

Tokyo Guidelines for the Promotion of Intercultural Cohesion

Aiming to be a global city that leads the world

February 2016

 **Tokyo Metropolitan Government**

February 2016

Formulation of Tokyo Guidelines for the Promotion of Intercultural Cohesion

Currently, foreign residents with diverse ethnic, religious, and cultural backgrounds live in Tokyo, numbering about 450,000 as of January 2016. Moreover, the number of foreign visitors to Japan in 2015 hit a record annual high of about 19.74 million. With the Tokyo 2020 Olympic and Paralympic Games ahead, the number of foreign nationals who visit and live in the city is expected to continue to rise.

In December 2015, the Tokyo Metropolitan Government formulated “Towards 2020—Building the Legacy.” The plan outlines a range of initiatives, both tangible and intangible, aimed at creating valuable legacies to last beyond the Games, and making Tokyo a city where all residents can feel happy.

Establishing an environment where all Tokyo residents, including those from abroad, can live with a sense of reassurance and realize their potential to the fullest is a requirement for Tokyo to continue to achieve sustainable growth and be a leading global city.

Japan has taken in various outside cultures. It has a tradition of respect for people with diverse values, as well as people helping and supporting each other.

I believe that further developing such culture and tradition to create a city where Japanese and foreign residents coexist and play active roles together will help enhance the presence of Tokyo as a global city.

Tokyo Metropolitan Government initiatives aimed at multicultural coexistence to date were mainly developed as a means to support the

lives of foreign residents, with a focus on the concept of “Japanese and foreign residents living together in the community.”

Tokyo is now entering a new stage with developments such as the rapid increase in the number of foreign nationals coming to the city and the Tokyo 2020 Games. We must further build upon the concept we have pursued to this point, and establish an inclusive, intercultural society based on a more proactive concept where all foreign nationals, including exchange students and expats, can participate in society and be successful alongside Japanese people.

Taking these points into account, we will use Tokyo Guidelines for the Promotion of Intercultural Cohesion formulated for this new stage, which encourages participation in society and success, and promote an intercultural society unique to Tokyo. And, we will work with the citizens of Tokyo to steadily advance initiatives aimed at making Tokyo one of the world’s best cities, a city where anyone lead a fulfilling life.

A handwritten signature in black ink, appearing to read 'Yoichi Masuzoe', written in a cursive style.

Yoichi Masuzoe
Governor of Tokyo

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1 Purpose/Background of the Guidelines

1) Purpose of the Guidelines

Tokyo is the capital of Japan with integrated functions of politics, economy, education, culture, etc., while it maintains a high level of safety and cleanliness in the city with a sophisticated public transportation network and daily living facilities, as well as a rich natural environment in the Tama area and the islands; Tokyo is full of various types of charm.

Currently, Tokyo Metropolitan government (TMG) is promoting measures for realization of a city that has a good city environment in all fields such as the economy, culture, etc., of the same standard as the world's global cities, such as London, Paris, and New York. Thus, it aims to build a city in which people feel happy to live.

In four years' time, Tokyo is hosting its second Olympic and Paralympic Games in 2020. The last time they were hosted in 1964, the country's infrastructure, such as the Shinkansen bullet train and Expressway, was rapidly constructed around Tokyo, attracting worldwide attention to Japan's dramatic recovery and development after the Second World War.

TMG has set a goal of realization of
"The world's best global city where all residents feel truly satisfied about their lives"

towards Tokyo 2020 Olympic and Paralympic Games, and for the legacy after the Games.

Tokyo needs to establish an environment that enables all the people living and working in Tokyo to fulfill their potential, in order to develop as a global city that leads the world.

Currently, there are approximately 450 thousand foreign residents in Tokyo, accounting for approximately 3.3% of the entire population of Tokyo; it is estimated that the number will increase further towards the Tokyo 2020 Olympic and Paralympic Games.

It is essential that all foreign residents together with Japanese residents will play an active role in the sustainable development of Tokyo.

In order to achieve this, it is required to go beyond the conventional idea of intercultural cohesion, that is, living together in the community, and Tokyo must realize an intercultural cohesion, based on the new idea of both foreign and Japanese residents playing an active role together in Tokyo so that Tokyo further increases its presence and gathers outstanding human resources.

Thus, TMG has formulated the "Tokyo Guidelines for the Promotion of Intercultural Cohesion," based on this new idea, to show the basic concept and the policy directions for the promotion of intercultural cohesion.

As the basic goal in promoting intercultural measures, we set

“To build a society in which all residents in Tokyo can participate and play an active role in the development of Tokyo and live securely, by making the most of diversity.”

In order to promote these measures, it is important that TMG play a coordinating role as a regional government so that various actors, such as local governments which provide administrative services to residents directly, the national government, and support groups for foreign residents and other NPOs etc. (hereinafter called “support groups for foreign residents”) can play their roles respectively.

Therefore, this guidelines incorporates as many things as possible that can be utilized for concrete measures to promote intercultural cohesion so that Tokyo can become the best global city in the world.

In preparing this guidelines, the Intercultural Cohesion Promotion Committee was formed In July 2015 in order to gain professional expertise concerning the current situation and issues of foreign residents living in Tokyo and the city’s directions based on its characteristics; many proposals on developing measures have been made.

*Inquiry: "On the Guidelines for Intercultural Cohesion Promotion"

2) Background of the Guidelines

① Trend of the national and local governments concerning intercultural cohesion

As of the end of June 2015, the number of foreign residents living in Japan exceeds 2.17 million and accounts for 1.7% of the total population. Although the population of foreign residents once decreased right after the Great East Japan Earthquake in 2011, it is 2.5 times larger than that of 1985, 30 years ago, and is increasing over the long term.

The majority of foreign residents living in Japan were Koreans from the former colony and their children until the 1970s. They were supported with provision of public housing and child allowance by some local governments.

In the 1980s, foreign residents mainly from Asia increased and were called “newcomers”. Local governments took measures from the viewpoint of local internationalization to promote interactions and provided information in foreign languages and consultation services.

After 2000, international movement of people became increasingly active due to further development of economic and social globalization. It became necessary to introduce intercultural measures that promote both foreign and Japanese residents to acknowledge cultural differences deriving from different nationalities or ethnicities and to become members of the local community.

Based on these developments, the Ministry of Internal Affairs and Communications prepared the “The Plan for Multicultural Coexistence Promotion in Local Communities*” in 2006 and encouraged local governments to engage in intercultural cohesion.

*Multicultural coexistence in local communities: This means that people of different nationalities and ethnicities acknowledge each other’s cultural differences and live together as members of local communities, aiming to construct relationships of equals.

In addition, the Ministry of Justice, which holds jurisdiction over immigration management, drew up the fifth basic plan for immigration management in 2015, and has announced measures contributing to realizing a society in which we live together with foreign residents through smooth admission of foreigners who activate our economy and accurate operation of the residence management system.

These measures include border controls to securely block terrorists etc. entering the country, and promotion of measures against illegal residents in cooperation with investigating authorities such as the police.

② **Measures that have been adopted in Tokyo**

A. Local governments

Intercultural cohesion promotion measures have been mainly adopted by local governments where many foreign residents live; the measures are based on the local situation and provide support for learning Japanese,

administrative information in multiple languages, counseling on daily problems, registration and dispatching of volunteers, social events, etc.

B. Local International Associations/Support Groups for Foreign Residents

In Tokyo, there are 20 local international associations that promote international exchange and intercultural cohesion, and 250 support groups for foreign residents. These associations and groups are mainly providing Japanese language classes, support for children's learning, training of volunteers, holding international exchange events, etc., which are all community-based.

C. Tokyo Metropolitan Government (TMG)

TMG as a regional government has promoted effort for local governments, local international associations and support groups for foreign residents to share information and construct networks.

In order to offer information to foreign residents, TMG has created the official website in foreign languages, offering information about the Metropolitan Government, provided multi-language information concerning daily life via the Tokyo International Communication Committee*, and introduced medical institutions that are able to communicate in foreign languages, etc.

There are counseling systems for foreign residents concerning labor and for foreign children and students. As

for measures on disaster prevention, there are events for foreign residents to learn about disaster prevention and to participate in emergency training.

*Tokyo International Communication Committee (TICC): It has been designated by the Ministry of Internal Affairs and Communications as a central private organization for international exchange in local communities. TICC aims to fulfill its mission of promoting internationalization in local communities.

As mentioned above, various measures for foreign residents have been adopted by local governments, private organizations and TMG; however, these measures have been mainly taken based on the idea that foreign residents are recipients of welfare support.

③ **Population of Tokyo**

The population of Tokyo is expected to peak at 13.36 million in 2020 and then turn to decrease.

When considered by area, Tokyo's wards will peak in 2020, and the Tama area and islands are to peak in 2015, earlier than the wards.

It is of concern that the scale of the economy in Tokyo will also diminish due to a decrease in population and workforce, and that activities as the city and business will also decrease and costs of social security will increase.

On the other hand, the number of foreign residents in Tokyo is increasing and it exceeds 450 thousand people as of January 2016. This accounts for approximately 3.3% of the

total population; the number of foreign residents is the largest in the nation and the rate of foreign residents among residents is also the highest in the nation.

In particular, Tokyo has accumulated companies, universities and research institutions with high technology; thus, it is characterized by the largest number of highly skilled human resources*¹ and their families, and that of international students in the nation.

The number of nationalities of foreign residents in Tokyo is 179 as of January 2016, and people of various nationalities, ethnicities, and cultural backgrounds live here.

Further, there are many families of international marriage and children with foreign roots who hold Japanese nationalities*².

