” towards 2030.

Under the Welfare Vision 2020, social welfare workers should aim to realize the prosperous welfare society where we live together. Then, what is the prosperous welfare society where we live together? It is a society where each and every inhabitant can work together, support each other on a daily basis, find fun and purpose in life, and live a life without being isolated from society even if they have various difficulties in their lives. Welfare Vision 2020 shows eight (8) efforts to realize it.

To promote concrete practices of those efforts, JNCSW called its member organizations for the formulation of Action Guideline, and members including regional councils of social welfare as well as various national-level social welfare organizations (classified councils, associations of organizations) formulated their own Action Guideline by 2021.

【Eight (8) Efforts of Welfare Vision 2020 】

- 1 To deepen multiple-layered cooperation and collaboration
- 2 To increase diverse practices
- 3 To try to secure, train, and settle human resources who support social welfare (social welfare human resources)
- 4 To try to improve quality and efficiency of social welfare service
- 5 To strengthen the base of social welfare organizations
- 6 To strengthen the partnership with national and local governments
- 7 To spread understanding for inclusive community society and encourage participation
- 8 To prepare for disasters



To embody the Welfare Vision 2020, it was called for all member organizations to formulate their own Action Guidelines.

To promote Welfare Vision 2020, JNCSW formulated its own Course of Conduct in September 2020, and intensively tackled seven (7) items in this Course of Conduct in 2021.

【JNCSW Course of Conduct】

- 1) We will promote Social Welfare Vision 2020.
- 2) We will implement various practices toward the realization of an inclusive community society.
- 3) We will secure, train and settle human resources who support social welfare.
- 4) We will improve the quality and efficiency of social welfare services.
- 5) We will strengthen the base of the councils of social welfare, social welfare foundations and social welfare institutions.
- 6) We will improve the system even in the time of peace so that we can provide prompt support when a disaster is occurred.
- 7) We will manage our organization as a national center of social welfare.

For all classified councils and other organizations, the Course of Conduct shows concrete goals or priority items as well as concrete practices towards the prosperous welfare society where we live together based on their own characteristics/roles/functions, etc. The Course of Conduct is the foundation of the actions taken by member organizations together. Formulation of the Course of Conduct also contributed to the consideration of direction of future actions as each member organizations could bring their service/organizational problems to light on this occasion.

Promotion of JNCSW Welfare Vision 2020

① Challenge of Minsei-iin (commissioned welfare volunteer) and Jido-iin (commissioned child welfare volunteer)

Course of Conduct as Minsei-iin (commissioned welfare volunteer), Jido-iin (commissioned child welfare volunteer) and Council of Minsei-iin Commissioned Welfare Volunteer)/Jido-iin (Commissioned Child Welfare Volunteers) towards the Realization of an Inclusive Community Society

National Federation of Minsei-iin (Commissioned Welfare Volunteer) /Jido-iin (Commissioned Child Welfare Volunteers) is a national organization of

Minsei-iin/Jido-iin. The number of its members is more than 230,000. In March 2022, it formulated “Course of Conduct as Minsei-iin (commissioned welfare volunteer), Jido-iin (commissioned child welfare volunteer) and Council of Minsei-iin Commissioned Welfare Volunteer)/Jido-iin (Commissioned Child Welfare Volunteers) towards the Realization of an Inclusive Community Society.”

It shows the direction of activities of Council of Minsei-iin (Commissioned Welfare Volunteer) /Jido-iin (Commissioned Child Welfare Volunteer) organized by Minsei-iin (commissioned welfare volunteer) in each region towards the realization of an inclusive community promoted by Japanese government. Concretely, it includes the following six (6) items, and it can be said that they are the very foundation of activities accumulated by Minsei-iin (commissioned welfare volunteer).

【 Course of Conduct of Minsei-iin (commissioned welfare volunteer) and Council of Minsei-iin Commissioned Welfare Volunteer)/Jido-iin (Commissioned Child Welfare Volunteers)】

a	Awareness
b	Connection and watching
c	Accumulation of connection
d	Introduction of activities towards local communities
e	Building of communities where people can support each other
f	Preparation for disaster

The idea of inclusive community society is in common with that of the activities of Minsei-iin/Jido-iin. Therefore, in this Course of Conduct, the foundation of activities of Minsei-iin/Jido-iin will be confirmed for further efforts. This Course of Conduct is also in common with the idea of the Welfare Vision 2020, and among some cases of Minsei-iin/Jido-iin activities, even commonality with SDGs can be seen.

