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Document 1
Iga City Multicultural Coexistence Promotion Plan (Phase 2)
(Interim Draft)
September 2026 (Reiwa 8)
Iga City

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Chapter 1: On the Formulation of the Plan

1. Purpose of the Plan

Background and Initiatives to Date

In the Iga City area, including the former municipalities before the merger, the number of foreign residents from South American countries such as Brazil and Peru has increased, and permanent settlement has progressed since the enforcement of the revised Immigration Control Act in 1990 (Heisei 2). Furthermore, in recent years, against the backdrop of the establishment of the "Specified Skilled Worker" status of residence in 2019 (Heisei 31), the number of foreign residents from Southeast Asian countries such as Vietnam, Indonesia, and Myanmar has increased, leading to a diversification of nationalities and statuses of residence.

Under these circumstances, local private organizations in our city have been working from an early stage on Japanese language learning support, multilingual consultation and information provision, and exchange activities, building a foundation to support the creation of a multicultural community. The city then established the "Iga City Multicultural

Coexistence Center" in 2016 (Heisei 28), the "Iga City Multicultural Coexistence Guidelines" (hereinafter "the Guidelines") (*1) in 2021 (Reiwa 3), and formulated the "Iga City Multicultural Coexistence Promotion Plan (Phase 1)" (hereinafter "the Phase 1 Plan") (*2) in FY2022 (Reiwa 4). Based on these, we have promoted initiatives such as multilingual information provision, Japanese language learning support, enhancement of the consultation system, and creation of exchange opportunities. This includes publishing the multilingual information paper "IGA" in five languages and Plain Japanese, making the disaster prevention/information app and garbage sorting app multilingual, and creating the "Lifestyle Guidebook for Foreigners Living in Iga City" in 2024 (Reiwa 6).

New Challenges and Needs

As the number of foreign residents increases annually and their nationalities diversify and settlement becomes more permanent, the aging of foreign residents and the increase in children with foreign roots are also progressing. The content of consultations is becoming more diverse and complex, and the situation surrounding foreign residents and regional issues continue to change, requiring a more detailed response than ever before. Furthermore, surveys and workshops conducted in FY2025 (Reiwa 7) indicate a continued high need for Japanese language learning, multilingual information provision, easy-to-understand information on medical care, welfare, and education, and relationship-building to live securely in the community. Japanese residents and businesses have also indicated the need for more comprehensive guidance on lifestyle rules and systems, opportunities for exchange to deepen mutual understanding, and smooth communication in the community and at the workplace.

Moreover, amid the declining birthrate, aging population, and decrease in the working-age population nationwide, labor shortages have become chronic in various fields, including industrial activities such as long-term care, welfare, and the service industry, making foreign human resources an indispensable part of supporting the local community. On the other hand, with the increase and diversification of foreign residents' nationalities and statuses of residence, issues stemming from differences in language, culture, systems, and lifestyles have also emerged. Amid changes in the socioeconomic situation and the flood of information on social media, etc., anxiety, misunderstandings, and prejudices against foreigners can arise, further increasing the importance of creating a multicultural community.

Purpose of Formulating the Phase 2 Plan

Based on this situation, while carrying over the results and challenges of the Phase 1 Plan's initiatives, we will ensure consistency with the multicultural coexistence measures in the "3rd Iga City Comprehensive Plan." We will position foreign residents as bearers of support for the community alongside Japanese residents, and to further advance multicultural coexistence initiatives with "All Iga City" — citizens, residents' associations, various organizations (*3), companies (*4), government, etc. — we will formulate the "Iga City Multicultural Coexistence Promotion Plan (Phase 2)" (hereinafter "this Plan").

We aim for an Iga City where foreign residents are not disadvantaged due to differences in language, culture, or systems, and can live with peace of mind as members of the local community alongside Japanese residents, learn, work, raise children, and participate in community activities and city planning. At the same time, we aim to realize a local society where people with diverse backgrounds and experiences accept each other, transform differences into the community's strength, where everyone can feel the ease of living, and where new value is created together.

(*1) The "Iga City Multicultural Coexistence Guidelines" can be viewed at the URL or QR code below.

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https://www.city.iga.lg.jp/0000…

(*2) The "Iga City Multicultural Coexistence Promotion Plan (Phase 1)" can be viewed at the URL or QR code below.

https://www.city.iga.lg.jp/0000…

(*3) Various organizations: Refers to the Social Welfare Council, NPO corporations, civic activity groups, and other voluntary organizations.

(*4) Companies: Includes corporations and business establishments, as well as individual business owners.

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2. Positioning of the Plan

This Plan sets out specific initiatives to achieve the goals of the "Guidelines" formulated in August 2021 (Reiwa 3). Both the "Guidelines" and this Plan are based on the "Iga City Comprehensive Plan" and are designed to be consistent with various related individual plans. The Plan is also formulated taking into account the national "Promotion Plan for Multicultural Coexistence in Communities" and the prefectural "Multicultural Coexistence Promotion Plan."

In addition, by leveraging the "diversity" characteristic of Iga City, which has a high proportion of foreign residents, and aiming for an "inclusive" society where everyone can be active, we will connect this to the realization of a sustainable society where "no one is left behind," which is the philosophy of the "Sustainable Development Goals (SDGs)."
[Diagram]

- **Top Box:** Iga City Comprehensive Plan
- **Arrow (Consistency):** Points down to the next box.
- **Middle Box (Red Outline):** Iga City Multicultural Coexistence Guidelines
- **Arrow (Consistency):** Points down to the next box.
- **Bottom Box:** Iga City Multicultural Coexistence Promotion Plan
- **Box to the left of the diagram:**
  - **Title:** Various Individual Plans
  - **Arrow (Consistency):** Points to the Guidelines and the Promotion Plan.
  - **List:**
    - Comprehensive Plan for Human Rights Measures
    - Community Welfare Plan
    - Children's Plan
    - Welfare Plan for Persons with Disabilities
    - Elderly Shine Plan
    - Grand Design for Education
    - Cultural Promotion Plan
    - Basic Crisis Management Plan
    - Regional Disaster Prevention Plan
    - IGABITO Development Vision
    - etc.
- **Box to the right of the diagram:**
  - ▶ Promotion Plan for Multicultural Coexistence in Communities (National)
  - ▶ Comprehensive Measures for the Acceptance and Coexistence of Foreign Human Resources (National)
  - ▶ Roadmap for the Realization of a Society of Harmonious Coexistence with Foreign Nationals (National)
  - ▶ Mie Prefecture Multicultural Coexistence Promotion Plan

[Image of the 17 Sustainable Development Goals (SDGs)]
The 17 Goals of the Sustainable Development Goals (United Nations Development Programme website)

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3. Planning Period of the Plan
This Plan sets the target achievement year to FY2030 (Reiwa 12), in line with the "Guidelines." The planning period for specific initiatives will be in 4-year phases, with Phase 2 running from FY2027 (Reiwa 9) to FY2030 (Reiwa 12). Furthermore, to respond flexibly to rapid changes in social conditions, the Plan will be reviewed as necessary while also monitoring national trends.
[Timeline Chart]

2023 (Reiwa 5)	2024 (Reiwa 6)	2025 (Reiwa 7)	2026 (Reiwa 8)	2027 (Reiwa 9)	2028 (Reiwa 10)	2029 (Reiwa 11)	2030 (Reiwa 12)
FY	FY	FY	FY	FY	FY	FY	FY

- **Pink Bar spanning all years:** Goals set by the Guidelines and this Plan (Target achievement year = 2030)
- **Blue Bar (2023-2026):** Multicultural Coexistence Promotion Plan (Phase 1)
- **Blue Bar (2027-2030):** Multicultural Coexistence Promotion Plan (Phase 2)
- **Black Bar (2023-2026):** 3rd Iga City Comprehensive Plan
- **Black Bar (2027-2030):** 4th Iga City Comprehensive Plan

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Chapter 2: Multicultural Coexistence in Iga City

1. Status of Foreign Residents in Iga City

(1) Total Foreign Resident Population

As of the end of December 2025 (Reiwa 7), the total population of the city is 83,335, of which 6,328 are foreign residents. While the total population decreased by 10,561 people (11.2%) in the 10 years from 2016 (Heisei 28) to 2025 (Reiwa 7), the foreign resident population increased by 1,801 people (39.8%). [Chart 2-1]

Although the foreign resident population decreased slightly from 2019 (Reiwa 1) to 2021 (Reiwa 3) due to the impact of the COVID-19 pandemic, it has since turned to an increase, reaching a record high of 6,328 people in 2025 (Reiwa 7). [Chart 2-1]

The ratio of foreign residents to the total population, as of 2025 (Reiwa 7), is 7.6%, the second highest in the prefecture after Kisosaki Town's 13.3%. [Chart 2-2]

[Chart 2-1] Trend of Total Foreign Resident Population and Ratio to Total Population (Basic Resident Register, as of December end of each year)

- A bar and line chart shows the total number of foreign residents (left axis, in persons) and their percentage of the total population (right axis, in %).
- The foreign population has increased from 4,527 in 2016 to 6,328 in 2025.
- The percentage has increased from 4.8% in 2016 to 7.6% in 2025.