*1 Highly skilled foreign professionals: Foreign workers who have resident status in specialist/technical fields (e.g., researchers, system engineers, administrative jobs in sales/accounting/marketing/planning, etc., managers, legal/accounting works, etc.).

*2 Children with foreign roots: Children whose parents/parent are/is of foreign nationality, including those of Japanese nationality.

④ Realization of Tokyo as a global city that leads the world

Currently, the Japanese government has enacted the National Strategic Special Zones Law and has authorized various projects from the viewpoint of promoting the formation of an international economic activity base, as well as enforcing our industries' international competitiveness by mainly promoting structural reform of economy and society.

TMG is utilizing this Special Zones system and aims to realize “the Vision for Tokyo Global Financial Center” in order to become a global financial center like New York and London by attracting foreign companies and human resources.

TMG is also making a city where people can live safely and securely by strengthening the earthquake resistance of buildings and making them unburnable, and promoting self-help and mutual help systems in order to strengthen the city against disasters.

In order to realize Tokyo as an international tourism city that welcomes visitors from all over the world with an attitude of “ Omotenashi ” (hospitality), TMG is preparing the infrastructure from both structural and non-structural perspectives such as Wi-Fi connection environment, multilingual information services, and training of sightseeing volunteers.

From the perspectives of art and culture, TMG is also advancing measures to realize an attractive Tokyo with cultural aspects where everyone can participate in creative activities and many can easily join artistic and cultural events.

In order to realize Tokyo as the world’s best city, it is necessary to build a society where everyone can participate and play an active role in its development regardless of nationality, ethnicity, etc. by evolving the “The Plan for the Promotion of Intercultural Cohesion in Local Communities,” adopted by the Ministry of Internal Affairs and Communication. This requires development of measures based on the new idea of intercultural cohesion.

2 Current Situation and Issues towards Construction of an Intercultural Cohesion

1) Situation of foreign residents in Tokyo

① Population of foreign residents

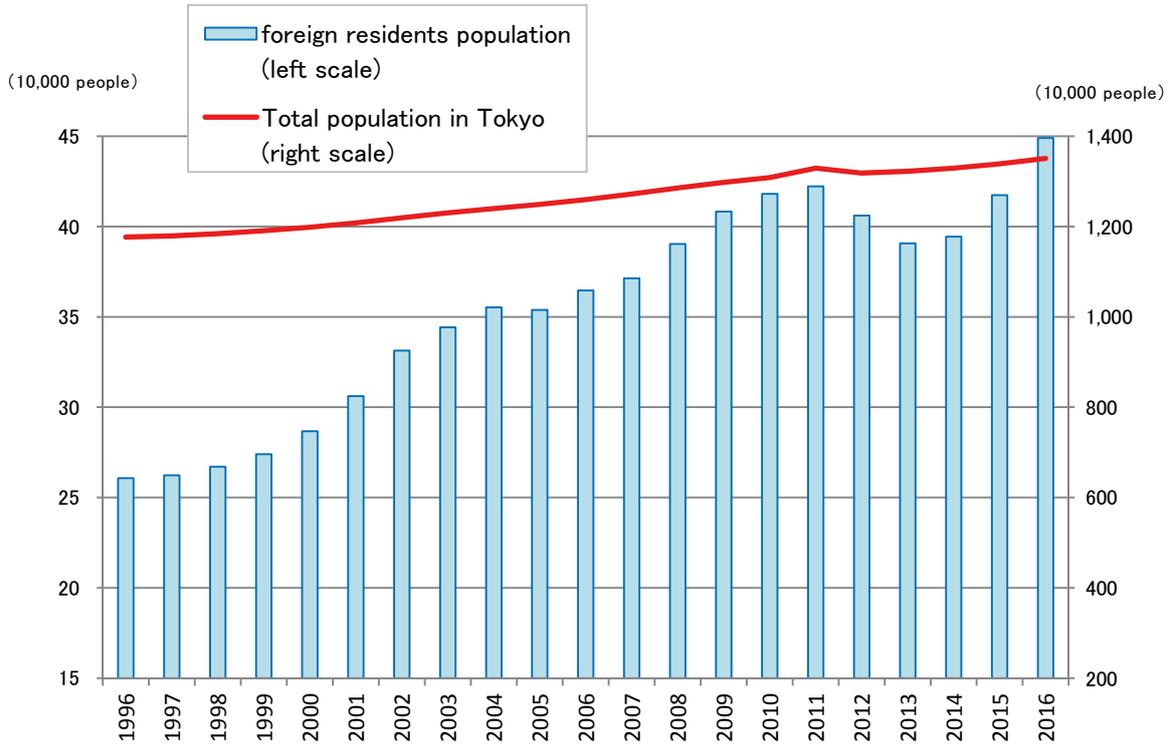
A. Transition and rate of foreign residents population

The population of foreign residents* in Tokyo is approximately 450,000 as of January 2016; although it decreased temporarily after the Great East Japan Earthquake in 2011, it returned to increase in 2014. The total population of Tokyo increased by 15% compared to that of 20 years ago, whereas the population of foreign residents increased by 70% compared to that of 20 years ago, marking a record-high number. [Figure 1]

The population of foreign residents in Tokyo is the highest in the nation, and so is the rate of foreign residents in the region's total population. Approximately 20% of foreign residents in the nation live in Tokyo, followed by Osaka, Aichi, Kanagawa, and Saitama [Figures 2 and 3].

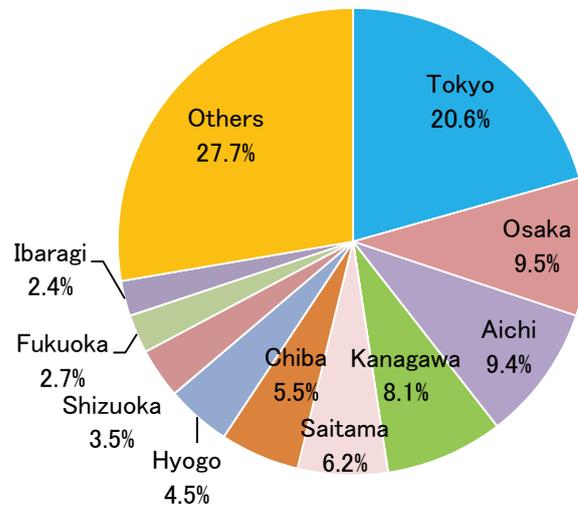
* This term refers to foreign residents who have been legally staying in Japan for more than three months and are registered in the Basic Resident Register

[Figure 1] Total population in Tokyo and the population of foreign residents



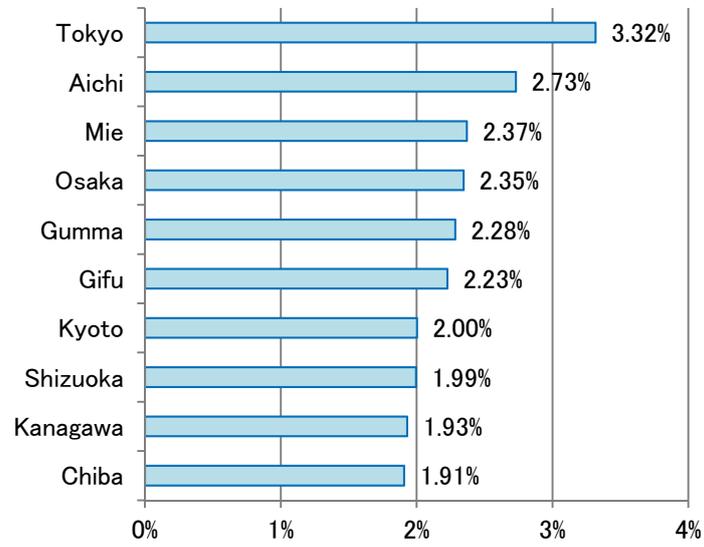
“Population of Tokyo” Bureau of General Affairs, Tokyo Metropolitan Government
 *As of January 1 each year

[Figure 2] Rate of foreign residents by prefecture (as of June 2015)



”Statistics on the foreigners registered in Japan”
 Ministry of Justice

[Figure 3] Rate of foreign residents among the regions' total population
(as of June 2015)



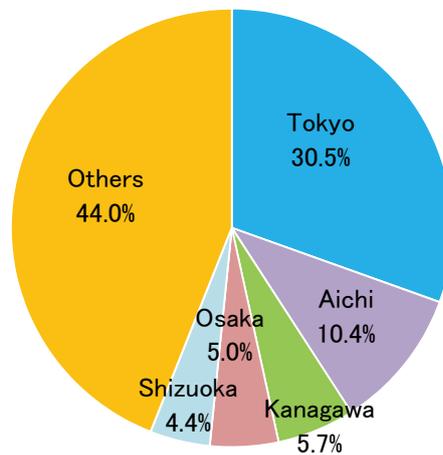
Calculated from “Statistics on the foreigners registered in Japan”
Ministry of Justice and Population estimate by each prefecture

B. Number of international workers

As for the number of international workers of each prefecture, Tokyo accounts for 30.5% and is the highest in the nation [Figure 4].

The number of international workers in Tokyo is also consistently increasing, and reached 277,000 in 2015, which is 2.3 times larger than that of 2008 [Figure 5].