For local communities, Minsei-iin (commissioned welfare volunteer) working in their communities is a counselor and a watcher. Social problems in communities are changing year by year, and accordingly, activities of Minsei-iin is changed. Therefore, every decade, National Federation of Minsei-iin (Commissioned Welfare Volunteer)/Jido-iin (Commissioned Child Welfare Volunteer) shows basic direction or priority issues of activities of Minsei-iin or Council of Minsei-iin (Commissioned Welfare Volunteer) /Jido-iin (Commissioned Child Welfare

Volunteer) as the “Measures to Strengthen Activities.” The latest one, which includes three (3) important points such as “to strengthen the bond in communities, and to increase the power of communities,” was formulated in 2017 on the occasion of the centennial of Minsei-iin system. The Course of Conducts is also based on this centennial Measures to Strengthen Activities, and additionally, it targets to realize “a community as the base of comfortable society where people support each other,” that is the centennial slogan of National Federation of Minsei-iin (Commissioned Welfare Volunteer) /Jido-iin (Commissioned Child Welfare Volunteer) set in 2017.

Comprehensive and multi-layered support system is in progress towards the realization of inclusive community society. Most important thing is how to find people who have problems, and to provide appropriate support for them. That’s why Minsei-iin in a community is greatly expected. According to the Ministry of Health, Labor & Welfare (MHLW), it is said that: “it is only community residents including Minsei-iin/Jido-iin who can recognize households under serious situation that is difficult to reveal in an early stage.”

The substantial role of Minsei-iin, i.e., to watch, to find and to connect, is unchanged, and becomes more and more important. This Course of Conduct shows their devotion to their duty.

Course of Conduct of Minsei-iin/Jido-iin

Course of Conduct	Centennial Measures to Strengthen Activities	JNCSW Welfare Vision 2020
Awareness	To support people with various problems	To deepen multiple-layered cooperation and collaboration
Connection and watching	To support people with various problems	To deepen multiple-layered cooperation and collaboration
Accumulation of connection	To improve connection and power of community	<ul style="list-style-type: none"> ➤ To deepen multiple-layered cooperation and collaboration ➤ To strengthen the partnership with national and local governments
Introduction of	To protect and develop	➤ To try to secure, train,

activities towards local communities	Minsei-iin/Jido-iin system	<p>and settle human resources who support social welfare (social welfare human resources)</p> <ul style="list-style-type: none"> ➤ To strengthen the base of social welfare organizations ➤ To strengthen the partnership with national and local governments
Building of communities where people can support each other	To improve connection and power of community	<ul style="list-style-type: none"> ➤ To increase diverse practices ➤ To try to secure, train, and settle human resources who support social welfare ➤ To spread understanding for inclusive community society and encourage participation
Preparation for disaster	To improve connection and power of community	To prepare for disasters

② Challenge of Social Welfare Corporations

To be social welfare corporations to support community welfare and to lead inclusive community society ~ Action Plan 2025~

The mission of social welfare corporations is to contribute to “the improvement and development of social welfare in society and community.” They are highly public and reliable corporations always trying to pursue stable and continuous management of social welfare services as well as working on various life problems and social welfare needs of community residents.

National Council of CEOs of Social Welfare Corporations, an organization of

CEOs of social welfare corporations, formulated Action Plan 2025 as a mid-term action plan of social welfare corporations in Japan in April 2021.

Society with declining birth rate and ageing population is coming right around the corner, and population decreasing will cause so-called “2040 problems” in Japan. Under such circumstances, it is estimated that community life problems will become more complicated and diversified, and therefore, social welfare corporations are expected to play a role of safety-net in each community as well as to develop community-based practices.

To meet such diversified needs, it is necessary for social welfare corporations and social welfare institutions to establish their own autonomous management as well as to cooperate and collaborate each other.