[Chart 2-2] Ratio of Foreign Resident Population in Municipalities within the Prefecture (as of December 2025, top only)

Rank	Municipality	Ratio
1st	Kisosaki Town	13.3%
2nd	**Iga City**	**7.6%**
3rd	Inabe City	6.1%
4th	Kameyama City	5.7%
5th	Suzuka City	5.5%
6th	Kawagoe Town	5.4%
7th	Kuwana City	4.9%
8th	Yokkaichi City	4.6%
9th	Tsu City	4.4%
10th	Toba City	3.9%
(Source: Mie Prefecture)		

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(2) Population by Age

Looking at the age distribution of the foreign resident population, the working-age population (15-64 years old) has remained around 84%, with a large number of young people in their 20s and 30s. Comparing 2021 (Reiwa 3) and 2025 (Reiwa 7), the number of people in their 20s has increased significantly. [Charts 2-3 & 2-4]

The aging rate of foreign residents (proportion of the population aged 65 and over) is 5.7% as of 2025 (Reiwa 7), but it is on a strong upward trend, and it is expected that the aging will continue to advance in the future. [Chart 2-3]

[Chart 2-3] Trend in the Foreign Resident Population by Three Age Categories (Basic Resident Register, as of December end of each year)

- A stacked bar chart showing the percentage of the foreign population in three age groups from 2016 to 2025:
  - Under 15 (bottom): Ranged from 9.9% to 12.1%.

- 15-64 (middle): Remained stable around 84-85%.
- 65 and over (top): Increased from 3.7% in 2016 to 5.7% in 2025.

[Chart 2-4] Foreign Resident Population Ratio by 5-Year Age Groups (Basic Resident Register, 2021 & 2025, as of December end)

- A bar chart comparing the population distribution in 2021 and 2025.
- The 20-24 age group shows a significant increase from 14.3% in 2021 to 17.1% in 2025.
- Other notable groups in 2025 include 25-29 (13.1%) and 30-34 (9.8%).

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(3) Population by Nationality
By nationality, Brazilians are on a downward trend, while the increase in Vietnamese is remarkable; as of 2025 (Reiwa 7), each accounts for about 30% of the foreign population. In addition to Vietnam, it is clear that other Southeast Asian countries such as the Philippines and Indonesia are also increasing. [Charts 2-5 & 2-6]
[Chart 2-5] Trend of Population by Nationality (Basic Resident Register, as of December end of each year)

- A line graph from 2016 to 2025 showing populations for different nationalities.
- Brazil: Decreased from a peak of over 2,000 to 1,807.
- Vietnam: Increased sharply, surpassing Brazil to become the largest group with 1,746.
- Other nationalities shown include China, Peru, Philippines, South Korea/North Korea, Thailand, and Indonesia.

[Chart 2-6] Population Ratio by Nationality (Basic Resident Register, as of December end of each year)

- Two pie charts comparing 2021 (N=5,361) and 2025 (N=6,328).
- **2021:** Brazil (39.0%), Vietnam (20.7%), China (9.8%), Peru (7.6%), Philippines (7.3%), South/North Korea (4.3%), Thailand (4.0%), Indonesia (1.6%), Other (5.6%).
- **2025:** Vietnam (28.6%), Brazil (27.6%), Philippines (8.9%), China (7.4%), Peru (6.1%), Indonesia (5.7%), Thailand (3.3%), South/North Korea (3.3%), Other (9.2%).

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(4) Population by Status of Residence
By status of residence, Permanent Residents and Long-Term Residents account for about 50% of the total, but their proportion is decreasing. On the other hand, "Technical Intern Training," after a temporary decrease due to the COVID-19 pandemic, is on an upward trend again. "Engineer/Specialist in Humanities/International Services" and "Specified Skilled Worker (i)" are also increasing. [Charts 2-7 & 2-8]
[Chart 2-7] Composition of Population by Status of Residence (Basic Resident Register, as of end of March 2026)

- A pie chart (N=6,346) showing the breakdown by status of residence:
  - Permanent Resident: 30.6%
  - Technical Intern Training: 18.2%
  - Long-Term Resident: 13.7%
  - Engineer/Specialist in Humanities/International Services: 12.2%
  - Specified Skilled Worker (i): 10.6%
  - Spouse or Child of Japanese National: 3.1%
  - Special Permanent Resident: 2.8%
  - Spouse or Child of Permanent Resident: 1.7%
  - Other work-related statuses: 1.0%
  - Designated Activities: 0.9%
  - Skilled Labor: 0.2%
  - Student: 0.0%
  - Other statuses of residence...

[Chart 2-8] Trend of Population by Status of Residence (Summarized/Excerpt) (Basic Resident Register, as of March end of each year)

- A line graph from 2016 to 2026 showing trends for selected statuses.
- Permanent Resident/Special Permanent Resident: Remains the largest group, around 2,119.
- Technical Intern Training: Increased to 1,154.
- Engineer/Specialist in Humanities/International Services: Increased to 869.
- Long-Term Resident: Shows a slight decline, at 772.
- Specified Skilled Worker (i): Shows a sharp increase to 674.

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(5) Population by District

Looking at the foreign resident population by district (branch office jurisdiction), it is increasing in all districts, indicating that the increase in the foreign resident population is progressing city-wide. Comparing the composition ratios of 2021 (Reiwa 3) and 2025 (Reiwa 7), the proportion of the Ueno district has decreased, while the proportions of other districts have increased. [Chart 2-9]

[Chart 2-9] Composition of Foreign Resident Population by District (Basic Resident Register, as of December end of each year)

- Two pie charts comparing 2021 (N=5,361) and 2025 (N=6,328).
- **2021:**
  - Ueno District: 4,225 people (78.8%)
  - Iga District: 501 people (9.3%)
  - Ayama District: 293 people (5.5%)
  - Aoyama District: 177 people (3.3%)
  - Oyamada District: 146 people (2.7%)
  - Shimagahara District: 19 people (0.4%)
- **2025:**
  - Ueno District: 4,845 people (76.6%)
  - Iga District: 651 people (10.3%)
  - Ayama District: 356 people (5.6%)
  - Aoyama District: 256 people (4.0%)
  - Oyamada District: 189 people (3.0%)
  - Shimagahara District: 31 people (0.5%)

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2. Outline of the Survey

(1) Survey Overview

① Survey Purpose and Target

The "Survey on Multicultural Coexistence in Iga City" (hereinafter "the Survey") was conducted targeting "Japanese residents aged 18 and over living in the city (Japanese Survey)," "foreign residents aged 18 and over living in the city (Foreign Resident Survey)," and "businesses and organizations within the city (Business/Organization Survey)." The purpose was to grasp the current situation and future prospects of the city and to use it as basic material for formulating the Phase 2 Plan.

② Survey Method

For citizens (Japanese and foreign nationals), 2,500 people were randomly selected from the Basic Resident Register, and postcards requesting cooperation with the survey were sent. The survey was also announced on the city's homepage, and responses were collected via a web survey form.

For businesses and organizations, 100 were randomly selected, considering a balance of business types, and the survey forms were sent by mail.

③ Collection Status

Target	Distributed	Collected
Japanese Residents	1,500	259
Foreign Residents	1,000	166
Businesses/Organizations	100	30

*Note: In the graphs from the next page onwards, the surveys for "Japanese Residents," "Foreign Residents," and "Businesses/Organizations" are labeled as <<Japanese>>, <<Foreigner>>, and <<Business>>, respectively, with the question number noted.
*Note: The 'n' value next to the graph indicates the number of respondents for that question.

④ Survey Period

December 2025 (Reiwa 7) to January 23, 2026 (Reiwa 8)

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(2) Overview of Survey Results

① Livability

The percentage of foreign residents who feel that "it was good to live in Iga City" (total of "very much" and "somewhat") exceeds 80%, but it has decreased compared to the previous survey. [Chart 2-10]

[Chart 2-10] <<Foreigner, Q14>> Was it good to live in Iga City?

- **Current Survey (n=166):**
  - Very much: 43.4%
  - Somewhat: 40.4%
  - Neither: 7.8%
  - Not really: 4.8%
  - Not at all: 3.6%
- **Previous Survey Results (N=151):**
  - Very much: 51.0%
  - Somewhat: 41.1%
  - Neither: 2.0%
  - Not really: 4.0%
  - Not at all: 1.3%
  - No Answer: 0.7%

The most common reason for foreign residents to live in Iga City is "for work," accounting for about two-thirds of the total, followed by "family is/was in Iga City" and "for marriage." The proportion of "for work" has increased compared to the previous survey. [Chart 2-11]

[Chart 2-11] <<Foreigner, Q1-(9)>> Reason for living in Iga City

- **Current Survey (n=166):**
  - For work: 67.5%
  - Family is/was in Iga City: 25.3%
  - For marriage: 6.0%
  - Was born in Iga City: 0.6%
  - Other: 0.6%
- **Previous Survey Results (N=151):**
  - For work: 53.0%
  - Family is/was in Iga City: 29.1%
  - For marriage: 9.9%
  - Other: 4.6%
  - Was born in Iga City: 2.6%
  - No Answer: 0.7%

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② Conversation and Exchange in Daily Life
Over 90% of respondents answered that they "have" opportunities to converse with Japanese people in their daily lives (total of "often," "sometimes," and "occasionally"), but compared to the previous survey, "occasionally" and "sometimes" have increased, and the frequency has decreased. [Chart 2-12]
[Chart 2-12] <<Foreigner, Q17>> Opportunities to converse with Japanese people

