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Title	How to accept immigrants & foreign workers better in local communities : Implications of global aging : how to accept immigrants and foreign workers better in local communities
Sub Title	グローバルな高齢化社会、移民と外国人の地域社会受け入れ
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Abstract	Introduction Japan faces the serious aging in the world and its aging speed is overwhelming. Now, how Japan will correspond with its aging is watched by other countries with interest. The Japanese government attempts to solve its aging by increasing the total birth rate, but it doesn't seem to be successful yet. Even if it shows the result, it would talk about 20-30 years after. Therefore there is another expected solution to increase the number of adult by increasing the number of immigrant to correspond with its aging in Japan. Our Proposer "Global Policy Initiative" gave us very difficult theme "How to accept immigrants and foreign workers better in local communities". This theme seems to be a "touchy" issue for Japanese. So the success of our project depends on how we can tackle so called "Taboo" among Japanese. By considering the theme of our project, we first decided to aim to solve the problem and anxiety both from foreigner and Japanese because we believe it's going to lead Japan become a country to accept immigrants better in the future. Summary of the report's contents This report is based on our ALPS activities (research, questionnaires and interviews, etc.) from June until the end of November 2011. At the end we proposed the solution ideas, "SSN (Social Security Number)", "Green Card by point system", "MFCC (Multi Functioned Community Center)" by using the system approach process (Value graph, QFD, Pugh selection, etc.) to analyze stakeholders' needs, to define issues, to select solutions, and validate systems. Our solutions may not solve the entire problem of Japanese immigrant system, but we consider them as a first step to make Japan become better country to accept more immigrants. Consequently, we expect more people will recognize the current immigrant issue Japan has by knowing what we are approaching.
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Genre	Research Paper
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Group C

Group C's Theme Proposed by Global Policy Initiative

Challenges

1. Need to improve social conditions for immigrants and foreign workers

   Health, education, working environment, legal status, social acceptance, language, culture, religion, …
2. Need to share good practices: very limited efforts of local governments and NGOs to improve social conditions for immigrants and foreign workers

Issues to be considered

1. What kinds of case studies exist which focus on social conditions for immigrants and foreign workers at local communities?
2. What are good practices and challenges and what kinds of lessons can be drawn from them?
3. What kinds of institutions or mechanisms will be needed to provide the problem-solving approach to accept foreign workers and immigrants better?

Global Policy Initiative

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It also contributes to build infrastructure for a democratic and dynamic policy formation.

Website http://www.gpi-japan.net/
E-mail info@gpi-japan.net

ALPS Final Report 2011

Group C

Project Title:

How to Accept Immigrants & Foreign Workers Better in Local Communities

Theme:

Implications of Global Aging:

How to Accept Immigrants and Foreign Workers Better in Local Communities

Proposer Organization: Global Policy Initiative

Proposer Organization's Supporter: Mika SHIMIZU

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How to accept immigrants & foreign workers better in local communities

Implications of Global Aging: How to accept immigrants and foreign workers better in local communities

Proposer : Global Policy Initiative

http://www.gpi-japan.net/

Keio SDM ALPS Group C

Mitsuru Nakayama, Naomi Fukuchi, Benie Shigaki, Mayuko Baba, Sam Kitanaka

12/2/2011

1. Executive Summary

Introduction

Japan faces the serious aging in the world and its aging speed is overwhelming. Now, how Japan will correspond with its aging is watched by other countries with interest.

The Japanese government attempts to solve its aging by increasing the total birth rate, but it doesn't seem to be successful yet. Even if it shows the result, it would talk about 20-30 years after. Therefore there is another expected solution to increase the number of adult by increasing the number of immigrant to correspond with its aging in Japan.

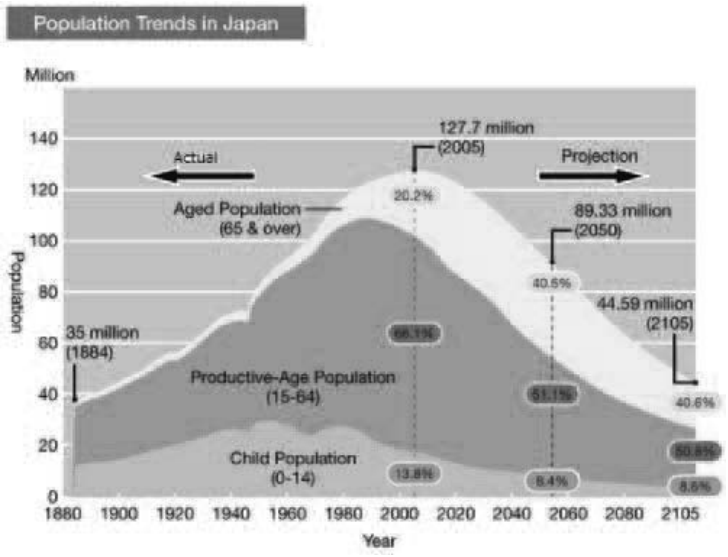

Figure 1: Population Trends (The National Institute of population and social security research)