Based on such background, National Council for CEOs of Social Welfare Corporation formulated Action Plan 2025 as a mid-term action plan of social welfare corporations in Japan which is a 5-year project from 2021 to 2025 (fiscal year).

National Council for CEOs of Social Welfare Corporation formulated similar Action Plan (mid-term action plan) over 25 years in 5 terms, and worked to achieve them. This Action Plan 2025 is designed based on the progress of its previous one, Action Plan 2020, and it especially emphasizes the role of social welfare corporations to lead inclusive community society as well as to support community welfare.

National Council for CEOs of Social Welfare Corporation defines this Action Plan 2025 as their course of conduct which translates Welfare Vision 2020 of JNCSW into concrete actions. Further, as it has clarified its relationship with SDGs (Sustainable Development Goals) of the UN (September 2015) and Governance Code of JACO (the Japan Association of Charitable Organizations) (September 2019), now it has become more specific.

This Action Plan 2025 is an indicator of management to establish a governance that cover the necessary elements for management of social welfare corporations, and it fixes 10 Management Principles to be a social welfare corporation with high publicness/public interest/reliability.

Also, aiming for what social welfare corporation should be in 2040, it shows 14 challenges to be tackled by social welfare corporations based on the 4 Basic Attitude, i.e.,

- I. Basic attitude towards management
 - II. Basic attitude towards support
 - III. Basic attitude towards community society
 - IV. Basic attitude towards social welfare human resources,
- and for each of those 14 challenges,
- Long-term vision
 - Purpose and approach
 - Points of practice (concrete assessment items for the realization of mid-term goals and course of conduct)
- are indicated.

As social welfare service providers, social welfare corporations support not only service users but also life of community residents. Thus, social welfare corporations aim to the implementation of management that leads the realization of inclusive community society according to Action Plan 2025 and self-evaluation.

Action Plan 2025

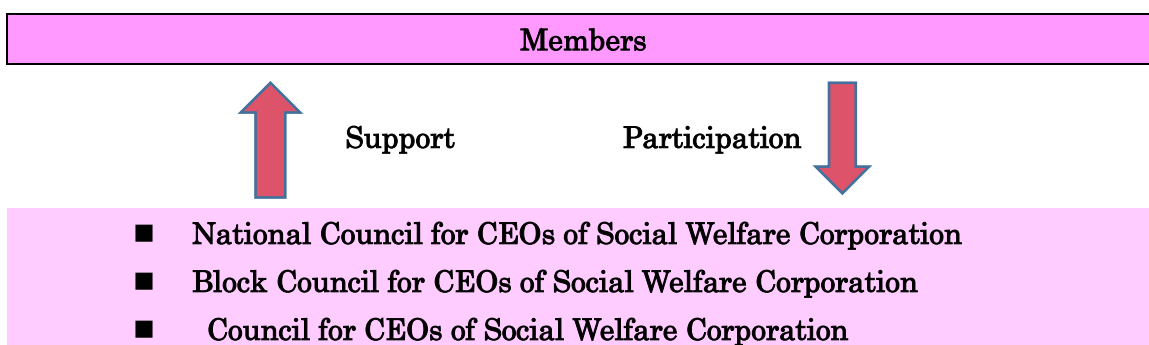
<p>Fulfilment of Mission (Social Responsibility) of social welfare corporations</p> <p style="border: 1px solid black; padding: 2px; display: inline-block;">Enhancement/development of social welfare in society/community</p>
<ul style="list-style-type: none"> ① To play a core role of service providers in the field of social welfare ② To meet various social welfare needs that fell into the gap between systems in a community

<p>Action Plan 2025</p> <p>Course of Conduct of Social Welfare Corporations (Challenges to be tackled by social welfare corporations)</p>
<p>I. Basic attitude towards management</p> <ul style="list-style-type: none"> ① Role as CEO ② Enhancement of governance of organization ③ Establishment of sound and stable financial basis ④ Thorough compliance
<p>II. Basic attitude towards support</p> <ul style="list-style-type: none"> ⑤ Respect for human rights