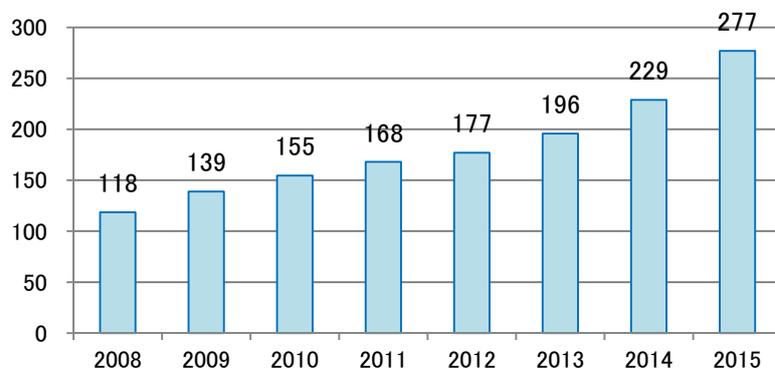
[Figure 4] Rate of international workers by prefecture
(as of October 2015)



“Report on international employment”
Ministry of Health, Labour and Welfare

[Figure 5] Number of international workers in Tokyo

(1,000 people)



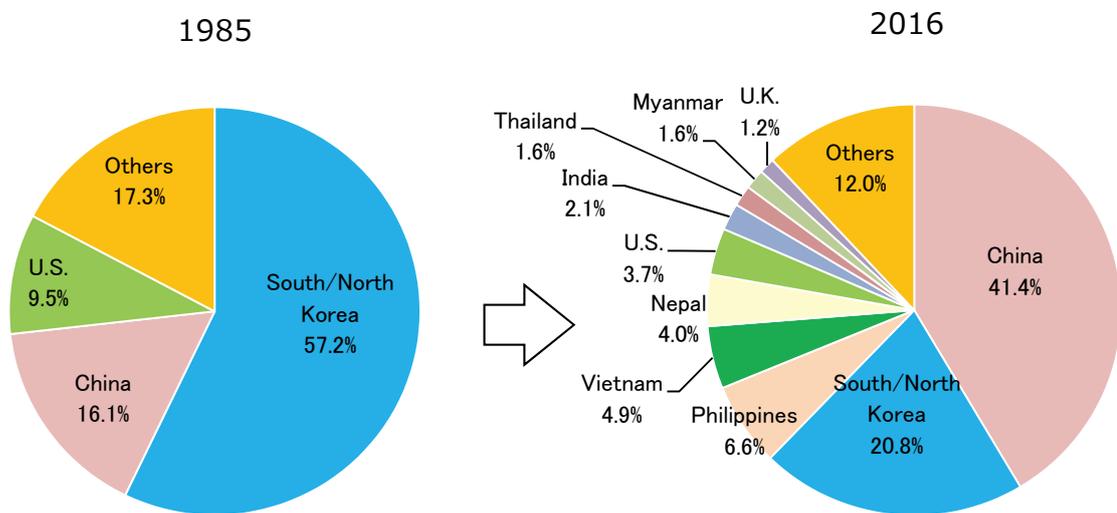
“Report on international employment” Ministry of Health, Labour and Welfare
*As of the end of October each year

② Nationality

Regarding the nationality of foreign residents in Tokyo, South/North Korean used to account for 57%, more than half of the total, followed by Chinese and American, 30 years ago. However, the Chinese nationals are currently the largest, followed by South/North Korean and Filipino [Figure 6].

The Vietnamese and Nepalese nationals are recently increasing, which contribute to the multinational environment. As of January 1, 2016, there are foreign residents of 179 nationalities. Tokyo is a city with people of diverse cultures and values [Figure 7].

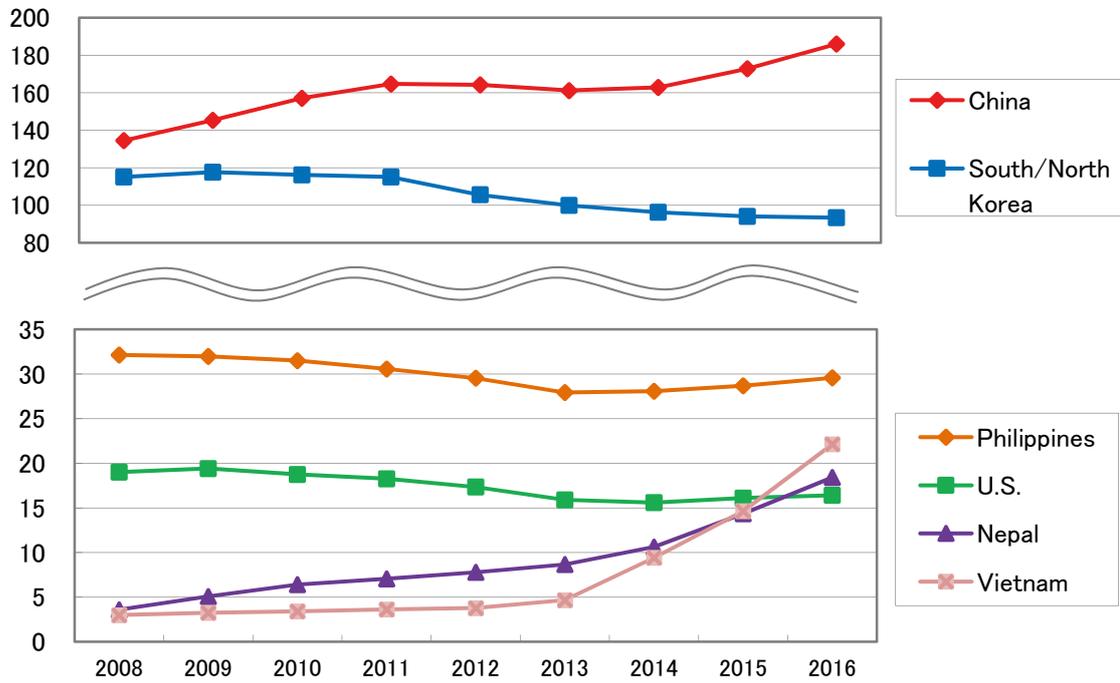
[Figure 6] Rate of foreign residents by nationality (Tokyo)



“Population of foreign residents”
Bureau of General Affairs, Tokyo Metropolitan Government

[Figure 7] Population of foreign residents by nationality (top 6 countries)

(1,000 people)



“Population of foreign residents”
Bureau of General Affairs, Tokyo Metropolitan Government

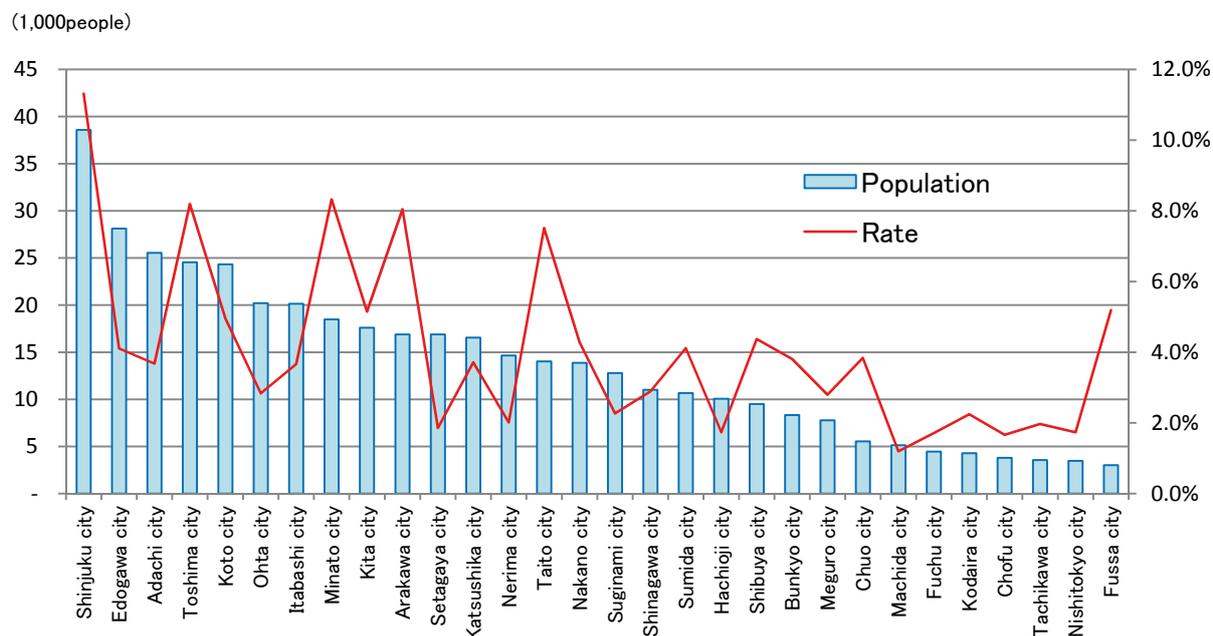
③ **Population and rate of foreign residents of each local government**

As for the population of foreign residents by local government, Shinjuku City is the largest by far, followed by Edogawa City and Adachi City. The top Shinjuku City accounts for more than 10%, followed by approximately 8% in Minato City which contains many embassies and international companies. Edogawa City and Adachi City have large population of foreign residents; however, the rate of population of each city is not so high because the number of resident itself is also big in these cities. When comparing central-area and suburb-area, the population and the rate of foreign residents are both higher in the central-areas [Figure 8].

In terms of nationality, people of Chinese and South/North Korean live mostly in Shinjuku City; those of Vietnamese and Nepalese live mainly in Shinjuku City and Toshima City, which is next to Shinjuku City; those of Filipino nationality live mostly in Adachi City; and those of Indian nationality live mostly in Edogawa City [Table 1].

As indicated above, foreign residents live in different areas by their nationalities. Each local government has a various situation concerning foreign residents.