- **Current Survey (n=166):**
  - Often: 41.6%
  - Sometimes: 34.3%
  - Occasionally: 16.9%
  - Hardly ever: 7.2%
- **Previous Survey Results (N=113, for those with Japanese friends/colleagues):**
  - Often: 56.6%
  - Sometimes: 26.5%
  - Occasionally: 8.0%
  - Hardly ever: 8.0%
  - No Answer: 0.9%

Regarding the level of interaction between foreign residents and their Japanese friends/colleagues, about 40% responded "to the extent of greeting each other," about 30% "to the extent of talking about daily life," and about 20% "to the extent of helping each other when in trouble." The response "to the extent of greeting each other" has increased, suggesting that the level of engagement has become more superficial. [Chart 2-13]
[Chart 2-13] <<Foreigner, Q19>> Level of exchange with Japanese people

- **Current Survey (n=166):**
  - To the extent of greeting each other: 40.4%
  - To the extent of talking about daily life (small talk): 31.9%
  - To the extent of helping each other when in trouble: 18.7%
  - Close relationship like family: 5.4%
  - No exchange: 1.8%
  - Other: 1.8%
- **Previous Survey Results (N=113, for those with Japanese friends/colleagues):**
  - To the extent of talking about daily life (small talk): 45.1%
  - To the extent of helping each other when in trouble: 23.0%
  - To the extent of greeting each other: 22.1%
  - Close relationship like family: 6.2%
  - Other: 3.5%

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③ Language Ability, Japanese Language Learning
About 30% of foreign residents responded that they can "speak" Japanese (total of "about the same as my native language" and "for the most part"), and if "can say a little of what I want to say with single words or short sentences" is included, it reaches about 80%. Compared to the previous survey, "can speak for the most part" has decreased, while "with single words or short sentences" and "about at the level of self-introduction and greetings" have increased. [Chart 2-14]
[Chart 2-14] <<Foreigner, Q3>> Can you speak Japanese?

- **Current Survey (n=166):**
  - Can say a little of what I want to say with single words or short sentences: 51.8%
  - Not as well as my native language, but can say for the most part what I want to say: 22.3%
  - Can say at the level of self-introduction and greetings: 13.3%
  - Hardly speak at all: 6.6%
  - Can speak about the same as my native language: 6.0%
- **Previous Survey Results (N=151):**

- Can say a little of what I want to say with single words or short sentences: 42.4%
- Not as well as my native language, but can say for the most part what I want to say: 31.8%
- Hardly speak at all: 8.6%
- Can speak about the same as my native language: 7.9%
- Can say at the level of self-introduction and greetings: 6.0%
- No Answer: 3.3%

④ Discrimination

About 20% of foreign residents responded that they had experienced discrimination in Iga City within the last three years, which was about the same level as the previous survey. [Chart 2-15]

[Chart 2-15] <<Foreigner, Q22>> Experience of discrimination (within the last 3 years)

- **Current Survey (n=166):**
  - Yes: 22.3%
  - No: 77.7%
- **Previous Survey Results (N=151):**
  - Yes: 21.9%
  - No: 73.5%
  - No Answer: 4.6%

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⑤ Employment

60% of the businesses that responded to the survey currently employ foreign nationals, a decrease from the previous survey. [Chart 2-16]

For businesses that do not currently employ foreign nationals, the percentage considering the possibility of future employment was 25% (total of "very much" and "a little"), a decrease from the previous survey, while the percentage of "don't know" has increased. [Chart 2-17]

[Chart 2-16] <<Business, Q3>> Status of foreign employee hiring

- **Current Survey (n=30):**
  - Currently hiring: 60.0%
  - Not currently hiring: 40.0%
- **Previous Survey Results (N=63):**
  - Currently hiring: 74.6%
  - Not currently hiring: 25.4%

[Chart 2-17] <<Business, Q4>> Possibility of future foreign employee hiring (for businesses not currently hiring)

- **Current Survey (n=12):**
  - Very much: 8.3%
  - A little: 16.7%
  - Not really: 25.0%
  - Not at all: 33.3%
  - Don't know: 16.7%
- **Previous Survey Results (N=16):**
  - Very much: 18.8%
  - A little: 18.8%
  - Not really: 25.0%
  - Not at all: 31.3%
  - Don't know: 6.3%

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⑥ Communication Support for Employees

Regarding Japanese language education for foreign employees at businesses that employ them, about 20% responded "nothing is being done." At businesses that do provide Japanese language education, it is most often provided for conversations in the workplace and in daily life. [Chart 2-18]

[Chart 2-18] <<Business, Q16>> Content of Japanese language education (multiple answers allowed) (for businesses that employ foreign nationals)

- **(Current Survey, n=18)**
  - Conversation at the workplace: 77.8%
  - Daily conversation: 77.8%
  - Preparation for Japanese Language Proficiency Test: 44.4%
  - Reading and writing of daily reports, specifications, etc.: 38.9%
  - Reading and writing of Hiragana, Katakana, and Kanji: 33.3%
  - Nothing is being done: 22.2%
  - Other: 0.0%
- **(Previous Survey Results, N=63)**
  - Nothing is being done: 28.6%
  - Daily conversation: 25.4%
  - Conversation at the workplace: 25.4%
  - Preparation for Japanese Language Proficiency Test: 23.8%
  - Reading and writing of daily reports, specifications, etc.: 14.3%
  - Reading and writing of Hiragana, Katakana, and Kanji: 12.7%
  - Other: 4.8%
  - No Answer: 3.2%

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3. Outline of the Foreign Residents Workshop

(1) Event Overview

① **Date and Time:** Sunday, March 1, 2026 (Reiwa 8), 1:30 PM - 4:00 PM

② **Venue:** Multipurpose Room, 4th Floor, Haittopia Iga

③ **Participants:** 26 foreign residents living in Iga City

④ **Content:**

Participants used sticky notes in language-specific groups to share opinions on the themes: "Good things and difficult things about living in Iga City," "What I would like Iga City to become," and "What I can do to make Iga City a better place to live."

(2) Summary of Opinions

Item	Main Opinions
① Good things about living in Iga City	The kindness of people, the safe and secure environment, the availability of Japanese language learning and support for foreigners, and the opportunity to experience multiple cultures were mentioned.
② Difficult things about living in Iga City	Inconvenience of transportation, communication difficulties at hospitals etc., difficulty in understanding necessary information, discrimination, barriers to interaction, and burdens related to work and daily life were mentioned.
③ What I would like Iga City to become	Improvements in transportation and reduction of fare burdens, enhancement of interpreters and multilingual support, creation of places where foreigners and Japanese can interact and coexist, and easier access to necessary information and support were requested.
④ What I can do to make Iga City a better place to live	Following rules, promoting Japanese language learning and information sharing, introducing one's own culture to expand interaction, and engaging in volunteer work and mutual support among foreign residents were mentioned.

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Chapter 3: Basic Approach of the Plan
This chapter sets the direction for policy development based on the basic philosophy, goals, and basic policies of the "Guidelines."
1. Basic Philosophy
Realization of a society where people can appreciate the comfort of living by mutually respecting cultural backgrounds and diversity, and create new value together.
2. Goals
① Citizens with diverse cultural backgrounds will respect each other's cultures and build the local community together in an environment free from discrimination and prejudice based on correct human rights awareness, moving toward the future vision of multicultural coexistence that Iga City aims for.
② Citizens, residents' associations, various organizations, companies, and the government will work together as "All Iga City" to realize a sustainable, diverse, and inclusive society based on the "leave no one behind" philosophy of the Sustainable Development Goals (SDGs).
3. Basic Policies
Based on the following four basic policies, citizens, residents' associations, various organizations, companies, and the government will collaborate, and under a cooperative system that utilizes each other's social roles, organizational strengths, and characteristics, we will promote the measures.
① Promotion of multicultural coexistence awareness and social participation through communication
② Enhancement of the living infrastructure
③ Creation of a multicultural community
④ Development of a promotion system and response to globalization

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4. Direction of Policy Development
Under the four basic policies, to advance the measures effectively and efficiently, we will promote the creation of a multicultural community based on the four "Directions of Policy Development" below. Each direction is interrelated, and by advancing initiatives in a cross-cutting and integrated manner, we aim to generate even greater effects, and furthermore, to ripple those effects into the "creation of new value."
[Diagram]

- **Top Box (Basic Policies):**
    1. Promotion of multicultural coexistence awareness and social participation through communication
    2. Enhancement of the living infrastructure
    3. Creation of a multicultural community
    4. Development of a promotion system and response to globalization
- **Venn Diagram:**
    - **Center:** Mutually respecting cultural backgrounds and diversity, and feeling the comfort of living in Iga City.
    - **Top Circle (Blue):**
        - **Direction 1:** Creating a community where everyone can live safely and with peace of mind.
    - **Right Circle (Green):**
        - **Direction 3:** Creating a community through exchange beyond nationalities.
    - **Left Circle (Orange):**
        - **Direction 2:** Creating a community that is easy for education and child-rearing.
    - **Bottom Circle (Red):**
        - **Direction 4:** Creating a community where foreign residents can also be active.
- **Bottom Arrow and Box:**
    - Ripple effect towards "Creation of new value"

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Chapter 4: Development of Measures

Direction 1
Creating a community where everyone can live safely and with peace of mind
Focus
1-(1) Establishment of a collaborative system in times of disaster/emergency
1-(2) Response to the aging of foreign residents
1-(3) Enhancement of measures for those in poverty, etc.
1-(4) Enhancement of support for various consultations and needs
1-(5) Enhancement of support related to employment and residence
1-(6) Response to cases of discrimination against foreign nationals

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Direction 2
Creating a community that is easy for education and child-rearing
Focus
2-(1) Enhancement of child-rearing information
2-(2) Creating a place for children and young people
2-(3) Promotion of education tailored to each student
2-(4) Enhancement of consultation regarding child-rearing support
2-(5) Enhancement of Japanese language learning support and further education support
2-(6) Enhancement of information provision regarding school enrollment

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Direction 3
Creating a community through exchange beyond nationalities
Focus
3-(1) Promotion of "Plain Japanese"
3-(2) Promotion of cultural and sports exchange
3-(3) Creating an environment where people can participate in learning and cultural activities
3-(4) Collaboration and cooperation among residents

Direction 4
Creating a community where foreign residents can also be active
Focus
4-(1) Expansion of Japanese language learning opportunities
4-(2) Two-way information exchange
4-(3) Elimination of prejudice and discrimination against foreign nationals
4-(4) Creating opportunities to listen to residents' voices
4-(5) Participation in community and city planning
4-(6) Human resource development for foreign residents and their supporters
4-(7) Support for foreign entrepreneurs, etc.