⑥ Enhancement/development of comprehensive support
⑦ Improvement of quality of service
⑧ Preparation of safe and secure environment
III. Basic attitude towards community society
⑨ Promotion of inclusive community society
⑩ Positive information sharing to get reliability and cooperation
IV. Basic attitude towards social welfare human resources
⑪ Establishment of mid/long-term human resource strategy
⑫ Enhancement of human resource recruitment
⑬ Enhancement of human resource settlement
⑭ Enhancement of human resource development

Principle of management of a social welfare corporation with high publicness/public interest/reliability	
Public interest	Continuity
Transparency	Ethics
Non-profitability	Frontier spirit
Organization	Independence
Efficiency	Mobility

SDGs	JNCSW Welfare Vision	Governance Code of JACO
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③ Challenge of Municipal Councils of Social Welfare

To be a “Platform (a place of cooperation/collaboration)” for concerned people of wide-range in a community ~Management Guidelines of Municipal Councils of Social Welfare (the second version)~

Each member of Prefectural Councils of Social Welfare and Municipal Councils of Social Welfare is an independent organization, and each of them has its own

management policies, service plan, etc.

Under the Social Welfare Law, councils of social welfare are defined as “an organization of which purpose is to improve community welfare.” Every prefecture and municipality has its own council of social welfare. They are working independently and sometimes together with others. They are playing an important role in public welfare systems such as daily life independence support project or welfare life fund loan project, etc. They also advocate their own projects such as “Salon Project (community salon project)” which provides an opportunity for the elderly or family with small children in a community to make friends or to find a place to stay. This project is implemented widely all over Japan.

Such services or ways of management of councils of social welfare are regularly examined and investigated by Community Welfare Promotion Committee of JNCSW, in which representatives of each council of social welfare participate.

Community Welfare Promotion Committee formulated Management Guidelines of Municipal Councils of Social Welfare in 2003. It was about how the management of councils of social welfare should be. After that, in July 2020, its contents was reviewed according to the environmental change surrounding councils of social welfare, and consequently, it was revised to make its second version.

This second version is based on the contents of Welfare Vision 2020 of JNCSW that was formulated in February 2020. It also meets the improvement of the comprehensive support system in a community according to the revision of Social Welfare Law so that an inclusive community society will be realized in Japan.

In this second version, highlighted is a council of social welfare which is expected to play an important role and function as a core organization to upheave the comprehensive support system towards the realization of an inclusive community society. For this, councils of social welfare should make effort to be a “Platform (a place of cooperation/collaboration)” for concerned people of wide-range in a community as shown in Welfare Vision 2020. Also, it is necessary to review how councils of social welfare should be according to the changing situation.

In this second version, the following 3 main points of management of councils of social welfare in the future are indicated:

【Points of management of councils of social welfare in the future】	
①	To meet all community life challenges as well as to reconstruct the connection in a community (to make comprehensive support system)
②	To strengthen the collaboration among departments in a council of social welfare as well as to reorganize its organization as needed
③	To promote cooperation/collaboration of service/activities in a wide area beyond the municipality zone

Municipal Councils of Social Welfare have played an important role in promoting community welfare. In the future, to handle more complicated and diversified life problems of community people, it will be indispensable to associate with concerned people of wider-range.

Together with community residents, volunteers, Minsei-iin/Jido-iin (community welfare volunteers/child welfare volunteers), social welfare corporations, social welfare institutions, NPOs, firms, and any other persons/organizations concerned outside of social welfare field, councils of social welfare should share an image of “ideal community,” should play a role of center of cooperation/collaboration with them so that each one can demonstrate its own power and capacity effectively for the promotion of community welfare, and should work as a safety-net in a community.

