

- Population Decrease/Aging Population ~ Overall decrease in working-age population (2022: 74,380,000 → 2050: 52,750,000)
- Increase in foreign workers ~ Increase in and support for diverse and inclusive business practices
- Movement towards a more diverse and inclusive society appear in society (SDGs etc.)
- COVID-19 ~ People suffering financially due to unemployment/temporary redundancies ~ Reductions in foreign population due to border restrictions (2017: 2.562 million; 2019: 2.933 million; 2021: 2.761 million *at the end of year)
- Digitalisation/Utilisation of DX ~ Accelerated due to COVID-19 Pandemic
- Worsening in severity and frequency of climate crises

Hamamatsu's Situation/Issues

■ Daily Life

- Establishment of Hamamatsu Intercultural Center General One-Stop Consultation Corner (2019FY)
- Continued use and development of "Plain Japanese" (2018FY)
- Multilingual Information Sharing Policies (2021FY)
- 74.8% of people wish to stay in Japan long-term
- 34.4% increase in home-ownership
- 93.0% pay into health insurance (relative increase in Social Insurance)
- 74.6% pay into a pension (relative increase in Employee Pension)
- 36.3% of people are saving money (51.8% of those have under 1,000,000 yen in savings)
- 39.2% of people who have never used the Care and Nursing System do not understand it

Problem Faced: As many foreign residents are living in Japan long-term, an improvement in social welfare, maternity, child-rearing and elderly care.

➔ Establish an environment where it is easy to access information and systems which are linked to local supports and correspond to your stage of life.

■ Local Exchange

- 13.2% of citizens are satisfied with creating a society that fosters mutual understanding & exchange with foreign residents
- 35.6% of foreign residents are enrolled in residents' associations
- 66.8% of Japanese citizens have knowledge and understanding of intercultural unity
- 27.9% of Japanese people say they have no opportunities to exchange with foreign residents
- 68.1% of Japanese people say they have no opportunity to exchange with foreigners other than their neighbors
- 63.8% of Japanese people expect foreign citizens to follow social norms
- 21.0% of Japanese people believe that there will be local revival due to the increase of foreign citizens

Problem Faced: Getting along with foreign citizens in local communities.

➔ Enhance exchange opportunities for foreign and Japanese residents and foster foreign residents to participate in and support their local community.

■ Employment

- Establishment of Hamamatsu Foreign Resident Employment Support Desk (2020FY)
- Active Global Workforce Certification Scheme (2021FY ~)
- 61.2% of employees in creation industries
- 39.2% increase in indirect employment
- Constant numbers of unemployment/temporary redundancy due to COVID-19

Problem Faced: Long standing issue of high rates of indirect employment.

➔ Support employment and start-up activities.

■ Japanese Language Education

- Basic Policy Implementation of Measures to Promote Japanese Language Education (2019FY)

- Standard of Japanese speaking and listening is high overall
- Standard for Japanese writing and kanji reading is low overall
- Reasons for Learning : 70.7% -continue living here, 56.2% -work
- 20.9% have no experience learning Japanese
- 73.0% wish to learn Japanese

Problem Faced: Need for comprehensive Japanese language education or a broad variety of situations.

➔ Strengthen/improve Japanese language learning support systems based on specialties of foreign citizens living in Hamamatsu.

■ Children's Education

- Increase in foreign children attending public elementary & middle schools (2022FY, 1,846 children)
- 68.0% of foreign children in those public schools were born and raised in Japan.
- Over 80% of middle school graduates go to high school (30% go to part-time school)
- 8.1% of foreign residents children go to a foreign school (2022FY)
- 65.9% of foreign children's caregivers wish for their children to go to Japanese school after graduating middle school.

Problem Faced: Support for children with foreign roots settled in Japan.

➔ Specific and targeted learning supports, developing information, enhancing career supports.

■ Crisis Management

- Established Crisis Time Info. Foreign Support Coordinator
- 68.0% of people know where their nearest evacuation site is
- Emergency Organisation ... 62.2% have an evacuation center map, etc. 44.3% connected to rapid crisis info.
- Sources of knowledge regarding emergencies and COVID-19 ... 74.1% internet, 57.9% TV and Radio

Problem Faced: Preparations during peace & information sharing for a crisis.