[Figure 8] Population and rate of foreign residents by local government in Tokyo (top 30) (As of January 2016)



“Population of Tokyo (estimate)” “Population of foreign residents”
Bureau of General Affairs, Tokyo Metropolitan Government

[Table 1] Population of foreign residents by nationality by local government in Tokyo (top 3) (As of January 2016)

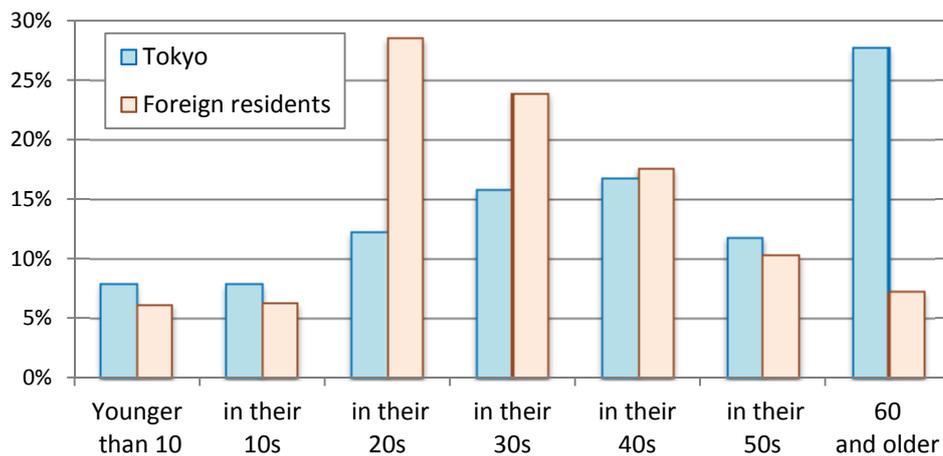
	Nationality	No.1	No.2	No.3
1	China	Shinjuku City 14,069 people	Edogawa City 13,227 people	Koto City 12,548 people
2	South/North Korea	Shinjuku City 10,142 people	Adachi City 7,784 people	Arakawa City 5,686 people
3	The Philippines	Adachi City 3,372 people	Edogawa City 2,484 people	Ohta City 2,257 people
4	Vietnam	Shinjuku City 3,186 people	Toshima City 2,575 people	Edogawa City 1,367 people
5	Nepal	Shinjuku City 2,869 people	Toshima City 2,340 people	Ohta City 1,620 people
6	The United States	Minato City 3,231 people	Setagaya City 1,359 people	Shibuya City 1,294 people
7	India	Edogawa City 2,840 people	Koto City 1,606 people	Taito City 655 people
8	Thailand	Shinjuku City 712 people	Edogawa City 460 people	Ohta City 408 people
9	Myanmar	Shinjuku City 1,686 people	Toshima City 1,425 people	Kita City 778 people
10	The United Kingdom	Minato City 771 people	Setagaya City 648 people	Shibuya City 619 people

“Population of foreign residents”
Bureau of General Affairs, Tokyo Metropolitan Government

④ Age composition

In 2015, more than 25% of the population in Tokyo is over 60 years old. On the other hand, foreign residents in their 20s is the largest among them, followed by those in their 30s and 40s; the rate of foreign residents in their 20s and 30s exceeds 50%, which shows that they are mainly composed of young people [Figure 9].

[Figure 9] Population of Tokyo and age composition of foreign residents in Tokyo
(As of January 2015)



“Households and Population in Tokyo based on the Basic Resident Register”
Bureau of General Affairs, Tokyo Metropolitan Government

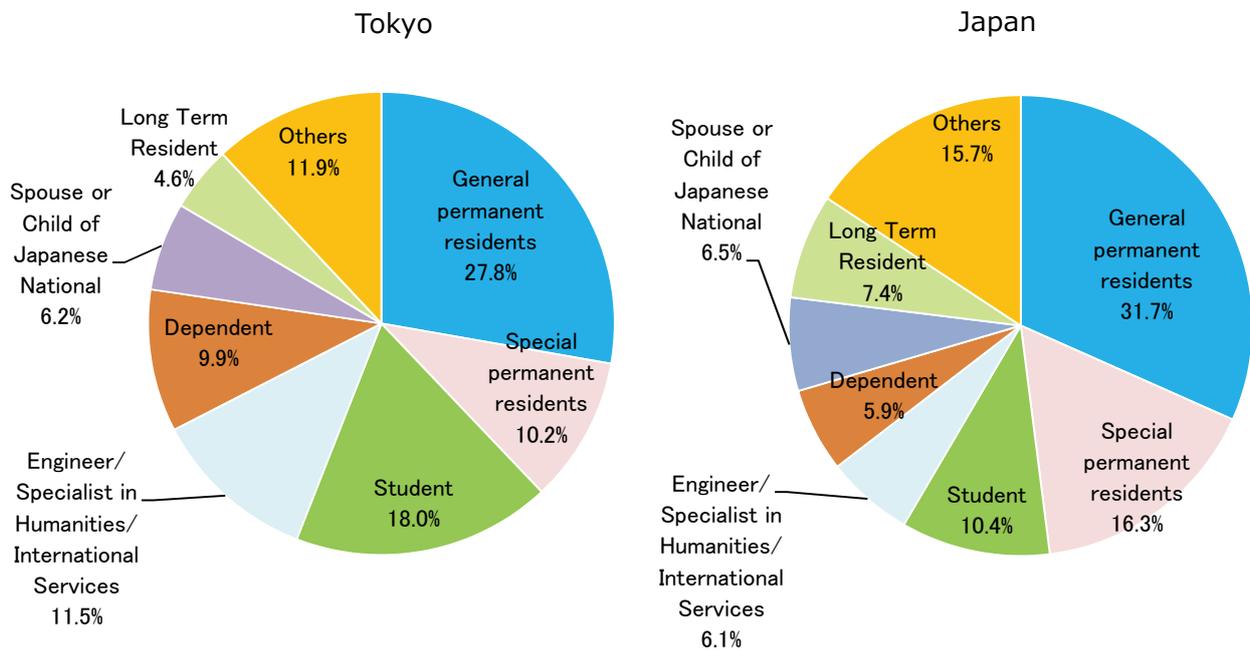
⑤ **Tokyo's characteristics in terms of status of residence**

Regarding the status of residence, the rate of highly skilled foreign professionals who are engaged in Engineer/Specialist in Humanities/International Services and international students are high compared to the rate in whole country, as there are many corporations and educational institutions in Tokyo [Figure 10/Table 2].

The number of highly skilled foreign professionals has been consistently increasing since 2008; the number of foreign students temporarily decreased after the Great East Japan Earthquake in 2011, but is currently increasing again [Figure 11].

The rate of highly skilled foreign professionals and foreign students is 52.0% and 35.6% respectively in Tokyo, and are both top as well [Figure 12].

[Figure 10] Rate of foreign residents by status of residence
(As of June 2015)



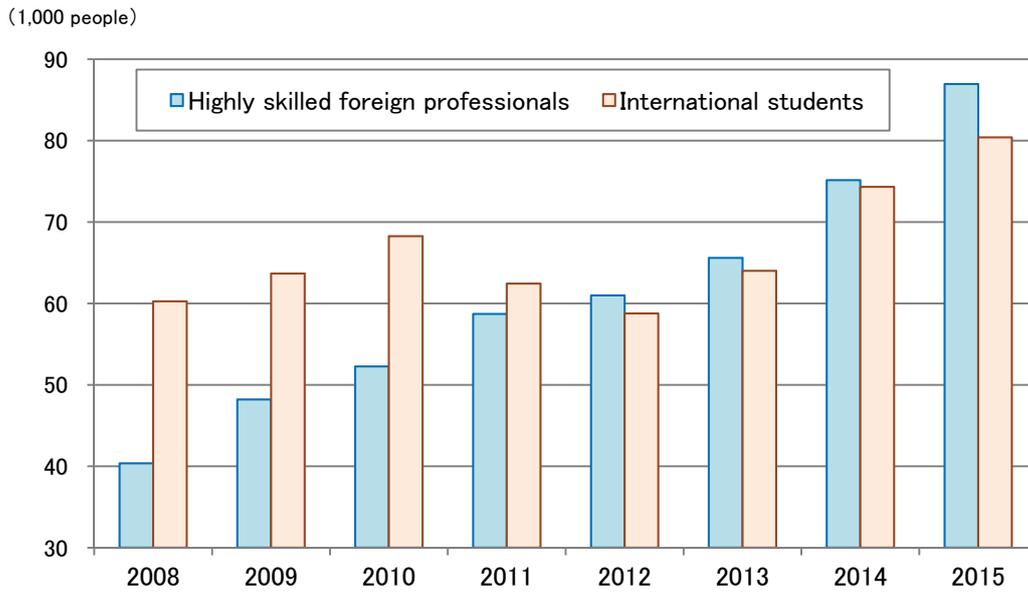
”Statistics on the foreigners registered in Japan”
Ministry of Justice

[Table 2] Rate of corporations in the nation

	Tokyo	Rate in the country	(the year of survey)
No. of companies	259,771	15.2%	(2012)
No. of companies with capital of more than one billion yen	2,748	46.1%	(2012)
No. of foreign companies	2,376	76.5%	(2014)
No. of universities	139	17.8%	(2014)

“Industry and Employment in Tokyo –A Graphic Overview–”
Bureau of Industrial and Labor Affairs, Tokyo Metropolitan Government

[Figure 11] Highly skilled foreign professionals /International students (Tokyo)



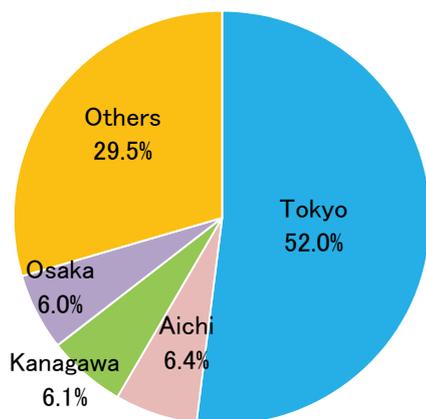
* Highly skilled foreign professionals: Foreign workers who have resident status in specialist/technical fields (e.g., researchers, system engineers, administrative jobs in sales/accounting/marketing/planning, etc., managers, legal/accounting works, etc.).