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In this chapter, we will describe the content of specific measures to realize the basic philosophy and goals stated in Chapter 3, for each direction of development, according to the following categories.

Category	Description
[Current Situation and Challenges]	We will organize the current situation for each direction of development based on the following content and indicate the remaining and new challenges. ● Initiative results during the Phase 1 Plan period ● Results of surveys and workshops ● Changes in social conditions We will also show relevant statistical data and survey results in charts.
[Future Vision for "All Iga City"]	Based on the current situation and challenges, we will express in words the specific future vision for Iga City that this Plan aims for. In addition, we will continue to show numerical targets to objectively evaluate the progress and results of the measures, following the Phase 1 Plan. The numerical targets will be used for evaluating and reviewing the initiatives by periodically checking their achievement status, thereby ensuring the steady promotion of the plan.

Category	Description
[Expected Roles of Each Entity]	Since it is essential to work on the development of measures as "All Iga City," we will clarify the expected roles for each entity—citizens (each and every citizen, both foreign and Japanese), residents' associations, various organizations, companies, and the government—and promote initiatives through collaboration as "All Iga City."
[Direction of Initiatives by "All Iga City"]	We will describe the content of initiatives for each direction of development, and for focus areas, we will indicate the main projects (specific content of initiatives) and the implementing bodies. The implementing bodies listed are those considered relevant to the main projects (specific content of initiatives). The Multicultural Coexistence Promotion Plan Committee and its secretariat, the city, will act as coordinators to promote collaboration and cooperation so that initiatives can be advanced by each entity.

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1. Creating a community where everyone can live safely and with peace of mind
[Current Situation and Challenges]
For foreign residents to live safely and securely in the community, it is important that they can easily obtain necessary information and connect to consultation and support when in trouble, not only in emergencies such as disasters and infectious diseases but also in daily life.
During the Phase 1 Plan period, we promoted the dissemination of information and disaster prevention knowledge from normal times, such as through encouraging registration for the disaster prevention app, providing information via multilingual information papers and social media, holding disaster prevention events and workshops, and training foreign disaster prevention leaders. Furthermore, we have been developing a system to deliver lifestyle information and connect people to consultation, by providing welfare and pension information in Plain Japanese and translated text, assigning multicultural coexistence counselors, offering consultation support using interpreters and translation devices, and creating a lifestyle guidebook and holding life orientation sessions. The number of consultations surged during the COVID-19 pandemic but has been on a downward trend in recent years.
On the other hand, in surveys of foreign residents, many people are concerned about what to do in a disaster and seek information on how to respond in emergencies. At business establishments, regulations for responding to foreign employees in a disaster are not fully in place. Although initiatives such as promoting registration for the disaster prevention app, disseminating information via social media, and training disaster prevention leaders have progressed, the effectiveness of actual app registration promotion and the ease of access to information have not been fully grasped. In the future, it is necessary to promote the participation of foreign residents in disaster drills in communities and companies, and to advance the development of an effective system so that foreign residents can not only receive support during a disaster but also become a part of the support system for the community to the extent possible.
Furthermore, with the permanent settlement of foreign residents, responding to aging is also important. Concerns about life after retirement are spreading, and opinions regarding medical information, interpreters at hospitals, and support for transportation and rising costs were seen in workshops. To ensure that elderly foreign residents can continue to live with peace of mind, it is necessary to enhance information provision, consultation support, and monitoring from a young and middle-aged stage, in collaboration with welfare and medical services.
Moreover, although lifestyle guidebooks, multilingual information, and consultation counters are in place, it is assumed that there are people who cannot master apps or automatic translation, and people who are not connected to consultation. With economic anxieties due to high prices, low wages, and tax burdens, as well as issues with employment and housing, and anxieties about discrimination and prejudice remaining, it is necessary to deliver information that can help prevent problems in advance, and to strengthen a system where people in need can connect to one-stop consultation and support. It is also necessary to work integrally with specialized institutions, communities, and companies to create an environment where consultation is easy.

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[Chart 4-1-1] Trend of Foreign Resident Consultation Cases
(A bar chart showing the number of consultation cases at the Multicultural Coexistence Division and Center. The number increased from 4,680 in 2019 to a peak of 8,875 in 2020, then decreased to 5,066 in 2025.)
[Chart 4-1-2] Breakdown of Consultation Cases (FY2025)
(A table showing the breakdown of the 5,066 cases in FY2025.)

Category	Cases	Category	Cases	Category	Cases	Category	Cases
Immigration Proc.	457	Employment/Labor	114	Social Ins./Pension	643	Taxes	454
Medical Care	233	Childbirth/Rearing	412	Education	298	Japanese Learning	20
Disaster Prev./Disaster	1	Housing	174	Civil Status	71	Transp./Driver's Lic.	79
Interpretation/Trans.	50	Welfare	373	My Number	346	General Proc.	652
Other	689	**Total**	**5,066**				
(Multicultural Coexistence Division & Multicultural Coexistence Center consultation cases)							

[Chart 4-1-3] <<Foreigner, Q14>> Worries for oneself or family (Multiple answers, top 5)

- Health matters: 44.0%
- Money for old age: 42.2%
- Work matters: 36.7%
- What to do in a disaster: 35.5%
- Living expenses and education costs: 33.7%
  (n=166)

[Chart 4-1-4] <<Foreigner, Q13>> Information you would like to have (Multiple answers, top 5)

- Information on health insurance, medical care, and welfare: 50.6%
- Information on Japanese culture and lifestyle customs: 50.0%
- Information on what to do in emergencies like disasters: 47.0%
- Information on Japanese language classes: 42.2%
- Information on systems and laws related to work: 41.6%
  (n=166)

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[Future Vision for "All Iga City"]
◇ Building relationships where faces are known from day-to-day, so that in times of disaster, etc., everyone is accepted as a member of the local community and supports each other.
◇ There are opportunities to learn about the welfare system and Japanese social customs, and consultation counters and information provision are enhanced for easy access.
◇ A mechanism is in place where people in need of support are not left behind through the community and networks, and necessary support reaches them.

Indicator Name	Actual (2022)	Actual (2025)	Target (2030)
Percentage of foreign residents who feel it was "very good" to live in Iga City (%)	39	43.4	50

Indicator Name	Actual (2022)	Actual (2025)	Target (2030)
(Description) Results of the "Foreign Resident Survey"			

Indicator Name	Actual (2022)	Actual (2025)	Target (2030)
Cumulative number of participants in the Foreign Disaster Prevention Leader Training	14	39	75
(Description) Cumulative number of people who have taken the Foreign Disaster Prevention Leader Training			

[Expected Roles of Each Entity]

Entity	Role
Citizens	● Have a spirit of mutual help, such as offering a word to those in need.
Residents' Associations	● Build relationships from normal times to help each other when needed.
Various Organizations	● Coordinate through information dissemination to promote relationship-building in the community.
Companies	● Provide consultation and connect to support within the workplace and community welfare settings, and strive to ensure that necessary information for life, including in times of disaster and emergencies, reaches foreign employees.
Government	● Promote awareness to foster relationship-building in the community, enhance multilingual consultation opportunities, and create a system to connect people in need with necessary support.