➔ Strengthening of crisis management systems. (preparations for crisis, rapid info. sharing for foreign residents using common tools)

The 3rd

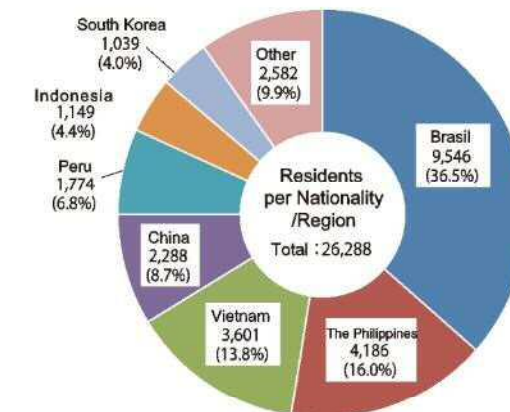
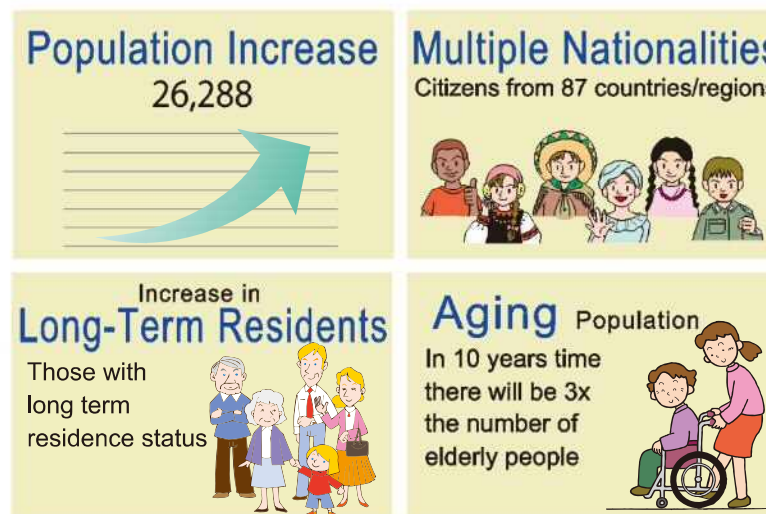
Hamamatsu Intercultural City Vision

2023~2027 FY

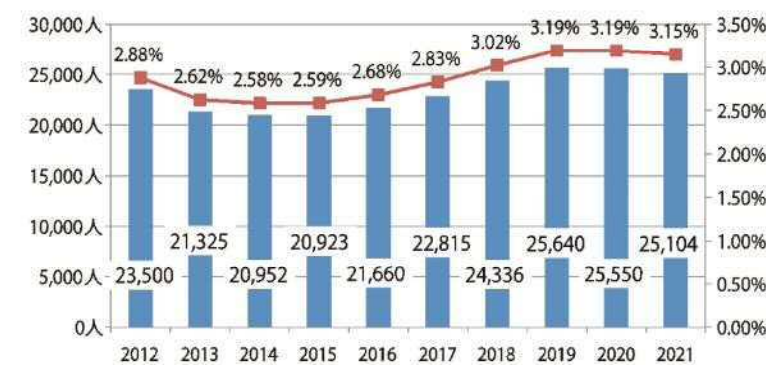
~An intercultural city built on mutual respect and understanding that continues to create and grow~

The Current Situation of Foreign Residents in Hamamatsu

(Info. correct as of August 2022)

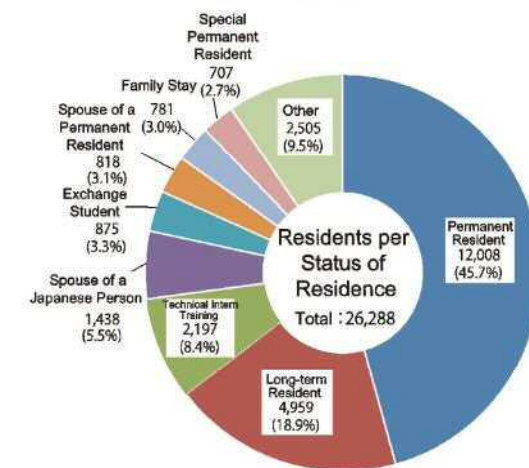


《Foreign population by nationality》



《Hamamatsu's foreign population in numbers, as a percentage of total population》

(Info. collected in December - annually)



《Foreign population by residence status》

(Info. correct as of August 21)