No. of high level human resources is as of the end of every October (“Reporting status of international employment” by the Ministry of Health, Labor and Welfare).

No. of international students is as of the end of every December (except for 2015 when it is as of the end of June) (“Statistics on the foreigners registered in Japan” by the Ministry of Justice).

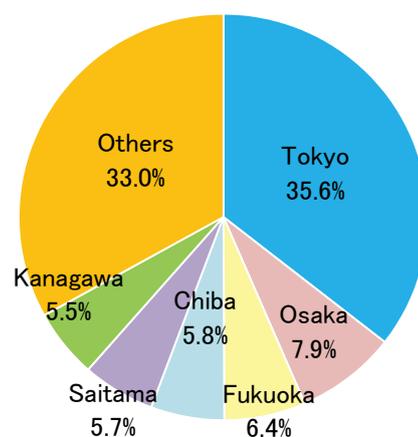
[Figure 12] Rate of highly skilled foreign professionals/international students by prefecture

Highly skilled foreign professionals



“Reporting status of international employment”
Ministry of Health, Labor and Welfare
(As of the end of October 2015)

International students



“Statistics on the foreigners registered in Japan”
Ministry of Justice
(As of the end of June 2015)

⑥ **Summary of the current situation of foreign residents**

There is the largest number of foreign residents and workers living in Tokyo. The number of residents' nationalities is 179. Various nationalities are living in various areas.

Many Chinese, South/North Korean, Vietnamese, Nepalese, Thai, and Myanmar nationals live in Shinjuku City. People of American and British live in Minato City. People of Filipino live in Adachi City. People of Indian live in Edogawa City. The situation varies depending on the area.

The rate of foreign residents by central-area is higher than that by suburb-area. According to suburb-area, many foreign residents live in Hachioji City which includes a number of universities. Each area has its own characteristics.

In terms of residents' age, the birth rate is declining and the aging population is growing in the total population of Tokyo. 25% of the population is older than 60 years old. However, the rate of foreign residents in their 20s exceeds 25% and is the largest among them, followed by those in their 30s and 40s.

In terms of the rate of status of residence in Tokyo, the general permanent residents are the largest. More and more foreign residents settle down in whole country. However, the rate of highly skilled foreign professionals in areas such as Engineer / Specialist in Humanities/ International Services, and foreign students is high, compared to other parts of the country, as companies including international-financed ones

and universities are concentrated in Tokyo.

As shown above, foreign residents with various cultural and economic backgrounds are living in various areas. There are many short-term residents while more and more permanent residents are increasing. Their needs for working, studying, and living in Tokyo differ by each person's situation.

As the number of permanent foreign residents increase, it is considered that they will become more important as a member of our communities in the future. It is necessary to establish society where foreign residents can play an active role, and to promote mutual understanding between Japanese and foreign residents in a total way.

2) **Current situation and issues of intercultural cohesion promotion**

In order to promote intercultural environment to establish a global city, Tokyo formed the Intercultural Cohesion Promotion Committee in July 2015, which is composed of academic experts, NPOs supporting foreign residents, corporations, and foreign residents living in Tokyo, to improve the situation surrounding foreign residents.

Prior to the Committee, TMG asked questionnaires to the local governments, the Local International Associations, support groups for foreign residents, educational institutions and corporations regarding the current situation and issues concerning intercultural cohesion promotion. The following is Tokyo's current situations and agendas surrounding foreign residents which were discussed in the committee.

① **Active roles by foreign residents**

In order to make Tokyo a city in which everyone wishes to continue living, it is necessary to prepare an environment in which all the foreign residents can exercise their ability to the full and play an active role as members of Tokyo. To achieve this goal, following current situations and issues are pointed out:

***Main opinions at the Intercultural Cohesion Promotion Committee**

- Children of long-term foreign residents in Tokyo will become

- globally proficient talent who support Tokyo's development by receiving appropriate education and Japanese language support.
- Children who do not speak Japanese result in problems such as inability to attend school and to get a job, etc.
 - We should consider not only their support, but also their active contribution to their community development in order to advance intercultural cohesion promotion.
 - Foreign residents who stay in Japan for a long time for their business contribute to Tokyo's economy; some other Asian regions, such as Singapore and Hong Kong, have been used such power of foreign residents in order to boost their economy. It is necessary for Tokyo to prepare systems to welcome talented human resources from other countries.
 - Foreign residents may have interests in community activities, such as neighborhood and residents' association, but not many have joined so far.

A. Training children and bringing out their ability

- Children of foreign nationality and Japanese children who have their origins in foreign countries often have poor Japanese skills, particularly the skills needed at school. It is also important how to provide educational opportunities for children over the age of compulsory education.

Tokyo currently provides support for children of long-term foreign residents through different associations, such as accepting a certain number of foreign students by municipal schools, holding Japanese language class by local governments, local international associations and foreign residents' support groups.

However, some children cannot go to high school against

their will, due to their lack of Japanese skills. This leads to a loss of opportunity for their future employment. It prevents them from succeeding in the society.



◆ Enhancement of children's support

If children of long-term foreign residents learn Japanese and receive ample education, they will be able to play active roles in Tokyo, and to bridge their countries and Japan in various situations.

It is necessary to promote measures for better future for children who will be responsible for the next generation, by enhancing support which meets various educational needs to broaden their job opportunities.

B. Attracting and accepting international companies

○ Tokyo has actively promoted attracting international companies since its designation of a Special Zone for Asian Headquarters in 2011 in order to be acknowledged as the best business city by global companies and to lead the sustainable development of Japanese economy.

For example, "Business Development Center Tokyo" currently provides counseling on business in general and supports necessary procedures all in one place, for international companies that consider starting business in Tokyo, in order to attract many companies.

○ International business persons working in international companies in Japan are greatly interested in their families' living environment and children's educational

environment. They are especially keen on children's education and require an education environment of the same level as that in their home countries.



◆ Preparation of support systems for international business persons

In order to support an international company coming to Tokyo, more detailed and comprehensive support is required in addition to business support. It is useful to provide information for business persons to live in Tokyo, such as the procedures required when a company settles in, the medical service system, Japanese customs to be aware of, children's educational environment, etc.

C. For active participation by foreign students

- The government presented the "plan for 300,000 foreign students", which aims to accept 300,000 foreign students by the year 2020 as a part of its global strategy. It is expected that more and more foreign students come to Tokyo. However, according to research by the Japan Student Services Organization, 65% of self-supporting foreign students wish to "be employed in Japan", although only approximately 25% of the total of them were employed in Japan in the 2013 academic year. There is a gap between the reality and hopes of foreign students*.

*"Survey of the current living conditions of self-supporting foreign students in Japan 2013" and "Survey of careers/degree-awarding status of foreign

students 2013”



◆ Promotion of employment/starting a business by foreign students

It is important for Tokyo to enhance opportunities for foreign students to be employed and actively participate in the society. It is also profitable for both foreign students and small/middle-sized corporations, which are considering expanding their business abroad to work together since foreign students are valuable as bridges between their home countries and Japan.

It is necessary to arrange supporting environment for foreign students living in Tokyo so that they can play even more active roles in Tokyo after their graduation.

D. Community participation of foreign residents

○ Foreign residents are the same members of communities as Japanese. Some people who have children going to elementary school or junior high school may participate in PTA activities. However, few foreign residents participate in community activities, even in areas with many foreign residents.



◆ Promotion of community participation

As aging society goes on, there are some areas where the rates of Japanese elderly and foreign residents are high at the same level. In such areas, it will become necessary for both to work together at the time of disaster.

It is necessary not to regard foreign residents as those who are to receive support, but to actively participate in community as members to support it.

② Daily life of foreign residents

In Tokyo, there are various measures concerning the daily life of foreign residents, mainly operated by local governments, local international associations and support groups for foreign residents in order to provide a secure life for foreign people in the community. The following shows the current status and issues concerning the daily life of foreign residents:

***Main opinions at the Intercultural Cohesion Promotion Committee**

- It is important to gather various information (healthcare, welfare and resident information) in one place for effective support for foreign residents.
- Information particularly concerning healthcare, residence, education and disaster prevention needs to be provided in multiple languages.
- It is not clear that many brochures about daily life information made by each local government are truly useful.
- The number of employees of international companies and their families is expected to increase in the future; it may be necessary to support them more actively.
- It is required to support business persons from abroad so that they can stay for a long time doing their business in Japan, by providing environment that prevents them from isolating in the community.
- For attracting highly-skilled foreign professionals, a good educational environment will become a big incentive as they are keen on their children's education.

A. Information for daily life

- It is important to provide information about healthcare, education and disaster prevention to reassure foreign residents. However, it is difficult to prepare all information with all languages spoken by foreign residents in Tokyo.

According to the survey conducted by TMG, 70% of local international association groups consider the way to provide information to foreign residents as a measure agenda.

In fact, there is the opinion that many measures to support foreign residents have been carried out so far, but they do not necessarily reach those in need of support.



- ◆ Providing information to reassure foreign residents' daily lives.

In order to prepare an environment to reassure foreign residents, public administrations need to provide information that is necessary for foreign residents (e.g., medical services) in their major languages. It is also required for public administrations to provide information in multiple languages or "easy Japanese*" so that foreign residents who do not speak Japanese can understand it.

