

**Summary  
Version**

**Tokyo Guidelines for the Promotion  
of Intercultural Cohesion  
- Revised Edition -**

**June 2025**

 TOKYO METROPOLITAN GOVERNMENT

# Revision of Tokyo Guidelines for the Promotion of Intercultural Cohesion

## ■ What are the Tokyo Guidelines for the Promotion of Intercultural Cohesion?

- ✓ These guidelines stipulate the fundamental direction for achieving a society where both Japanese and foreigners can live and thrive with a sense of reassurance.
- ✓ These guidelines were formulated in March 2016.

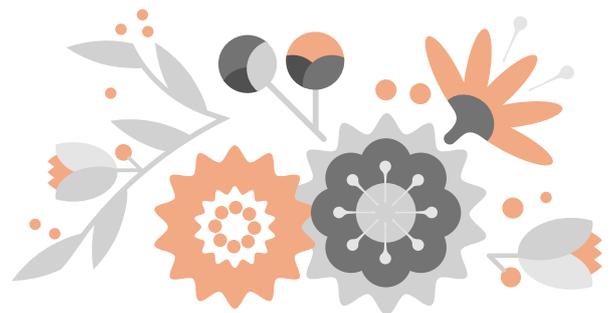
## ■ Background of the Revision

- ✓ The number of foreign residents in Tokyo has further increased.
- ✓ The role of each entity involved in intercultural cohesion has changed.

## ■ Key Points of the Revision

To achieve Tokyo's vision of a society that values intercultural cohesion by year 2050,

- ✓ The role of each entity has been clarified.
- ✓ Goals and examples of policy implementation have been updated.



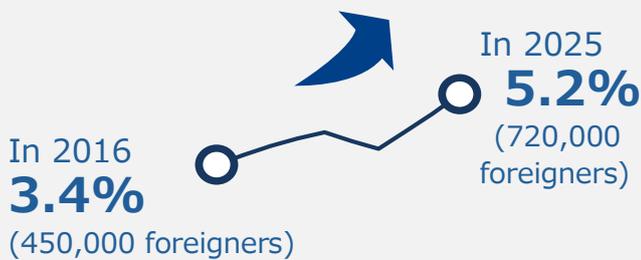
# Intercultural Cohesion in Tokyo: The Present and the Future

## ■ Tokyo Present Situation

- ✓ The foreign population in Tokyo reached a record high in 2025.
- ✓ Foreigners from diverse cultural and economic backgrounds live in various regions.

Of the total population in Tokyo,

**The number and percentage of foreigners are both increasing**



**Nationalities have diversified**

Foreigners from **187**

countries and regions reside in Tokyo

**There are many young people**

Foreigners in their 20s and 30s account for

over **50** % of the foreign population in Tokyo.

**There are many skilled professionals and international students**

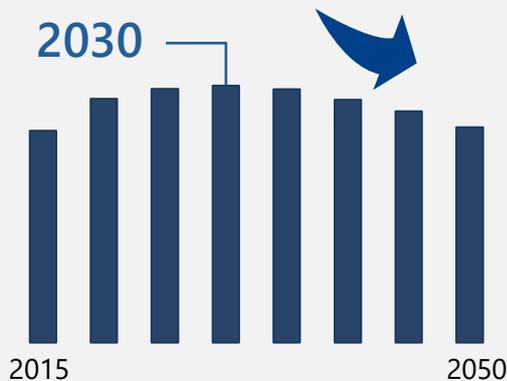
Approximately **30%** of specialized/technical professionals and international students nationwide reside in Tokyo.

# Intercultural Cohesion in Tokyo: The Present and the Future

## ■ Estimates for 2050

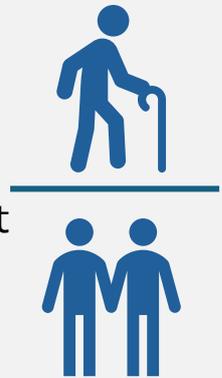
- ✓ The composition of the population will change.
- ✓ The social environment surrounding us will also change.

**The population** of Tokyo will peak in 2030 and **then decline**



**Aging** will continue to advance

Approximately **two working-age individuals** will have to support **one elderly person**



As the foreign population grows, **it will be increasingly required to achieve a society where Japanese and foreigners coexist**



Multilingual translation technology powered by AI will evolve, and **the meaning of learning languages** will **change**



The importance of regional disaster prevention will increase, and **activation of local communities** will be required



# Intercultural Cohesion in Tokyo: The Present and the Future

## ■ A Vision for Intercultural Cohesion in 2050

- ✓ To realize this vision, we gathered experts' opinions on the most desirable future society for Tokyo and Japan in 2050, as well as the undesirable future society.

### **A Desirable Society to be Planned (Good Scenario)**

- A society in which foreigners can play an active role and can feel that they are contributing to society as "Tokyo residents"
- A society in which foreigners can live as members of the local community and participate in local activities, and thus create a prosperous new community together with Japanese residents
- A society in which Japanese and foreigners can exchange ideas and information without being conscious of language barriers
- A society in which everyone values diversity, and coexistence with diverse people leads to solving problems in Japan

### **An undesirable society that may emerge if no action is taken (Bad scenario)**

- A society in which human resources, whether Japanese or foreigners, are leaving the country, and Tokyo's international status has declined
- A society in which the number of families and children that are isolated from society has increased
- A society in which discrimination and prejudice are encouraged and expanded
- A society in which an increasing number of foreigners are uninterested in Japanese society and culture and do not try to integrate into their local communities, leading to increased friction with Japanese, a worsening of public safety, as well as consequent unrest and regional division

# Key Objective and Policy Goals

- ✓ To achieve our vision for society by 2050, a key objective and three policy goals have been established and initiatives are being advanced.