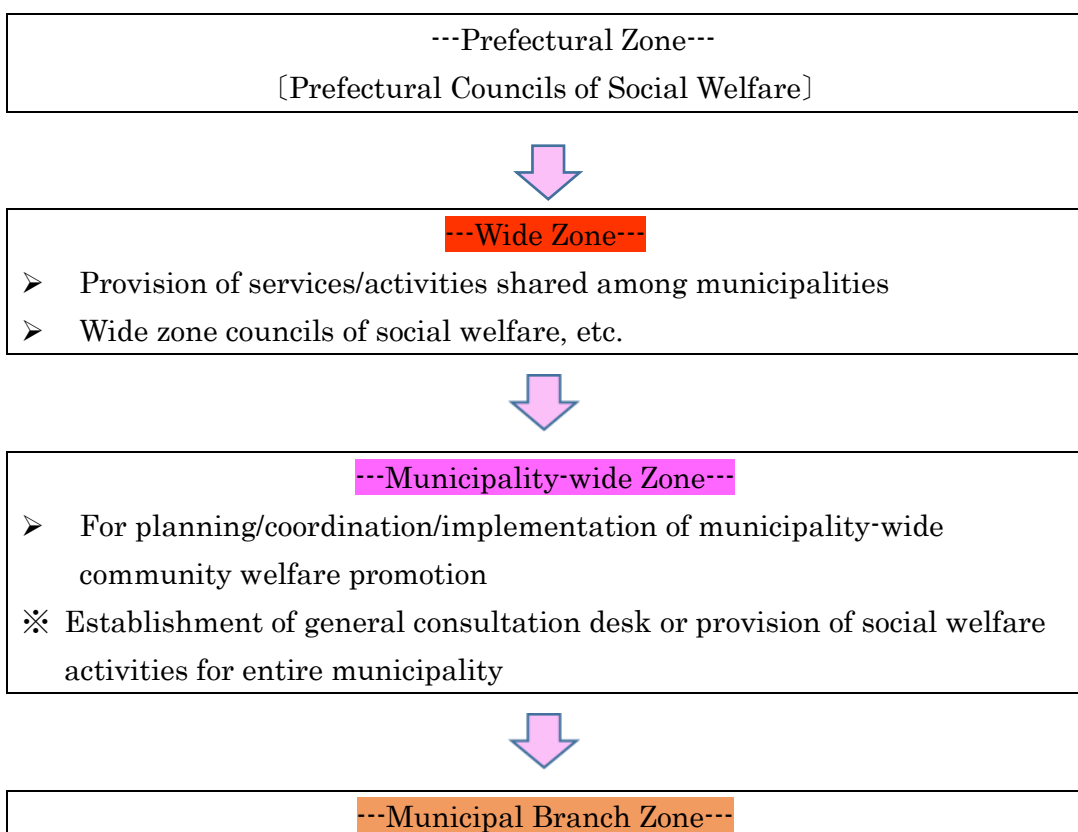
Points of Management of Councils of Social Welfare in the Future

Pointes & Details	
1.	To meet all community life challenges as well as to reconstruct the connection in a community (to make comprehensive support system)
	To handle more complicated and diversified life problems of community people, it is required to grab community life problems of individuals/households, then to establish a comprehensive support system to solve these problems. For this, indispensable are multi-professional collaboration, multi-agency collaboration as well as community building based on the collaboration with community residents and volunteers. It is deeply related with Multi-tiered Support System Development Project which will carry out the following ①-③, that were

<p>shown in the amended Social Welfare Law in 2020, in an integrated manner:</p> <ul style="list-style-type: none"> ① Consultation system ② Support for participation ③ Support for community building
<p>2. To strengthen the collaboration among departments in a council of social welfare as well as to reorganize its organization as needed</p>
<p>To improve problem-solving capacity with the synergy of the united organization, it is required to develop a collaborative relationship with strong reliability by strengthening the collaboration among departments as well as to reorganize the organization as needed.</p>
<p>3. To promote cooperation/collaboration of service/activities in a wide area beyond the municipality zone</p>
<p>Looking at the coming of declining birthrate and aging society, it is required to examine/plan how the community welfare should be in the future from a broader perspective, to promote cooperation/collaboration of service/activities and to prepare concrete organizational base.</p>

Zone Setting Image for Service/Activities of Municipal Councils of Social Welfare

※ It's just an image. It depends on the situation of each area.