*easy Japanese: There were many foreign residents who could not gain necessary information at the time of the Great Hanshin-Awaji Earthquake in January 1995, due to their lack of Japanese skills. Easy Japanese has been developed for easier understanding even for foreign residents so that they can take appropriate actions at times of disaster.

B. For more fulfilling lives

- There are many foreign residents in Tokyo who wish to contribute to the society they live in through volunteer and community activities. However, it is currently difficult not only because there are few activities in which they can easily participate but also because such information does not reach foreign residents.



- ◆ For participation in the community through volunteer activities.

In order to make it easy for foreign residents to participate in social activities through volunteer, it is required for administrations to strengthen the way to provide information, taking in various media and promoting multilingual.

- Many international business persons who worked in international companies in Japan and their families used to live in limited areas only within their companies' communities and children's schools. However, more and more of them are now enjoying their lives in Japan, learning Japanese culture, visiting tourist spots.



- ◆ For responding to various needs

In order to support more fulfilling lives for international business persons and their families, it is necessary to provide them with various information services so that they can enjoy their daily lives, such as sightseeing, art, culture and sports.

③ Awareness concerning intercultural cohesion

To become an intercultural cohesion, it is required for all citizens to have awareness to accept diversities such as nationality, ethnicity and religion. The following is the current situations and issues concerning people's awareness about an intercultural cohesion.

***Main opinions at the Intercultural Cohesion Promotion Committee**

- The differences in rent system tend to be the main cause of residence problem. It is necessary to promote mutual understanding between landlords and foreign residents.
- It is important that Japanese and foreign residents accept each other's cultural and religious differences through communication.
- There are some cases which stem from cultural/custom differences between foreign residents and Japanese such as the way to dispose garbage. It is also important for Japanese to learn how to overcome these cultural differences.
- It is important to create environment where both Japanese and foreign residents can work together by accepting each other's differences.
- It is important for both foreign residents and Japanese not to compete but to assist each other in business.

A. Awareness of mutual support and intercultural understanding

- Rules are different depending on each country. For example, it is essential in Japan to restore the house to original condition when leaving, which does not apply in other countries. Lack of understanding of each other's

rules and manners causes serious problems. For example, landlords result in refusing to rent apartments just because that they are foreign residents. There is some offensive speech and behaviors that reject particular ethnicities or nationalities based on discrimination and prejudice.

- It is effective to communicate face to face in order to understand different background of foreign residents. However, there are only few such opportunities. According to an opinion survey* conducted by TMG, many people think “it is important to increase communication opportunity such as promoting foreign residents to participate in community activities”. They think it is a necessary measure for foreign residents and Japanese to respect each other. But in reality, such communication opportunities are limited or not many people know the chance of such communication opportunities themselves.

*“Opinion survey on human rights” in April 2014, by the Bureau of Citizens and Cultural Affairs, Tokyo Metropolitan Government

As “A measure necessary for foreign residents and Japanese to live respecting each other”, the answer, “it is important to increase communication opportunities such as promoting foreign residents to participate in community activities” came second place with 44%.



- ◆ Promotion of cross-cultural understanding for both Japanese and foreign residents.

In order to spread the idea of living together in Tokyo, it is necessary to provide information to Japanese residents in Tokyo about various international cultures and customs as well as helping foreign residents to understand Japanese culture and rules properly.

It is also important to increase opportunities for Japanese and foreign residents to interact in the community more easily, which would lead to become long-lasting opportunities that would deepen mutual understanding.

It is also necessary to work on more effective methods to provide information services that enable more people to know such communication opportunities.

B. Cultivating globally proficient talent

- For the development of Tokyo, Japanese need to cultivate global-minded and proficient talent. It is important for both international and Japanese employees to work together to succeed in global business, supporting each other.



- ◆ Cultivating globally proficient talent that support the further growth of Tokyo

When Japanese and foreign workers cooperate together on a basis of mutual understanding, it is necessary to cultivate globally proficient talent.

In order to achieve this, it is necessary to develop youths with international understanding through improving English skills, cross-cultural exchange, understanding Japanese history, heritage and culture in school education.

④ **For intercultural cohesion promotion**

There have been measures to support foreign residents by TMG, local governments, Tokyo International Communication Committee, and Local International Associations.

The following is the current situations and issues concerning the systems to promote a new intercultural cohesion in Tokyo:

***Main opinions at the Intercultural Cohesion Promotion Committee**

- Private groups play very important roles such as conducting grass-roots activities.
- It would be better if TMG has some support for local governments to interpret and translate minor languages of foreign residents.
- For educational support, it is necessary to have cooperation between Tokyo and local governments in order to support children.
- It is essential to cooperate with various bureaus to promote international measures.
- It is necessary to make clear the roles between TMG and local governments.
- People who show interests in intercultural events held by public administrations are limited. It is important to cooperate with “grass-roots” private groups to involve various people when holding such events.

○ Various supportive measures have been adopted by offices/bureaus of TMG, local governments, local international associations, and support groups for foreign residents. However, there are few opportunities to

communicate and share information with each other.

- Communication support such as learning Japanese and information services in multiple languages as well as life support such as labor environment and disaster prevention are carried out by local governments. However, the need of foreign residents differs depending on the area. It is desirable for local governments to promote different support measures according to the area, but 46% of local governments consider that their intercultural cohesion promotion is “advancing only little” or “hardly advancing” according to the questionnaire conducted by TMG. There are differences in levels of measures done by local governments.
- There are many support groups for foreign residents such as Japanese language classes and NPOs that provide counseling services. Many foreign residents have been supported by their efforts. However, many of them are too small and limited physically and financially to handle foreign residents’ various needs.



◆ For cooperation between agents that promote intercultural environment

Since the intercultural measures cover many fields such as education, healthcare, welfare, labor and disaster prevention, it is very important for each supporter to cooperate beyond each specialty.

In particular, the Tokyo International Communication Committee is designated by the Ministry of Internal Affairs and Communications as organization for international

communication in local areas.

The committee is urgently required to enforce cooperation among related institutions and to enhance the intercultural cohesion promotion to carry out Tokyo's intercultural cohesion.

3 “Tokyo Guidelines for the Promotion of Intercultural Cohesion” for Realization of a Global City That Leads the World

1) The Basic Goal

For continuous development of Tokyo beyond 2020 as a global city that leads the world, it is essential to realize a society based on the new idea that both Japanese and foreign residents play an active role in its development and support each other. To realize this new intercultural cohesion, the basic goals are established as follows:

<The Basic Goal>

To build a society in which all residents in Tokyo can participate and play an active role in the development of Tokyo and live securely, by making the most of diversity

In order to realize the society established in the basic goal, three policy goals are to be formulated and measures will be adopted towards achieving them.

To advance these measures, the Tokyo Metropolitan Government will closely cooperate with the Tokyo International Communication Committee, and take measures

for a wide range of issues crossing the borders of municipalities and measures to solve problems that they find difficult to handle themselves, as well as enhancing support for municipalities, local international associations, and support groups for foreign residents.

2) Policy Goals

Policy Goal 1

To establish an environment in which both Japanese and foreign residents can play an active role

To establish an environment in which foreign residents can play an active role by realizing their potential to the full, promoting the participation of foreign residents in local communities.

Policy Goal 2

To give more support to all foreign residents for living securely and enjoy their lives

To provide information related not only to daily lives (education, medical services and disaster prevention) but also to sightseeing, art, culture and sports so that foreign residents can live securely and enjoy their daily lives in Tokyo.