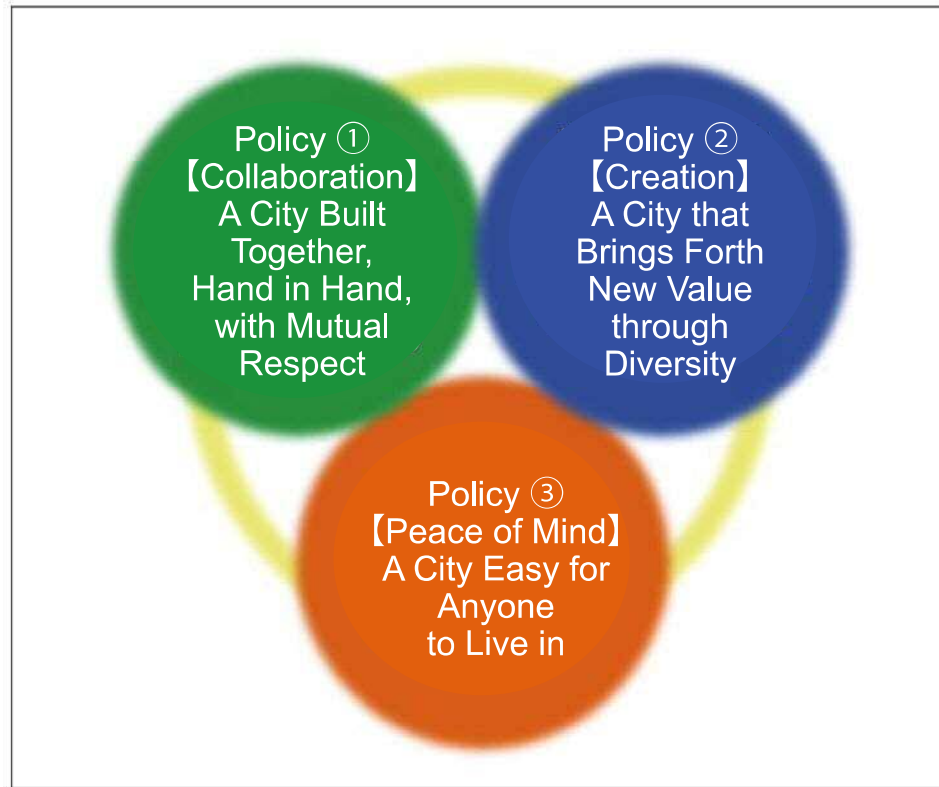


The 3rd Hamamatsu Intercultural City Vision

◆Project period: 2023~2027 FY ◆Hamamatsu City General Planning Sectoral Project
 ◆We aim to further enhance our existing intercultural initiatives like problem-solving via lifestyle support so people at all stages of life can live comfortably. In addition we aim to promote the activities of foreign residents in pursuit of a value-creating intercultural society where our diverse talents can grow alongside their city.

Aim for the future An intercultural city built on mutual respect and understanding that continues to create and grow

Promotion Policy Promotion of intercultural exchange through partnership (Hamamatsu city-wide promotion/civic collaboration/national & international cooperation with intercultural cities)



Key Initiatives

Implementation and Promotion of Digital Tools・Promotion of DX

Promoting the activities of foreign talent

In order to invigorate the region, stimulate its economy, and create new value, Hamamatsu will make great use of its diverse local resources and create systems to accept, train, and connect these foreign talents active in the local community.

Main Linked Projects
① Collaboration (4)
② Creation (2,3)

Promoting comprehensive & systematic Japanese language learning

Hamamatsu will establish a system to provide online and in-person Japanese language instruction in various settings (in the community, at schools, and in businesses) and at a wide range of learning levels. This will be in effort to make Japanese the common language for citizens from diverse cultural backgrounds so they can all achieve the language proficiency of an independent language user. In addition, we will increase the teaching opportunities for Japanese language instructors.

③ Peace of Mind (2)

Establishing appropriate support systems for foreign citizens at various stages of life

Along with the continuous enhancement of education and quality of life to date, Hamamatsu will create an environment which enables foreign residents at the respective stages of life to easily access necessary information and services regarding child-birth, child-rearing, schooling, employment, old-age, etc. through the joint utilization of digital tools and cooperation between regional sites of support.

① Collaboration (4)
② Creation (1)
③ Peace of Mind (2-4)

Strengthening crisis management systems

Hamamatsu will make use of digitalization to share information at lightning speeds in the case of crisis situations (earthquakes and disease outbreak) and aim to raise foreign resident's disaster awareness and train support staff who will act at the time of disaster.

③ Peace of Mind (1)

※DX (Digital Transformation): Using digitalization & data to reform/renew the workplace and way of work.