[Branch Councils of Social Welfare]

- Zone with general consultation desk and homecare welfare service office
- ※ Implementation of consultation and support service in branch zone



---School Zone---

[Community Welfare Promotion Base Organizations]

- Zone with institutions as the base of autonomous activities of community residents such as community centers
- ※ Information sharing/collaboration about welfare activities by community residents
- ※ Support by professionals for welfare activities of community residents
- ※ Planning/participation of smaller community welfare activities



---Neighborhood Association Zone---

[Community Welfare Promotion Base Organizations]

- Zone of neighborhood association
- ※ Crime prevention activities of neighborhood associations
- ※ Activities of Minsei-iin/Jido-iin
- ※ Provision of daily life support including Salon Activities



---Neighborhood Association Group/Team Zone---

- Discovery of household in need
- Watching
- Minimum unit of disaster relief
- ※ Implementation of small-scaled community network activities, etc.

④ Challenge of Classified Councils

To formulate Course of Conduct for each and to work towards the realization of an Inclusive Community Society

Classified councils are union members of JNCSW, and each of them formulated its own Course of Conduct towards the realization of an Inclusive Community Society indicated in Welfare Vision 2020 of JNCSW. They also set their own goals as shown below (except those of National Federation of Minsei-iin/Jido-iin

(Commissioned Welfare/Child Welfare Volunteers) and National Council of CEOs of Social Welfare Corporations that are shown above).

Japan Social Employment Council (SELP)	
Members	Employment facilities for persons with disabilities
Course of Conduct	<p>SELP Vision 2030</p> <ul style="list-style-type: none"> ➤ Enjoy working and live a fulfilling life ➤ 11 challenges to make everyone's dream comes true (May 2021)
Summary	<p>SELP, together with member organizations, aims to realize a society where all the people are needed, and able to enjoy working and live a fulfilling life despite of their nationality, gender, age, disabilities, etc.</p> <p>SELP Vision 2030 shows 11 challenges to be tackled until 2030 under 4 subjects, i.e., ① enjoy working to make dreams come true, ② deliver energy and smile to communities, ③ SELP network as a safety-net, ④ develop future under SELP challenges.</p>

National Council of Facilities for Disabled	
Members	Institutions mainly supporting people with severe disabilities
Course of Conduct	Vision 2022 (March 2022)
Summary	<p>Its basic principles are; ① respect the last but not least one who need the most help, ② pursue the possibility infinitely, ③ develop an inclusive community society.</p> <p>Vision 2022 shows its future direction based on these 3 basic principles and JNCSW Welfare Vision 2020. Vision 2022 features 3 viewpoints from ① users, ② staff members, ③ service providers (offices) as well as Convention on the Rights of Persons with Disabilities. Its ultimate goals are the realization of an inclusive community society and a society where no one left behind (SDGs).</p>

National Council of Childcare	
Members	Licensed public/private nursery schools, authorized nursery schools, etc.
Course of Conduct	Future Vision: towards the realization of a society where rights and development of every child are affirmed (September 2021)
Summary	<p>This Future Vision is the 4th version, and its 1st version was formulated in 2006.</p> <p>Its basic principle is “to realize a society where rights and development of every child are affirmed,” and for this, 25 specific actions are fixed under 4 goals, i.e., ① guarantee the development of children, ② support families with small children, ③ develop diverse cooperation and collaboration, ④ develop child rearing culture, ⑤ create a system supporting child rearing and child growing.</p>

National Association of Childcare Worker	
Members	Childcare workers, nursery teachers, etc. working for licensed public/private nursery schools, authorized nursery schools, etc.
Course of Conduct	Course of Action: based on JNCSW Welfare Vision 2020 (October 2020)
Summary	<p>This Course of Action shows the attitude of National Association of Childcare Worker for the realization of an inclusive community society shown in Welfare Vision 2020.</p> <p>Concretely, 6 actions are set as follows with specific challenges; ① information sharing and improvement of the quality of child-concentrated childcare as well as expertise of childcare workers, ② protection of human rights of children, ③ securing/stability/development of childcare human resource, ④ various actions to realize an inclusive community society, ⑤ development of systems to enable rapid assistance during disasters, ⑥ strengthening of organizations of childcare workers.</p>