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[Direction of Initiatives by "All Iga City"]

1-(1) Establishment of a collaborative system in times of disaster/emergency (Focus)

① Enhancement of information from normal times

□ To enable appropriate action in times of disaster or infectious disease outbreaks, we will enhance information and means of access from normal times and publicize this.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Information provision using various tools in multiple languages and "Plain Japanese".	Citizens, Residents' Associations, Various Orgs, Companies, City
▶ Publicizing means of obtaining information in communities, companies, etc.	Citizens, Residents' Associations, Various Orgs, Companies

② Building a "connecting" function and system for information

□ To ensure information reaches those who need it when a disaster or infectious disease outbreak actually occurs, we will promote the construction of an information transmission system that utilizes personal connections in communities, companies, etc.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Creating a mechanism for information transmission through existing networks and "coordinators" in companies, communities, etc.	Residents' Associations, Various Orgs, Companies, City

Main Projects (Specific Initiatives)	Implementing Bodies
◆ Understanding needs and difficulties and collaborating with relevant organizations.	Citizens, Residents' Associations, Various Orgs, Companies, City

③ Building relationships from normal times through community participation

□ To be able to protect oneself and others through self-help and mutual-help in times of need, we will promote relationship-building in the community from normal times.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Promotion of participation in neighborhood associations and voluntary disaster prevention activities (deepening understanding of "autonomy").	Citizens, Residents' Associations, Various Orgs, City
▶ Creating a mechanism that connects daily interaction to participation in disaster drills, etc.	Residents' Associations, Various Orgs, Companies
▶ Training and collaboration with Foreign Disaster Prevention Leaders.	Residents' Associations, Various Orgs, Companies, City

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④ Dissemination of disaster prevention knowledge

□ We will disseminate knowledge about disaster prevention so that people can protect themselves and those around them in times of need.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Holding disaster prevention classes and firefighting/lifesaving courses that are easy for foreign residents to participate in.	Various Orgs, City
▶ Conducting disaster prevention classes and drills in communities, companies, etc., and promoting participation.	Citizens, Residents' Associations, Various Orgs, Companies, City

1-(2) Response to the aging of foreign residents (Focus)

① Enhancement of information dissemination

□ We will enhance the dissemination of information on pensions, long-term care, medical care, etc.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Enhancement of welfare information in multiple languages and "Plain Japanese".	City
▶ Providing information and holding seminars tailored to the life stages and life cycles of foreign residents.	Residents' Associations, Various Orgs, City
▶ Strengthening collaboration with social welfare corporations, etc.	Various Orgs, Companies, City

② Enhancement of the consultation system

□ We will establish a consultation system for foreign residents so that they can receive appropriate consultation when medical care or long-term care becomes necessary.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Strengthening the consultation system.	Various Orgs, Companies, City
▶ Sharing information and challenges with related organizations.	Residents' Associations, Various Orgs, City

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③ Development of welfare human resources

□ In preparation for further aging, we will develop foreign human resources who can be active in welfare fields such as long-term care, and promote their employment in welfare establishments.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Development of foreign welfare human resources (support for qualification acquisition, etc.).	Various Orgs, Companies, City
▶ Development of an environment for accepting foreign human resources.	Various Orgs, Companies, City

1-(3) Enhancement of measures for those in poverty, etc. (Focus)

① Enhancement of measures for those in poverty, etc.

□ We will enhance the consultation and support system for people who are at risk of falling into poverty, such as due to job loss.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Enhancement and publicizing of the consultation counter system for those in poverty, etc.	Various Orgs, Companies, City

1-(4) Enhancement of support for various consultations and needs

① Grasping welfare and daily life needs

□ We will strive to grasp the needs and difficulties in welfare and daily life by taking various opportunities, including surveys.

② Improving the responsiveness of consultation and support counters

□ We will promote multilingualism in explanatory materials, surveys, and medical questionnaires, and strive to improve the responsiveness of counters by acquiring "Plain Japanese" skills and sharing consultation cases.

③ Providing lifestyle information

□ We will enhance information necessary for daily life, including administrative information such as taxes, health insurance, and long-term care insurance, and rules for daily life such as how to sort garbage.

④ Building good relationships in the community

□ To foster good human relationships in neighborhood associations, etc., we will develop and discover human resources who can act as "coordinators" for foreign residents.

1-(5) Enhancement of support related to employment and residence

① Employment support

□ In cooperation with related organizations, we will strive to secure employment opportunities for foreign residents who wish to work and will work towards improving the working environment.

② Housing support

□ We will provide information on housing and strive to support foreign residents who cannot secure housing due to poverty, etc., by helping them move into public housing.

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1-(6) Response to cases of discrimination against foreign nationals

① Consultation and relief for discrimination against foreign nationals

□ We will establish a consultation counter for cases of discrimination against foreign nationals and develop a system to take prompt relief measures if an incident occurs.

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2. Creating a community that is easy for education and child-rearing
[Current Situation and Challenges]
As foreign residents settle permanently, it has become natural for children with foreign roots to grow up, learn, and choose their future paths in the community. It is important to provide seamless support for children and their guardians, from pregnancy through school enrollment, further education, and high school graduation.
During the Phase 1 Plan period, we have been providing information on child-rearing and education through multilingual information papers, social media, etc. Initiatives such as the use of tablets in childcare and educational settings and the placement of interpreters during educational consultations have also expanded. In the survey, many foreign residents feel that Iga City is an easy place to raise children, indicating a certain level of positive evaluation as a child-friendly community.
On the other hand, there are comments like "I could have used it if I had known about it sooner" regarding child-rearing support systems and consultation services, indicating that there are challenges in the timing and methods of delivering information. Communications from daycare centers and schools may not be fully conveyed with just text, and it is necessary to communicate things like preparations for events, necessary items, and the flow of child-rearing in Japan with a forward-looking perspective. It is also effective to create places where guardians can ask each other about things they don't understand and connect.
Furthermore, the creation of places where children and young people can gather, such as children's cafeterias, study support classes, and "third places," has been progressing. These places are not just for spending time but also serve as an entry point for consultation and connection with the community. However, the participation of foreign nationals is not yet sufficient, and places where high school-age youth, young people who came to Japan after junior high school graduation, and those in the gap between further education and employment can spend their time with peace of mind are limited. It is necessary to create psychologically safe places that are familiar and easy for foreign residents to use, including children and young people with disabilities or those facing difficulties in life.
In school education, support for students with foreign roots is being promoted through Japanese language learning support under a special curriculum, study support classes, dispatch of education coordinators, career guidance, and individual interviews. However, in households of foreign residents, there are major anxieties about career paths, academic ability, language, and communication, and at the junior high school level, issues such as peer relationships, isolation, and bullying can easily become serious. Since there are limits to what families can handle alone, it is necessary for schools, communities, and support organizations to collaborate and enhance support tailored to each individual.
Furthermore, consultation support for children with developmental concerns and information provision regarding school enrollment and further education are also important. Although consultation support using interpreters and translation devices is progressing, specialized explanations regarding growth and development are difficult to convey to guardians, who may be left with anxiety. Also, information regarding school enrollment for foreign children, career paths after junior and senior high school graduation, and its relationship with their status of residence needs to be communicated continuously from an early stage. It is necessary to strengthen a support system where the education department and the child-rearing/welfare department collaborate, so that parents and children are not isolated, can connect to necessary support, and children can choose their own futures.

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[Chart 4-2-1] Trend in the number of foreign national students in the city (As of May 1st of each year)
(A bar chart showing the number of elementary and junior high school students from 2017 to 2026. The total number fluctuates, with 269 in 2026 (175 elementary, 94 junior high).)
[Chart 4-2-2] Left <<Japanese, Q5>> ・ Right <<Foreigner, Q15>> Is it easy to raise children? (For people with children)

- **Left (Japanese, n=102):**
  - Very much so: 4.0%
  - Somewhat so: 35.4%
  - Neither: 34.3%
  - Not really: 21.2%
  - Not at all: 5.1%
- **Right (Foreigner, n=111):**

- Very much so: 43.2%
- Somewhat so: 34.2%
- Neither: 9.0%
- Not really: 9.0%
- Not at all: 4.5%

[Chart, untitled] <<Foreigner, Q16>> Worries about children (n=99)
(A horizontal bar chart)

- Career path (further education, employment): 47.1%
- Friendships: 37.3%
- Academic ability: 31.4%
- Language and communication: 26.5%
- Communication with children and teachers: 26.5%
- Nothing to worry about: 25.5%
- Other: 4.9%

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[Future Vision for "All Iga City"]
◇ Japanese language education and study support are provided according to the child's developmental stage, and seamless support from preschool to post-high school graduation is provided in collaboration with schools, communities, and organizations.
◇ An environment and social acceptance system are in place where children have identity and self-esteem and can choose their future, including higher education.
◇ The employment environment for guardians in child-rearing households is improved, and regardless of nationality or cultural differences, they can consult about worries related to child-rearing, development, education, and career paths, and have opportunities for guardians to connect and learn from each other.

Indicator Name	Actual (2022)	Actual (2025)	Target (2030)
Percentage of people who feel it is "very easy" to raise children (%)	39	43.2	60
(Description) Results of the "Foreign Resident Survey" (excluding "Technical Interns")			

Indicator Name	Reference (2021)	Actual (2022)	Actual (2025)	Target (2030)
High school advancement rate	95	(-)	96	100
(Description) Percentage of students who graduate from junior high school in Iga City and wish to advance to high school, who do advance.				

[Expected Roles of Each Entity]

Entity	Role
Citizens	● Watch over children and offer consultation or a kind word to ensure smooth child-rearing.
Residents' Associations	● Watch over and nurture children as a community, without discrimination based on nationality.
Various Organizations	● In collaboration with schools, etc., enhance study support, child-rearing support, and youth support, including Japanese language learning support.

Entity	Role
Companies	● Support the balance between child-rearing and work, and strive to provide information to employees who are raising children.
Government	● Provide educational curricula tailored to each individual from preschool to post-high school graduation, and resolve learning anxieties through consultation and support. Also, link maternal and child health with child-rearing support to resolve child-rearing anxieties and support the healthy growth of children and their future choices.