① Collaboration

(1) Hamamatsu city-wide promotion of initiatives

- ◆Promoting relations with diverse intercultural unity groups
- ◆Strengthening networks centered on the Hamamatsu Foundation for Intercultural Communication and Exchange (HICE)
- ◆Sharing our best practices regarding interculturalism

(2) Education & development for intercultural exchange

- ◆Promoting international understanding through education (Holding Dispatch/ Intercultural Understanding Classes)
- ◆Promoting intercultural understanding (Holding classes on topics related to interculturalism)

(3) Promotion of mutual understanding by enhancing opportunities for exchange

- ◆Hosting mutual exchange events (e.g. events at Intercultural Centre (HICE))
- ◆Support for promotion of exchange in familiar locations (Supporting exchange events held by residents' associations, supporting exchange between those of different cultural backgrounds, multilingual library services)

(4) Promoting diverse local activities

- ◆Promotion of participation by local communities in residents' associations (Supporting the residents' associations by translating documents and holding private consultation sessions)
- ◆Supporting and strengthening links between foreign resident communities

② Creation

(1) Cultivation and support of future generations

- ◆Cultivating international awareness in children (Dispatch classes to elementary/middle schools, use of ALTs/CIRs)
- ◆Implementing educational support for children with foreign roots (Non-Enrolment Zero Strategic Project, Foreign Resident Child Education Support Project, Support Schools for Foreign Children Project)
- ◆Running career development projects for young people with foreign roots (Youth Career Support Project)

(2) Promoting new cultural and creative activities with diversity

- ◆Promoting participation in cultural and artistic events (Increase visibility by publishing information about events)
- ◆Developing a new culture based on a deep understanding & respect of diversity (Holding events that have multicultural elements, the Creative City Project)
- ◆Creating opportunities for foreign residents to promote their cultures (Creative City Project Promotion Fund, Support citizen run activities)

(3) Invigorate the region by promoting diversity

- ◆Supporting foreign residents in finding employment. (Hamamatsu Employment Support Desk for Foreign Residents, Active Global Workforce Certification Scheme)
- ◆Promoting the employment of foreign people in the workplace. (Promoting the employment of exchange students to companies in the city/ to start up their own businesses, implementing a fund to support foreign resident workers in learning Japanese language)
- ◆Encouraging foreign residents to start up their own businesses in the region. (The Foreigner Start-up Promotion Project (Start-Up Visa), Hamamatsu Start-up Café)

(4) Promotion of intercity and inter-organizational cooperation

- ◆Promoting links with other Intercultural Cities (ICC) in Japan and with intercultural organisations, etc. (Cooperation with other ICC nationwide through the Council for Cities with Foreign Residents, links with ICC worldwide)
- ◆Promoting links with Intercultural Cities worldwide and sharing intercultural information and know-how. (Joining the ICC Network)

③ Peace of Mind

(1) Disaster preparedness measures (crisis situations, disease outbreaks, etc.)

- ◆Disaster prevention measures using Foreign Resident Disaster Support Information Coordinators (Starting & running a Multilingual Disaster Support Center, intercultural disaster training, Multilingual Disaster Support Aide training)
- ◆Improving citizens' competencies in disaster preparedness in a intercultural society. (Supporting the running of multilingual disaster preparedness classes and training)
- ◆Providing emergency information using multilingual informatics tools. (Relaying emergency information in a crisis/disease outbreak etc., creating a multilingual emergency information system)

(2) Supporting communication

- ◆Strengthening & further improving Japanese language education. (Japanese language education action plan, training Japanese language teachers)
- ◆Optimizing utilization of interpreters & multilingual consultants. (Training for staff members)
- ◆Providing information in multiple languages & Plain Japanese ICT systems (Canal Hamamatsu, HAMAPO website, info in Plain Japanese)

(3) Supporting inclusion in local communities

- ◆Helping local areas solve their issues by giving support & information (Consultations from the residents' association, translation supports, information sharing)
- ◆Developing the multilingualization of information, translation of local rules and citizens rights (Guides on general information upon moving in, explanation of local garbage disposal rules, etc.)
- ◆Training bridge-builders to promote mutual understanding between commu-

(4) Securing a safe living environment

- ◆Providing consultations and information sessions, etc. on various topics (life stages, accommodations, health, social welfare, health promotion, immigration, etc.) (Installing interpreters at care & child rearing support centers etc. for smooth moving in procedures, mental health consultations, consultations on residence status with the regional immigration services bureaus)
- ◆Linking Social Welfare facilities and Local Civil Support organisations to improve Q.O.L. (Support for foreign residents at support centers in the area)
- ◆Raising awareness & guidance for a peaceful life (Developments in crime prevention, traffic safety, emergency notifications, etc., teach about employment laws and regulations that cooperate with public employment security office & labor standards inspection office.)