National Council of Homes for Children	
Members	Homes for children
Course of Conduct	Welfare Vision 2020 (December 2020)
Summary	<p>In an inclusive community society mentioned in JNCSW Welfare Vision 2020, it will be expected that the expertise and function of care developed in homes for children will be demonstrated much.</p> <p>In this vision, 5 challenges are shown as follows; ① promotion of the protection of child rights, ② improvement/enhancement of quality of social care, ③ securing/stability/development of human resource, ④ cooperation/collaboration with various related organizations as well as strengthening of the foundation of child/child care policies, ⑤ return of diversified actions and accumulated expertise to communities, ⑥ preparation of systems for rapid support during disasters.</p>

National Council of Homes for Infants	
Members	Homes for infants
Course of Conduct	Course of Action to realize “the promotion of the quality of childcare as well as to enhance support in homes for infants” (February 2021)
Summary	<p>It is based on both JNCSW Welfare Vision 2020 and the idea of Total Support Center for Infants, which would be an image of highly functional/multi-functional home for infants in the future, advocated in 2019.</p> <p>Concretely, 8 actions are shown as follows; ① deepening multi-layered cooperation/collaboration with various related organizations/agencies, ② promotion of diverse actions, ③ securing/stability/development of human resource, ④ improvement of the quality of childcare and support, ⑤ strengthening of the foundation of the organization, ⑥ strengthening of national/prefectural/municipal partnership, ⑦ promotion of understanding and participation of an inclusive community society, ⑧ preparation for disasters.</p>

National Council of Women's Shelter	
Members	Women's shelters
Course of Conduct	Course of Actions based on JNCSW Welfare Vision 2020 (October 2020)
Summary	<p>It is based on both JNCSW Welfare Vision 2020 and the Vision of National Council of Women's Shelter, which aims to establish Single-Parent Support Center with comprehensive support functions for single-parent families in a community.</p> <p>Concretely, 5 actions are shown as follows; ① realization of the best interests of mother and child, ② various actions, ③ securing/stability/development of human resource to support mother and child, ④ strengthening of the foundation of the organization, ⑤ development of systems to prepare for disasters.</p>

National Council of Medical Welfare Facilities	
Members	Hospitals or clinics providing free or low-price medical treatment
Course of Conduct	Support for needy people under the effect of COVID-19 pandemic ~direction of practices in medical welfare facilities~ (June 2020)
Summary	<p>Its members are medical institutions with both medical and social welfare expertise, and its course of conduct shows the direction of practices of members to continue their free or low-price medical treatment as well as to support needy people in their community.</p> <p>Concretely, 4 challenges are shown including ① provision of appropriate (free or low-cost) medical treatment for needy people, ② information sharing and advertisement of free or low-price medical treatment activities, and visualization of roles and functions of medical welfare facilities to increase the number of beneficiaries, etc.</p>

National Council of Relief Institution	
Members	Relief institutions
Course of Conduct	Course of Actions for relief institutions to support needy people (May 2018)
Summary	<p>It has 4 categories for the promotion of support for needy people by relief institutions; ① institutionalized efforts as a relief institution, ② efforts to utilize the functions of relief institutions further, ③ efforts for the public interest in a community, ④ efforts for the independence support system for the needy people.</p> <p>Currently, the priority is given to the following 2 challenges;</p> <p>(1) to conduct authorized employment training service of the independence support system for the needy people in all relief institutions</p> <p>(2) to promote visualization of relief institutions by facilitating the Third-Party Evaluation</p>

National Council of Comprehensive Regional Support / In-Home Care Support Centers	
Members	Comprehensive regional support centers and in-home support centers
Course of Conduct	The Vision: Link, Connect and Consolidate Community (March 2022)
Summary	<p>It shows the direction and guideline towards the realization of a sustainable society with diversity and inclusiveness where “no one left behind” and where people and community can support each other maintaining individuality. Its period is until 2032.</p> <p>It shows 3 directions as follows; ① to create a community where all can live in their own way, ② to develop human resource working lively and winning trust of community, ③ to contribute to the interdisciplinary consultation support.</p> <p>Also, Course of Action of the council shows 8 challenges under 3 categories such as the expansion of the network of members, promotion of practical ability, etc.</p>