## ■ Key Objective

Embrace diversity and build a city where all residents can participate and play an active role in its development and feel safe.

## ■ Policy Goals

1

**Create a social mechanism in which all foreigners can thrive**

2

**Enhance support needed for all foreign residents to live with a sense of reassurance and to enjoy life more**

3

**Foster an awareness that allows us to mutually accept each other's individuality, respect diversity, and support one another**

# 1

## Create a social mechanism in which all foreigners can thrive

- ✓ Develop an environment where foreigners can exercise their abilities to the maximum and thrive.
- ✓ Promote the engagement of foreigners in the local community as residents.

### Examples of Policy Implementation

- **Promotion of Community-based Japanese Language Education**

Provide opportunities for foreigners to learn daily life Japanese language and support them in building connections with the local community.

- **Support for Young Non-native Speakers of Japanese**

Support initiatives in communities and schools so that children who are raised in diverse backgrounds and environments can thrive in their own ways.

- **Acceptance of Foreign Companies and Human Resources**

Provide business support for companies and human resources wishing to expand into Tokyo, along with lifestyle support for foreign workers and their families.

- **Support for Activities of Foreign Human Resources, Including International Students**

Support international students seeking employment in Japan by providing job information.

Provide consultation to companies wishing to hire foreigners and establish systems for accepting foreign workers that enable them to thrive.

- **Promoting the social participation and active involvement of foreign parties in all situations**

Work to create an environment where foreign residents can participate in community activities as members of the community.

## 2

# Enhance support needed for all foreign residents to live with a sense of reassurance and enjoy life more

- ✓ Provide information on education, healthcare, disaster prevention, etc. so that foreigners can live with a sense of reassurance.
- ✓ Provide information on sightseeing, arts and culture, sports, so that foreigners can enjoy life in Tokyo.

### Examples of Policy Implementation

#### ● Providing Daily Life Information

Advance centralized information dissemination to ensure that medical information and other information essential for daily life can be easily accessed at any time.

Actively provide information for enjoying Tokyo life, including leisure and cultural activities.

#### ● Promoting Disaster Prevention Awareness

Promote disaster prevention knowledge and foster connections between foreigners and local communities during normal times.

Ensure a system that allows foreigners to easily obtain disaster information during emergencies.

#### ● Development of Consultation Systems

Establish a support system that connects foreigners facing difficulties to counseling services at any time.

#### ● Collaboration with Diverse Regional Resources

Provide support for the various challenges that arise in the lives of foreign residents, in collaboration with relevant agencies.

# 3

## Foster an awareness that allows us to mutually accept each other's individuality, respect diversity, and support one another

- ✓ Encourage all people to respect each other's cultures.
- ✓ Enable foreigners to understand Japanese rules and customs.
- ✓ Foster an awareness of mutual support between Japanese and foreigners.

### Example of Policy Implementation

#### ● Cohesion Awareness and Intercultural Understanding

Foster an understanding based on accepting diverse values to enable intercultural coexistence.

Enhance global education to develop human resources capable of thriving worldwide.

#### ● Raising Awareness and Promoting PlainJapanese

Promote and raise awareness so that every Tokyo resident can use PlainJapanese to greet and engage in daily conversation with foreign residents in their local community.

#### ● Coexistence with Foreign Residents in Local Communities

Increase opportunities for cross-cultural and intergenerational exchange to foster an awareness of mutual support between Japanese and foreigners.



# Roles of Each Actor

## ■ The National Government, Tokyo Metropolitan Government, Tokyo Metropolitan Foundation “TSUNAGARI”, Municipalities, International Exchange Associations and Foreign Resident Support Organizations

- ✓ It is essential that parties collaborate with each other and take into account each other's roles.

### **National Government**

Establish fundamental frameworks, including legislation to promote intercultural cohesion policies

### **Municipalities**

- Promote community development
- Collaborate and cooperate with diverse regional entities

### **Tokyo Metropolitan Government**

- Present the basic policy within Tokyo
- Work on a wide range of challenges through collaboration and cooperation with each entity

### **International Exchange Associations**

Take charge of intercultural cohesion initiatives in the community by coordinating local leaders

### **Tokyo Metropolitan Foundation “TSUNAGARI”**

- Promote the formation of networks and collaboration among organizations that support foreigners
- Support the organization's projects

### **Foreign Resident Support Organizations**

**(such as NPOs)**

Take action flexibly and effectively in response to social conditions

# Roles of Each Actor

## ■ Tokyo Residents, Businesses, Educational Institutions, etc.

- ✓ To achieve intercultural cohesion where everybody participates, the following is expected.

### **Tokyo Residents**

Develop a sense of ownership as a participant in creating intercultural cohesion

### **Neighborhood Associations and Other Communities**

Build face-to-face relationships between foreign residents and Japanese residents

### **Expectations for Research Institutions Including Universities**

- Foster human resources capable of actively thriving in Japan and the world
- Promote student participation in the local community
- Contribute to society by disseminating the outcomes of research and studies related to intercultural cohesion

### **Businesses**

- Recruit and train international students and permanent foreign residents
- Develop a workplace environment that respects diversity

### **Schools (Elementary, Middle, High Schools)**

- Ensure opportunities to enhance the capabilities of foreign children and students
- Promote education based on the concepts of cross-cultural understanding and intercultural cohesion