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[Direction of Initiatives by "All Iga City"]
2-(1) Enhancement of child-rearing information (Focus)
① Enhancement of information dissemination
□ To ensure that children can be raised with peace of mind, we will provide information on support systems and consultation services tailored to each individual in multiple languages.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Information dissemination using various tools tailored to the child's developmental stage.	Citizens, Residents' Associations, Various Orgs, Companies, City
▶ Holding child-rearing seminars and creating opportunities for exchange among guardians.	Residents' Associations, Various Orgs, City

② Enhancement of the consultation system
□ We will establish a consultation system for foreign residents so that they can receive appropriate consultation when they have worries or anxieties about child-rearing.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Strengthening the consultation system.	Various Orgs, Companies, City
▶ Early discovery of children in need of support.	Citizens, Residents' Associations, Various Orgs, City
▶ Sharing information and challenges with related organizations.	Residents' Associations, Various Orgs, Companies, City

2-(2) Creating a place for children and young people (Focus)
① Creating a place for children and young people
□ We will enhance the "place" function in the community so that children and young people with anxieties about their career path, daily life, or those feeling a sense of difficulty can spend their time with peace of mind.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Promotion of creating places for children and young people in the community.	Residents' Associations, Various Orgs, City
▶ Creation of opportunities for interaction with diverse adults.	Citizens, Residents' Associations, Various Orgs, City

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2-(3) Promotion of education tailored to each student
① Promotion of guidance under a "special curriculum"

□ By establishing an educational curriculum tailored to each foreign national student, we will link it to the improvement of academic ability along with Japanese language acquisition.

2-(4) Enhancement of consultation regarding child-rearing support

① Enhancement of the consultation system for developmental support

□ We will enhance the system so that information provision, consultation, and support regarding developmental delays, etc., can be received in multiple languages.

② Providing a place for information sharing and exchange regarding development

□ We will strive to provide a place where guardians of children with developmental concerns can exchange information and interact with each other.

2-(5) Enhancement of Japanese language learning support and further education support

① Enhancement of Japanese language learning support

□ We will enhance learning opportunities for foreign national students, including initial adaptation guidance classes and Japanese language learning, and strive to secure means of participation in such places.

② Enhancement of support for further education

□ We will provide information on advancing to high school, etc., through career guidance, and strive to support students who wish to advance to higher education and support them until graduation.

2-(6) Enhancement of information provision regarding school enrollment

① Enhancement of information provision regarding school enrollment

□ We will conduct educational orientations for guardians of preschool children and strive to provide information in multiple languages.

② Response to out-of-school children

□ We will strive for the early discovery of children who are not receiving education or are at risk of not doing so, and connect them to school enrollment.

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3. Creating a community through exchange beyond nationalities

[Current Situation and Challenges]

To promote multicultural coexistence, it is important not only to compensate for language differences but also to understand each other's cultural differences and life backgrounds, and to foster relationships where people can naturally interact within the community. While tools like translation apps and multilingual information are spreading, this alone does not lead to sufficient mutual understanding. Building relationships where people can call out to each other when in trouble in their daily lives leads to a comfortable community for everyone.

During the Phase 1 Plan period, we continuously conducted "Plain Japanese" training for local communities, companies, and city staff, and the idea of communicating in an easy-to-understand manner according to the other person has been spreading. In addition, opportunities for exchange through culture and learning, such as the International Exchange Festival, world cooking classes, and multilingual story-telling, have also been provided. In workshops, voices were heard that being able to experience diverse cultures is a charm of Iga City, and a positive intention to introduce one's own country's culture, cuisine, and history was also seen.

On the other hand, many Japanese residents still do not know about "Plain Japanese," and it cannot be said that it is fully practiced in everyday situations. With "Plain Japanese," the attitude of proceeding while confirming if the other person has understood is important, and it is necessary to increase opportunities to use it and become familiar with it in actual situations, in combination with multilingual support and interpretation/translation.

Although events and courses have become a catalyst for exchange, they tend to be one-off and are currently difficult to link to the creation of daily, ongoing relationships. It is conceivable that information is difficult to reach people who have little connection with schools after coming to Japan, or who have few opportunities to participate in community activities. It is necessary to increase opportunities for exchange through culture and sports that are easy to participate in, and to devise ways to connect participation to subsequent involvement.

In lifelong learning, cultural activities, and community events, there are not yet enough opportunities for foreign residents to express their own culture and activities. It is necessary to make it easier for foreign residents to participate in local cultural festivals, events, and lifelong learning activities, and also to intentionally incorporate cultural introductions and artwork exhibitions by foreign residents. In addition, it is required to create an environment where foreign residents are not just "participants" but can be involved as "creators" of community activities together.

Furthermore, foreign residents have shown an interest in getting to know their neighbors and people in the community,

participating in neighborhood association and volunteer activities, and supporting newly arrived foreigners. However, actual participation in community activities is still limited, and the receiving system on the community side and the coordinating function to encourage participation are not yet sufficient. In the future, it is important to reconsider this as an initiative that creates diverse connections among residents, regardless of whether they are foreign or Japanese.
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[Chart 4-3-1] <<Japanese, Q7>> Conversations with foreign nationals (Japanese)
(Pie chart, n=257)

- Hardly ever: 46.7%
- Sometimes: 19.8%
- Often: 16.7%
- Occasionally: 16.7%

[Chart 4-3-2] <<Foreigner, Q17>> Conversations with Japanese people (Foreign nationals)
(Pie chart, n=166)

- Often: 41.6%
- Sometimes: 34.3%
- Occasionally: 16.9%
- Hardly ever: 7.2%

[Chart 4-3-3] <<Foreigner, Q...>>
(Pie chart, n=166)

- Yes: 71.1%
- No: 28.9%
  (The question for this chart is missing from the image, but it likely pertains to having Japanese friends/colleagues.)

[Chart 4-3-4] <<Foreigner, Q19>> Level of exchange with Japanese people
(Pie chart, n=166)

- To the extent of greeting each other: 40.4%
- To the extent of talking about daily life (small talk): 31.9%
- To the extent of helping each other when in trouble: 18.7%
- Other: 5.4%
- No exchange: 1.8%
- Close relationship like family: 1.8%

[Chart 4-3-...]
(Pie chart, n=258)

- Don't know: 60.5%
- Know and have used it: 26.4%
- Know but have not used it: 13.2%
  (The question for this chart is missing from the image, but based on context, it likely pertains to knowledge and use of "Plain Japanese.")

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[Future Vision for "All Iga City"]
◇ There is rational consideration for the Japanese language necessary for social participation, and everyone can interact in their daily lives using "Plain Japanese."
◇ Information useful for daily life is disseminated in multiple languages or "Plain Japanese," and a mechanism is in place for necessary information to reach those who need it.

◇ As citizens of Iga, regardless of nationality, people can interact and learn in familiar communities, workplaces, schools, and activities, creating a society where they can understand and support each other.

Indicator Name	Actual (2022)	Actual (2025)	Target (2030)
Percentage of foreign residents who have exchanges with Japanese people (%)	44	41.6	60
(Description) Results of the "Foreign Resident Survey" (percentage who answered "often" to the question "Do you have conversations with Japanese people in your daily life?")			

Indicator Name	Actual (2022)	Actual (2025)	Target (2030)
Cumulative number of "Plain Japanese" training participants (persons)	35	342	510
(Description) Cumulative number of people who have attended "Plain Japanese" training for the general public.			

[Expected Roles of Each Entity]

Entity	Role
Citizens	● Be interested in multicultural coexistence, understand differences in nationality and culture, actively participate in learning and exchange opportunities, and strive for interaction using "Plain Japanese."
Residents' Associations	● Create opportunities for exchange in the community and promote community building through multicultural coexistence and co-creation.
Various Organizations	● Act as a "bridge" between foreign and Japanese residents at exchange opportunities.
Companies	● Create opportunities for exchange within the workplace and promote community building through multicultural coexistence and co-creation.
Government	● Conduct awareness-raising activities to promote collaboration and exchange regardless of nationality, support the creation of exchange opportunities by communities, organizations, and companies, and strive for coordination towards building ongoing relationships.

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[Direction of Initiatives by "All Iga City"]

3-(1) Promotion of "Plain Japanese" (Focus)

① Promotion of "Plain Japanese"

□ In various situations, to enable easy communication not just between foreign and Japanese people, but among everyone, we will promote "Plain Japanese" and encourage interaction using "Plain Japanese."

Main Projects (Specific Initiatives)	Implementing Bodies
▶ "Plain Japanese" training for government employees: implementation and promotion of use.	City
▶ Holding "Plain Japanese" courses in communities, companies, etc., and promoting its use.	Residents' Associations, Various Orgs, Companies, City

3-(2) Promotion of cultural and sports exchange

① Enhancement of multicultural exchange opportunities

□ We will enhance exchange opportunities to learn about each other's cultures and deepen mutual understanding.

② Promotion of citizen- and community-led exchange

□ To promote multicultural exchange led by citizens and the community, we will support citizen-hosted events such as cultural festivals and sports tournaments, and coordinate points of contact between foreign and Japanese residents.

3-(3) Creating an environment where people can participate in learning and cultural activities

① Promotion of multilingual support in lifelong learning and cultural activities

□ To ensure that anyone, regardless of nationality, can enjoy lifelong learning and cultural activities, we will strive to create an environment with multilingual support in lifelong learning and cultural facilities.