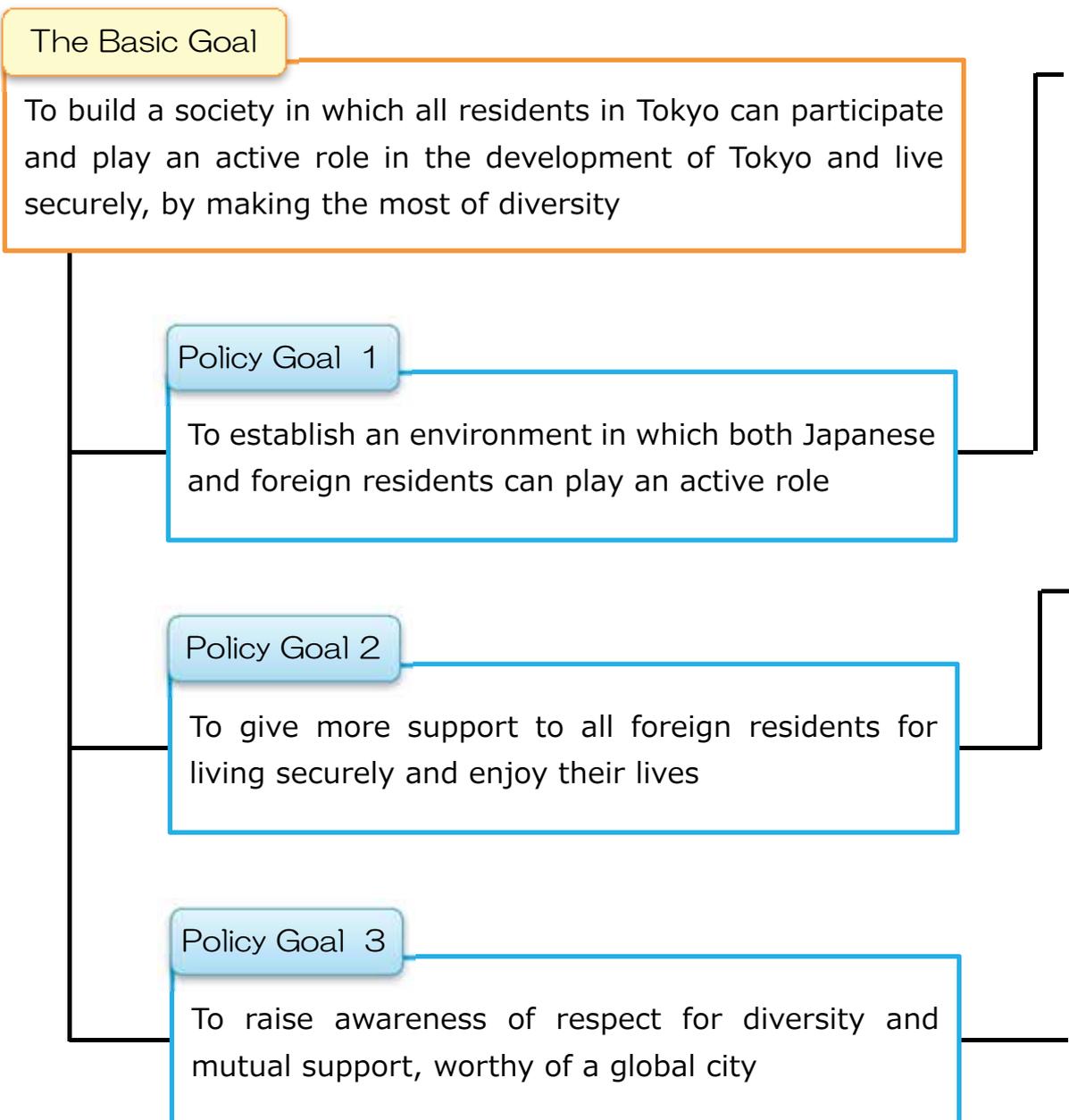
Policy Goal 3

To raise awareness of respect for diversity and mutual support, worthy of a global city

To promote intercultural understanding among Japanese and foreign residents and raise awareness of mutual respect and support as well as responsibility.

3) System of Policies

In order to solve issues in the realization of an intercultural cohesion, all measures will be sorted systematically based on the basic goal and the policy goals, and more effective measures will be adopted according to various needs, based on Tokyo's particularities.



Examples of policy measure

- Nurturing of the next generation of foreign residents
- Enhancement of the support for Japanese language learning
- Support of foreign residents including students in finding a job or starting a business
- Support of foreign companies in advancing into Tokyo
- Promotion of participation of foreign residents in their communities and volunteer activities

<Support for a secure life>

- Provision of information on daily life and disaster prevention in an integrated manner
- Strengthening of services for foreign residents in medical institutions
- Promotion of multilingual services in transportation
- Provision of information on educational institutions which offer the same education as in the country of origin
- Support of municipalities in implementing measures to support foreign residents

<Support for a more fulfilling life>

- Provision of information on enjoying life in Tokyo better
- Promotion of participation of foreign residents in their communities and volunteer activities <reposted>

- Raising awareness of embracing diverse values
- Raising awareness of respect for human rights and its dissemination at home and abroad
- Enrichment of education for nurturing human resources who can play an active role in the world
- Expansion of opportunities in which Japanese and foreign residents can interact

Examples of policy measures

Policy Goal 1

To establish an environment in which both Japanese and foreign residents can play an active role

- Nurturing of the next generation of foreign residents

The children of foreign residents who will constitute part of the next generation will become globally proficient talent by receiving appropriate education in Tokyo; providing necessary support for this generation may become very valuable in the future.

Therefore, public education for children of foreign residents will be enhanced by enlarging the number of foreign students admitted, such as establishing new Metropolitan International High School (provisional title) and by conducting teacher training for Japanese language teaching.

In addition, support will be enhanced for support groups for foreign residents that conduct measures leading to globally proficient talent cultivation, such as support for learning Japanese, which is necessary in study to go to high school or university for children of foreign nationality and Japanese children of foreign origins.
- Enhancement of the support for Japanese language learning

The biggest obstacle in the life of foreign residents is

Japanese language: enhancing opportunities to learn Japanese leads to opportunities for foreign residents to participate in society as well as to fostering of active members of local communities. Municipalities, local international associations, and support groups for foreign residents carry out Japanese language classes in each locality according to each need and level; information on those Japanese classes are to be delivered on a portal site in multiple languages so that it will be easier to find information and opportunities to learn Japanese will be enhanced.

- Support of foreign residents including students in finding a job or starting a business

Foreign residents, such as students, who wish to work in Tokyo, are expected to become globally proficient talent who activate globalization and innovation in business because of their different cultural backgrounds and their connection with their country of origins. Therefore, know-how of finding a job and starting a business is to be provided for foreign residents including students.

Smooth employment is to be supported by introducing to companies successful examples of globalization with foreign employees participating in a company, or problem cases caused by differences in cultures or customs, etc.

- Support for foreign companies in advancing into Tokyo

For business persons in foreign companies that are considering business development in Tokyo, starting

business and life in Tokyo will be supported by introducing information on living (e.g., daily life and rules in Tokyo) on websites and brochures in multiple languages, in cooperation with the Business Development Center Tokyo.

- Promotion of participation of foreign residents in their communities and volunteer activities

The environment in which foreign residents together with Japanese residents can play an active role will be enhanced by cultivating foreign residents' awareness of participating in their communities.

For example, information will be actively provided to foreign residents about volunteer activities utilizing their ability such as interpretation and translation and those that do not require Japanese language skills in cooperation with companies and universities.

An environment in which foreign residents can participate as members of residents in community activities will be promoted by cooperating with municipalities to promote their enrollment in residents' associations, etc.

Policy Goal 2

To give more support to all foreign residents for living securely and enjoy their lives

<Support for a secure life>

- Provision of information on daily life and disaster prevention in an integrated manner

For foreign residents' secure life, it is important to have an environment in which information on daily life and disaster prevention can be obtained easily.

A portal site is to be set up in which information on daily life, disaster prevention, etc. (which is currently provided separately by each municipality and TMG) is unified and obtained at once. As many languages as possible will be adopted, giving priority to those with high use frequency by foreign residents in Tokyo, as well as adopting "Easy Japanese" to provide information.

Further, information on rules of daily life in Tokyo, etc., will be provided in cooperation with municipalities for foreign residents who have started living in Tokyo.

- Strengthening of services for foreign residents in medical institutions

For foreign residents' secure life, it is important to have an environment in which information on healthcare can be obtained easily. Medical information services in multiple languages are to be enhanced for foreign residents and an information service system is prepared for easy access to

such information. Further, treatment systems in multiple languages are to be prepared at municipal hospitals, etc., so that the environment in which foreign residents can securely receive medical services will be enhanced.

- Promotion of multilingual services in transportation

The Multilingualization Conference has been set up with the aim of cooperation among government-related administrations, related local governments, related institutions, private groups, and companies in order to promote/enhance multilingualization of the displays and signs necessary for hosting the Tokyo 2020 Olympic and Paralympic Games in Tokyo.

Based on measures adopted by this conference, TMG is to enhance multilingualization of traffic signs, etc.

- Provision of information on educational institutions which offer the same education as in the country of origin

For children of foreign workers who stay in Japan for a short term, receiving Japanese public education sometimes puts them at a disadvantage in continuing their original education when returning to their home countries due to differences in educational system, etc.

Information services on educational institutions such as international schools are to be enhanced for those foreign residents who wish to receive the same education as that in their home countries.

- Support of municipalities in implementing measures to support foreign residents

The situation surrounding foreign residents is different in each municipality, and therefore, the adopted measures are different. TMG is becoming the core to share information among municipalities, to consider support taking account of foreign residents' viewpoints, and to enhance support measures for foreign residents in Tokyo.

Tokyo is also to cultivate human resources, mainly the staff of municipalities, who are capable of handling various issues arising due to differences in language or culture, in cooperation with various institutions, such as public administrations and support groups for foreign residents.

<Support for a more fulfilling life>

- Provision of information on enjoying life in Tokyo better

It is also important that foreign residents enjoy life in Tokyo in order to play active roles in Tokyo. To create an enjoyable Tokyo leads to increase fans of Tokyo who would introduce the attractive aspects of Tokyo in their home countries.

Therefore, by providing unified information on sightseeing, art, culture, sports, etc. through the Tokyo International Communication Committee, an environment in which foreign residents enjoy comfortable and fulfilling life will be improved.

- Promotion of participation of foreign residents in their communities and volunteer activities <reposted>

The environment in which foreign residents can play active roles with Japanese will be enhanced by cultivating foreign residents' attitude of participating in the local community.

For example, information will be actively provided to foreign residents about volunteer activities utilizing their ability such as interpretation and translation, volunteer activities that do not require Japanese language skills, etc. in new cooperation with companies and universities.

An environment in which foreign residents can participate as members of residents in community activities will be promoted by cooperating with local governments, promoting their enrollment in residents' associations, etc.

Policy Goal 3

To raise awareness of respect for diversity and mutual support, worthy of a global city

- Raising awareness of embracing diverse values

The lack of mutual understanding of each other's cultures and customs by Japanese and foreign residents causes misunderstanding and prejudice and leads to difficulty in accepting each other's values.

In order to widely introduce various cultures and customs that need particular consideration, such as nationality and religious views, the views of experts are to be taken into account in considering the contents of introduction and its media.

For foreign residents who have started living in Japan, websites and brochures will be utilized for enlightened understanding of Japanese culture and customs.

Further, more support is to be given to local international associations and support groups for foreign residents that take measures to enlighten the residents of Tokyo by organizing forums and symposiums.

- Raising awareness of respect for human rights and its dissemination at home and abroad

In order to construct a society where Japanese and foreign residents respect each other, measures are necessary to eliminate all discrimination originating in race, color of skin, ethnicity, etc.