3-(4) Collaboration and cooperation among residents

① Promotion of collaboration and cooperation among residents

□ We will strive to create and coordinate places and opportunities for residents to work together on various community-building activities, regardless of nationality.

② Support system for collaboration and cooperation

□ We will strive to create a support system to help residents, regardless of nationality, continue collaborative and cooperative relationships.

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4. Creating a community where foreign residents can also be active

[Current Situation and Challenges]

For foreign residents to continue living with peace of mind in the community, it is important not only to receive necessary support for daily life but also to have an environment where they can learn Japanese, obtain necessary information, participate in community planning and activities, and contribute their opinions and experiences to the community. As the population decreases and ages, foreign residents are not only bearers of industrial activity but are also increasingly expected to be bearers of support for the local community.

During the Phase 1 Plan period, we enhanced various Japanese language learning and study support opportunities, such as introductory Japanese volunteer courses, in-company Japanese language courses, and study sessions for elementary and junior high school students with foreign roots. In addition, through awareness-raising at human rights lectures and the International Exchange Festival, and by appointing foreign residents as public committee members, we have created opportunities to grasp the voices of foreign residents and reflect them in city planning.

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...and have created opportunities to reflect them in community development.

The need for Japanese language learning remains high, but some people cannot continue to learn due to constraints such as work, time, and cost. As there are disparities in the implementation of Japanese language education at business establishments, a learning-friendly environment that combines community, workplace, and online options is necessary. Furthermore, cases requiring Japanese language learning support, including for children born and raised in Japan, are increasing, and securing classrooms and support personnel has become a challenge.

Regarding two-way information exchange, the main sources of information for foreign residents tend to be people at work, acquaintances, and friends, or the internet and social media, so it is conceivable that there are segments of the population that do not receive necessary information. To move beyond one-way dissemination from the administration, it is necessary to strengthen the mechanism for two-way information exchange that receives the voices of foreign residents and leads to improvements.

Furthermore, although awareness-raising for the elimination of prejudice and discrimination has been ongoing, surveys and workshops have shown anxieties about discrimination at schools, workplaces, and shopping areas, and about being seen as a monolithic group of "foreigners." Due to the influence of social conditions, news, and social media, there are concerns that the mutual understanding built up over the years may be shaken. While establishing an easy-to-consult system, it is necessary to promote understanding in the community, foster a sense of equality, and also advance the sharing of community rules with foreign residents.

Moreover, in the workshops, intentions to participate in community planning and volunteer work, and to utilize one's skills, culture, and experience for the community were heard. However, it was also noted as a challenge that even if they have opinions, they have little experience in expressing them, and there is a need for a place to continuously share opinions. In the future, it is required to nurture human resources and create places that connect foreign and Japanese residents, and to establish mechanisms that lead to community participation, human resource development, career formation, and support for entrepreneurship.

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[Chart 4-4-1] Trend in the number of persons with "Technical Intern Training," "Engineer/Specialist in Humanities/International Services," and "Designated Activities" statuses of residence (Basic Resident Register, as of end of March each year)
(A bar chart showing the number of people in these three categories from 2017 to 2026. "Technical Intern Training" has risen to 1,154, and "Engineer/Specialist..." to 772.)
Supplemental Note: In addition to the work-purpose statuses of residence in the graph above, there are approximately 3,000 foreign residents who are eligible to work, such as Permanent Residents, Long-Term Residents, Spouses of Japanese Nationals, Spouses of Permanent Residents, and Special Permanent Residents.
[Chart 4-4-2] <<Business, Q...>>
(Pie chart, n=30)

- Currently hiring: 60.0%
- Not currently hiring: 40.0%
  (This appears to be a repeat of Chart 2-16)

[Chart 4-4-3] <<Foreigner, Q9>> Reasons for not learning Japanese (Multiple answers)
(Horizontal bar chart, n=83, for those who are not learning Japanese)

- Too busy to find time to learn Japanese: 50.6%
- Don't have money to attend a Japanese class: 22.9%
- There is no Japanese class nearby: 21.7%
- I can already speak enough Japanese: 18.1%
- I don't use Japanese in my daily life or at work: 6.0%
- Other: 8.4%
- I don't want to learn Japanese: 1.2%

[Chart 4-4-4] <<Foreigner, Q12>> Information sources (Multiple answers, top only)
(Horizontal bar chart, n=166)

- People at work: 59.6%
- Acquaintances/Friends: 55.4%
- Internet/SNS: 51.8%
- Koho Iga (city newsletter): 35.5%
- Family: 31.3%
- Foreign language information paper "Iga": 31.3%

[Chart 4-4-...] <<Foreigner, ...>>
(Pie chart, n=166)

- Yes: 22.3%
- No: 77.7%
  (This is a repeat of Chart 2-15 on discrimination)

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[Future Vision for "All Iga City"]
◇ A mechanism is in place to reflect the opinions of people with foreign roots in community and regional activities.
◇ All people, including children, the elderly, people with disabilities, and foreign residents, can be active in their own way, and a mechanism for mutual help and living is in place within the local community.
◇ Through collaboration with NPOs and utilization of private funds, various entities are involved, allowing foreign residents to utilize their own strengths in various scenes such as community activities, volunteer work, jobs, learning, and entrepreneurship.

Indicator Name	Actual (2022)	Actual (2025)	Target (2030)
Cumulative number of foreign residents on councils, etc. (persons)	※5	8	10
(Description) Cumulative number of foreign resident members on city councils, committees, etc. ※Number for which nationality is known.			

Indicator Name	Actual (2022)	Actual (2025)	Target (2030)
Percentage of people who have experienced discrimination in Iga City within the last 3 years (%)	21	22.3	0
(Description) Results of the "Foreign Resident Survey"			

[Expected Roles of Each Entity]

Entity	Role
Citizens	● Deepen understanding of multicultural coexistence to support Iga City together, beyond differences in nationality.
Residents' Associations	● Accept foreign residents as bearers of the community, clearly communicate the content and roles of community activities, create opportunities for participation, and build cooperative relationships.
Various Organizations	● Provide communication support and information, create exchange opportunities, and serve as a "bridge" between foreign and Japanese residents.
Companies	● Create an environment where foreign workers can work easily and be active, and provide support for career formation, such as providing necessary Japanese language learning, lifestyle information, and connections with the community for permanent settlement.
Government	● Promote understanding among various entities to enable foreign residents to be active in the community and companies, and provide timely and accurate information while continuously listening to the voices of foreign residents, and promote support that leads to community participation, entrepreneurship, and career formation.

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[Direction of Initiatives by "All Iga City"]

4-(1) Expansion of Japanese language learning opportunities (Focus)

① Creating Japanese language learning opportunities

□ We will promote the use of study support systems and exchange opportunities in local communities and workplaces so that foreign residents can learn Japanese in familiar places.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Creating Japanese language learning opportunities that utilize exchange opportunities in communities and companies.	Residents' Associations, Companies, City
▶ Enhancement of Japanese language classes and Japanese language learning support volunteers.	Various Orgs, City

② Opening Japanese language classes through collaboration

□ To expand Japanese language classes throughout the city, we will identify needs and promote implementation with the support and collaboration of communities and companies, utilizing web-based teaching materials created by the national and prefectural governments.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Coordination and support for Japanese language education activities in communities, companies, etc.	Residents' Associations, Various Orgs, Companies, City
▶ Promotion of implementing Japanese language education through collaboration and cooperation with communities, companies, etc.	Residents' Associations, Various Orgs, Companies, City

③ Support for children

□ We will enhance study support to improve Japanese language understanding and lead to an increase in motivation to learn. We will also support children's learning, such as through career education, to develop human resources who will be active in the community in the future.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Holding study support classes during long school holidays.	Residents' Associations, Various Orgs, City
▶ Development of human resources involved in study support.	Various Orgs, City
▶ Promotion of Japanese language education tailored to learning needs and levels.	Various Orgs, City

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4-(2) Two-way information exchange (Focus)

① Multilingual dissemination of information using effective tools

□ We will enhance the multilingual dissemination of information related to daily life, including administrative information, by utilizing various tools.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Multilingualization of administrative information.	City
▶ Utilization of SNS, etc.	Various Orgs, Companies, City
▶ Publicizing information dissemination tools and understanding needs.	Residents' Associations, Various Orgs, Companies, City

② Building a "connecting" function and system for information

□ We will build an information transmission system that utilizes personal connections in communities, companies, etc., so that information reaches those who need it.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Discovering and matching activities of foreign national supporters for information exchange.	Citizens, Residents' Associations, Various Orgs, Companies, City
▶ Creating a mechanism for information transmission through "coordinators" in communities, companies, etc.	Residents' Associations, Various Orgs, Companies

4-(3) Elimination of prejudice and discrimination against foreign nationals (Focus)

① Enhancement of awareness-raising activities

□ To create a community that respects diversity and acknowledges each other's differences, including cultural differences, we will enhance awareness-raising activities, including publicizing the "Act on the Promotion of Efforts to Eliminate Unfair Discriminatory Speech and Behavior against Persons Originating from Outside Japan" (Hate Speech Elimination Act).

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Awareness-raising for all people.	Residents' Associations, Various Orgs, Companies, City

② Promotion of multicultural understanding

□ To understand each other's cultural differences, we will create opportunities to experience each other's cultures.