Delivering of information is to be enhanced, holding a large-scale campaign as well as enforcing the hub for enlightenment, based on the Tokyo Guidelines for Promotion of Human Rights.

TMG's measures to respect human rights are to be publicized home and abroad towards the Tokyo 2020 Olympic and Paralympic Games.

- Enrichment of education for nurturing human resources who can play an active role in the world

In order to cultivate human resources who can work with people of different cultural backgrounds and play an active role in the world, it is necessary to start putting effort into school education at the compulsory education level.

Based on the Tokyo Educational Policy Outline, more measures are to be adopted, e.g. , English education to acquire "listening", "speaking", "reading", and "writing" skills throughout elementary/junior high/high school, understanding and experiencing Japanese traditions and culture, training in communication skills through interacting with foreigners, such as foreign English instructors via the JET program, etc. Through these, human resources are to be cultivated: people who have acquired "practical English" that can be used globally, have self-awareness and pride as Japanese, and are able to play active roles in the world with rich international sense.

- Expansion of opportunities in which Japanese and foreign residents can interact

In order to enhance mutually supportive attitudes among Japanese and foreign residents, more opportunities will be created for both Japanese and foreign residents in different cultures and generations to interact with each other, in cooperation with various actors such as private groups (embassies, companies, universities, etc.), municipalities, local international associations, etc.

For example, more pioneering and effective measures such as exchange events that both Japanese and foreign residents organize entirely from planning to operation will be adopted in addition to the existing exchanges.

Furthermore, art groups will be supported in their efforts to promote foreign residents to get involved in and understand better the society through enhancing opportunities for them to participate in and experience artistic or cultural activities.

4) The role of each organization in constructing an intercultural society

In order to steadily promote intercultural cohesion, public administrations, the Tokyo International Communication Committee, local international associations, and support groups for foreign residents are all required to play their role as well as to cooperate with each other.

Therefore, the roles of each actor are to be clarified and the system of policy promotion is to be improved.

① Roles of public administrations, the Tokyo International Communication Committee, local international associations, and support groups for foreign residents, and establishment of an infrastructure for the promotion of an intercultural cohesion

A. Roles of each actor

● Tokyo Metropolitan Government

The Tokyo Metropolitan Government supports municipalities as an upper tier and handles the issues that they find difficult to deal with by themselves, as well as promoting cooperation of various groups concerning intercultural cohesion in Tokyo.

- TMG is to collect information on intercultural measures taken by various actors, and construct a system to which people in need of information can easily have access.

- TMG is to widely carry out enlightenment to diffuse an intercultural attitude throughout the residents of Tokyo.
- TMG is to cultivate specialists who comprehensively coordinate the diverse fields of education, healthcare, welfare, labor, disaster prevention, etc. in municipalities, in order to carefully deal with the various needs of foreign residents in localities.
- TMG is to collect information regarding the needs of foreign residents from embassies, support groups for foreign residents, and expert and reflect them in measures.

- **Tokyo International Communication Committee**

As the Tokyo International Communication Committee plays a core role in Tokyo's intercultural and international exchange projects with the Tokyo Metropolitan Government, it needs to enforce its function to support and coordinate projects by local international associations, support groups for foreign residents, etc., as well as enhancing networks between the groups and promoting their cooperation.

Its foundation needs to be strengthened in order to steadily advance these measures and construct an intercultural cohesion.

- **Municipalities**

Municipalities are the most familiar administrative institutions for foreign residents and the most important actors in creating intercultural communities. As the actors

who directly support foreign residents based on their current situation in the community, they are required to organize a system to appropriately provide administrative services, and to promote creation of a community in which foreign residents together with Japanese residents can participate and play an active role.

- **Local international associations**

Local international associations are expected to cooperate with TMG, municipalities, and the Tokyo International Communication Committee and to promote measures to deal with local issues and needs such as multilingual information services, counseling projects, and exchange projects for foreign and Japanese residents for the promotion of intercultural cohesion.

- **Support groups for foreign residents and other NPOs.**

Private support groups that promote intercultural cohesion are carefully supporting and dealing with foreign residents' needs with their expertise, as well as actively taking measures to promote participation of foreign residents in community activities, etc. Furthermore, they are expected to support opportunities whereby both foreign and Japanese residents can contribute to the community.

- **Japanese government**

The Japanese government is required to advance the

system towards the formation of an intercultural cohesion, to promote admission of highly skilled human resources and foreign students, to appropriately manage immigration to realize a safe and secure society, and to provide comprehensive support for local governments in implementing intercultural policies and measures based on close coordination between the ministries concerned.

B. Infrastructure improvement

● Improvement of information service and counseling functions

The Tokyo International Communication Committee, the core of promotion of intercultural cohesion in Tokyo, is to be restructured to develop information service and counseling functions, as well as consolidating comprehensive support functions concerning the life of foreign residents in Tokyo, in cooperation and information sharing with related institutions such as municipalities, local international associations, other support organizations, etc.

● Development of human resources for improving infrastructure that enables total support

In order to prepare an environment where foreign residents can actively play roles as members of the local community, it is necessary to carefully deal with the various needs of foreign residents in the community. TMG and the Tokyo International Communication Committee

will develop human resources, targeting the personnel of municipalities and local international associations, who will specialize in comprehensive coordination at municipalities etc. to coordinate various groups and support in various fields such as education, healthcare, welfare, labor, disaster prevention, etc.

② Promotion of intercultural cohesion by all members in Tokyo, including residents, companies, and educational institutions

For the construction of an intercultural cohesion, apart from the above, measures by Tokyo as a whole, including residents, companies, and educational institutions are necessary; residents, companies, and educational institutions each have a role to play.

○ Residents of Tokyo

It is important that Tokyo is a city that understands and respects diverse cultures, values, and customs, as the host city of the 2020 Olympic and Paralympic Games.

All the residents including Japanese and foreign residents are expected to show tolerance and embrace diversity originating in differences in nationality, ethnicity, religion, etc. with an.

Foreign residents in Tokyo are expected to live understanding Japanese culture, customs, rules, and manners, and together with Japanese residents they are

also expected to participate in and support each other as important members of the community.

○ **Companies**

Companies are expected to promote recruitment and training of foreign students and foreign residents, recognizing them as important human resources who support business activities as Japanese residents do, based on the idea that diversity brings about creation and innovation; companies are also expected to respect cultures and customs of foreign employees, to promote their adaptation in the companies, and to develop an environment in which they can exercise their ability.

Companies are also expected to publicize their support for foreign employees to fulfill their potential and to construct a diverse society in cooperation with public administrations and universities.

○ **Universities and other educational institutions.**

Universities are expected to promote admission of foreign students by making themselves attractive through globalization and sophistication of education and research, as well as enhancing appropriate support for foreign students in terms of education, research, and daily life.

They are also asked to actively support foreign students for finding employment in Tokyo after their graduation, cooperating with public administrations and companies.

Further, universities are expected to put effort into cultivating human resources who promote intercultural

cohesion by promoting foreign students' participation in the community and by creating opportunities for intercultural interactions in cooperation with the community, companies, etc.

○ **Schools (elementary, junior high and high schools)**

Schools are expected to enhance appropriate support in linguistic and study aspects for pupils and students who do not understand Japanese fully, as they are future human resources who can support Tokyo's development.

Schools are also expected to raise awareness of living together through education concerning the Olympic and Paralympic Games and to cultivate globally proficient talent who can create a society in which Japanese and foreign residents can play an active role together.

<Appendix> Intercultural Cohesion Promotion Committee

➤ 2015 The list of members for Intercultural Cohesion Promotion Committee

Name	Title
Hideo Asaoka	Hachioji City Office Director, Multicultural Society Promotion Section, Resident Activities Promotion Division
Akira Ishiwata	Meguro International Friendship Association Secretary General
Masatoshi Kishimoto	Omikoshi Omatsuri Party PR
Sunjung Kim	Foreign student
Akihiko Suzuki	OCNet (Ohta Citizens' Network for Peoples' Togetherness) Representative Director
Yasushi Suzuki	Shinjuku city Office Director, Multicultural Society Promotion Division, Regional and Cultural Affairs Department
Maurani Tan	Interpreter/translator
Mika Hasebe	Tokyo University of Foreign Studies Lecturer, Center for Multilingual Multicultural Education and research
Hiromi Hirose	NHK Senior Commentator
Katsunori Miyoshi	ARTS COUNCIL TOKYO Director General
Masato Morita	JPMorgan Securities Japan Co., Ltd. Associate, Human Resources
Kyoko Yasuda	Chuo Cultural and International Exchange Association Volunteer
Masayo Yamazaki	Lawson, Inc. CEO Office
Keizo Yamawaki	Meiji University Professor, School of Global Japanese Studies
Gautier Luckemann	DENTSU Diversity LAB
Michelle Wang	NPO Multicultural Center Tokyo Director, Adviser

➤ Records of Intercultural Cohesion Promotion Committee

[The 1st conference]

The date: July 9, 2015

Agenda: "Guidelines for Intercultural Cohesion Promotion"

[The 2nd conference]

The date: September 8, 2015

Agenda: "Issues and Measure Goals (plan) for the Tokyo Intercultural Cohesion Promotion"

[The 3rd conference]

The date: November 5, 2015

Agenda: "Consideration towards creating an outline for the Intercultural Cohesion Promotion Guidelines (provisional title)"

[The 4th conference]

The date: December 21, 2015

Agenda: "Outline for the Intercultural Cohesion Promotion Guidelines (provisional title)"

[The 5th conference]

The date: February 16, 2016

Agenda: "The Report"

Tokyo Guidelines for the Promotion of Intercultural Cohesion

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東京都多文化共生推進指針

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