Main Projects (Specific Initiatives)	Implementing Bodies
▶ Creation of exchange opportunities for multicultural and mutual understanding.	Residents' Associations, Various Orgs, Companies, City

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4-(4) Creating opportunities to listen to residents' voices

① Securing opportunities to hear from foreign residents

□ We will establish a place to continuously listen to the opinions of foreign residents, such as by conducting surveys and holding forums.

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4-(5) Participation in community and city planning

① Securing opportunities for participation in city administration

□ To promote the participation of foreign residents in various fields of city planning, we will strive to appoint foreign residents as members of councils and other bodies.

② Promotion of participation in community activities

□ We will enhance information provision to deepen foreign residents' understanding of "resident autonomy" and promote their participation in resident autonomy activities and civic activities.

4-(6) Human resource development for foreign residents and their supporters

① Discovering and nurturing motivated foreign residents

□ We will promote the development and discovery of motivated foreign residents so that they can be active in community building, and coordinate access to necessary information and places.

② Development of human resources to support foreign residents

□ We will promote understanding of multicultural coexistence and strive to develop human resources who can support foreign residents.

4-7) Support for foreign entrepreneurs, etc.

① Support for foreign entrepreneurs

□ We will promote entrepreneurship among foreign residents that leverages cultural diversity, and strive to provide information to connect this to the revitalization of the region.

② Support for event implementation, etc.

□ To create networks and multicultural exchange opportunities for foreign residents, we will strive to support events hosted by foreign residents.

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5. Towards the "Creation of New Value"

Although the population of our city is decreasing and aging, the permanent settlement of foreign residents has slowed the population decline. Foreign residents are not just a presence that supplements the population decline; they are a valuable presence that helps build the community together.

By respecting individuality and accepting diversity, such as differences in gender and generation, not just nationality, diverse values will intersect. From this intersection of values, "new value" needed for the next generation will be born, leading to the revitalization of the region.

By promoting the Phase 1 Plan, we have advanced the creation of Japanese language learning opportunities, awareness-raising and exchange for multicultural understanding, and securing opportunities to listen to the opinions of foreign

residents and utilize them in community development. Through these initiatives, a foundation has been developed for foreign residents to participate as members of the community and demonstrate their strengths. On the other hand, prejudice and discrimination against foreign residents are still seen in schools, workplaces, and shopping areas. It cannot be said that the awareness of accepting foreign residents as partners in building the community together has sufficiently permeated society as a whole. Furthermore, although foreign residents are willing to participate in neighborhood association activities and volunteer work, their actual participation in community activities remains limited, and there is a need to create opportunities for participation and enhance the environment for acceptance.
In the Foreign Residents Workshop, in addition to daily life difficulties and requests to the administration, positive opinions were heard about what they can do for the community, such as "I want to support newly arrived foreigners in Iga City," "I want to convey information to people who don't understand Japanese," "I want to participate in volunteer work and neighborhood association activities," and "I want to share my country's cuisine, culture, and past experiences with the people of the community." These voices show that foreign residents are not just recipients of support, but can become agents who support the community and bring new strength. It is important not just to ask foreign residents to participate in existing community activities, but to accept the culture, knowledge, experience, and personal connections that each person has as a strength for the community, and to think about and create community activities and their forms together, thereby developing a new kind of community building.
When people with different backgrounds and perspectives meet, learn about and respect each other's differences, and bring their respective strengths together, the previously unnoticed charm of the community is discovered, and new human connections and activities are born. We will view these individual changes as "new value," and while citizens, communities, companies, related organizations, and the government collaborate and cooperate, we aim to realize a sustainable and vibrant Iga City where diverse people can demonstrate their strengths in their own way.

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Chapter 5: On the Promotion of the Plan
1. Promotion System for the Plan
To work on the promotion of this Plan as "All Iga City," we will clarify the roles of each entity and promote projects through the concrete actions and practices of citizens, residents' associations, various organizations, companies, and the government, in collaboration, with the "Iga City Multicultural Coexistence Promotion Plan Committee" (hereinafter "Plan Committee") as the core for coordination.
Therefore, to ensure that each and every citizen understands the basic philosophy of the Multicultural Coexistence Guidelines and shares the future vision we aim for, we will publish the content of this Plan in multiple languages on our homepage and publicize it to citizens. At the same time, to gain the participation of each entity, we will create opportunities to explain the plan to residents' associations, various organizations, and companies, and will call for cooperation while understanding the actual situation of each entity.
[Diagram]

- **Center Red Box:** Realization of a society where people can appreciate the comfort of living by mutually respecting cultural backgrounds and diversity, and create new value together.
- **Arrow pointing to central circle:** Promotion of multicultural coexistence in "All Iga City"
- **Circular Diagram:**
  - **Outer Ring Entities:**
    - Various Organizations
    - Residents' Associations
    - Citizens (Japanese/Foreign)
    - Companies/Businesses
    - Government
  - **Central Hub:** Iga City Multicultural Coexistence Promotion Plan Committee
    - **Connected Box (left): Role of the Plan Committee**
      - Progress management of the plan
      - A place for information sharing and collaboration to lead to cooperative initiatives
      - Overall evaluation of the plan
    - **Connected Box (right): Role of the Expert Subcommittee**
      - Grasping the progress of projects based on the plan
      - A place for exchanging opinions and brainstorming for concrete actions and practices
  - **Sub-hub within the center:** Expert Subcommittee

- **Base of the circle:** Government

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2. Progress Management of the Plan
The progress of this Plan will be managed through a series of PDCA cycles: formulating the plan (Plan), implementing initiatives based on the plan (Do), periodically grasping and inspecting/evaluating the achievement status (Check), and then improving subsequent initiatives (Action).
For this purpose, we will identify needs and challenges from survey results and consultation cases, and each year, we will organize the progress of projects by each implementing body and the achievement status of targets. Furthermore, the "Plan Committee" and its expert subcommittees will conduct inspections and evaluations, and work to improve the content of projects for the following fiscal year, thereby leading to the effective promotion of the plan.
In the fiscal year when the planning period ends, the "Plan Committee" will conduct an overall evaluation and review the plan.
[PDCA Cycle Diagram]

- **Top Left (to Plan):** In the final fiscal year of the plan, the "Plan Committee" conducts an overall evaluation and reviews the plan.
- **Top (Plan):**
  - Formulation of the plan
  - Formulation of annual project plans and decision on initiatives
  - **Top Right (from Plan):** At the beginning of each fiscal year, the "Plan Committee" shares the initiative details of each entity.
- **Right (Do):**
  - Implementation of annual projects and initiatives
  - **Middle Right (from Do):** Expert subcommittees are held as needed.
- **Bottom (Check):**
  - Inspection of annual projects and initiative status
  - **Bottom Left (to Check):** At the end of each fiscal year, the "Plan Committee" evaluates and inspects the initiative status and proposes improvements.
- **Left (Action):**
  - Improvement of annual projects and initiatives
  - Review of the plan
  - **Middle Left (from Action):** The expert subcommittees confirm the initiative status of each entity.
- **Center Arrow (from Action to Plan):** Connects the cycle.
- **Center Arrow (from Plan to Do):** Each entity's initiatives are effectively advanced through opinion exchange and brainstorming in expert subcommittees.

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3. Towards Creating a Multicultural Community Through Dialogue and Awareness
In promoting the Phase 2 Plan, we will hold a "(Tentative Name) Multicultural Coexistence Meeting" (hereinafter "the Meeting") where foreign residents, Japanese residents, community organizations, companies, etc., can bring their opinions and experiences, transcending nationality and position.
Purpose of the Meeting

- Foreign residents, Japanese residents, community organizations, companies, etc., will gather beyond nationality and position to share opinions and experiences.
- Participants will share difficulties arising from differences in culture and lifestyle customs, know-how for living in the community, and ideas for community activities, creating a "place for dialogue and awareness" where they can learn from each other.
- Through exchange, new human connections will be created, and participants will think about what they can do from their respective positions regarding community issues, leading to concrete initiatives.

Method of Operation

- Meetings will be held about once a year as a basic principle, and as needed at other times.
- Opinions and proposals from the meeting will be shared with related organizations and city departments through the Plan Committee and will be utilized in the progress management and review/implementation of the plan as necessary.

Future Prospects

- We aim for such dialogues to take place in various settings, such as communities and activity venues, and for a loose network to be formed by foreign residents, Japanese residents, community organizations, companies, etc.
- Based on the formed network, initiatives for exchange activities and solving community issues will be born and spread through the ideas of various entities, leading to the creation of a multicultural community rooted in the region.
- We will promote the development of human resources and the unfolding of voluntary activities, and while collaborating and cooperating with existing various organizations, we will consider the construction of organizations and mechanisms that will become the driving force for creating a multicultural community.

[Diagram]

- **① Multicultural Coexistence Meeting (Place for dialogue and awareness)**
  - (Images of foreign residents, Japanese residents, community organizations, and government officials talking)
  - Diverse people bring their opinions and difficulties and connect through dialogue.
- **② Sharing and Utilizing Proposals**
  - (An arrow points from the meeting to a box labeled "Plan Committee" and "City and related organizations")
  - Opinions are shared at the Plan Committee and with the city/related organizations and are utilized in policies and activities.
- **③ A Connected Community and Future**
  - (An arrow points to an image of a vibrant town)
  - Expand the diverse network and connect it to voluntary activities and future mechanism-building.