Our Proposer "Global Policy Initiative" gave us very difficult theme "**How to accept immigrants and foreign workers better in local communities**". This theme seems to be a "touchy" issue for Japanese. So the success of our project depends on how we can tackle so called "Taboo" among Japanese.

By considering the theme of our project, we first decided to aim to solve the problem and anxiety both from foreigner and Japanese because we believe it's going to lead Japan become a country to accept immigrants better in the future.

Summary of the report's contents

This report is based on our ALPS activities (research, questionnaires and interviews, etc.) from June until the end of November 2011. At the end we proposed the solution ideas, "SSN (Social Security Number)", "Green Card by point system", "MFCC (Multi Functioned Community Center)" by using the system approach process (Value graph, QFD, Pugh selection, etc.) to analyze stakeholders' needs, to define issues, to select solutions, and validate systems.

Our solutions may not solve the entire problem of Japanese immigrant system, but we consider them as a first step to make Japan become better country to accept more immigrants. Consequently, we expect more people will recognize the current immigrant issue Japan has by knowing what we are approaching.

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3. Problem Statement

The world population has already exceeded 7 billion people and is still rising steadily though the population explosion has lost its force. However all developed countries except U.S.A, they suffer from a decline in birthrate and are under the pressure of taking appropriate measures for immigrant. Particularly Japan faces its rapidly aging, and how Japan will correspond with its aging is watched by all the world with interest.

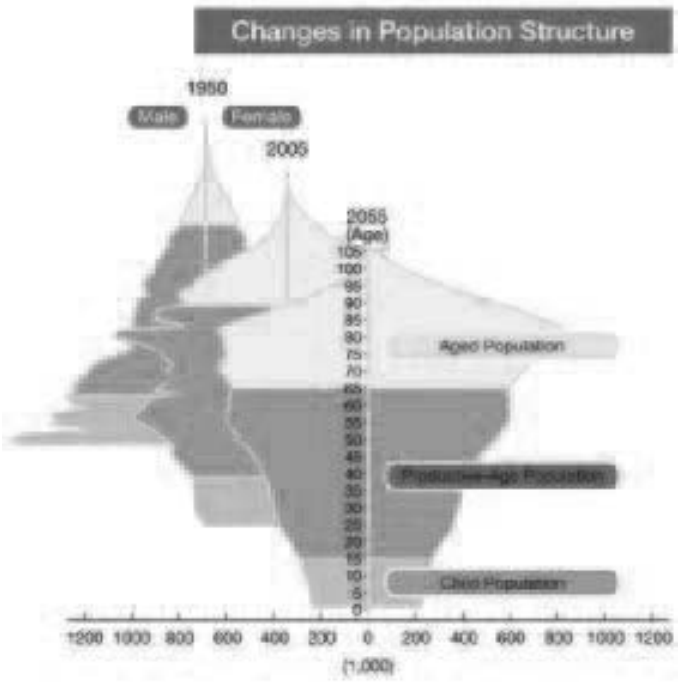


Figure 2: Population Structure (The National Institute of Population and Social Security Research)

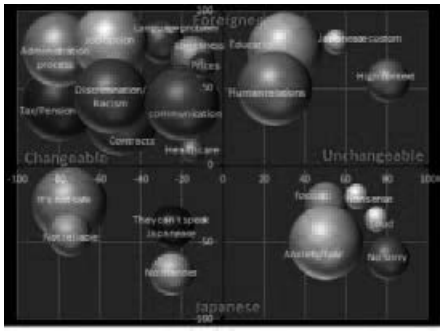
Japan tries to correspond to a low birthrate and longevity by increasing the total birthrate, but its result will show 20-30 years later. Therefore the most expected solution is to accept more immigrants to increase the number of adult.

As it was stated before, aging is not only a problem for Japan, but aging is getting a worldwide problem. Especially in developed countries, aging is becoming more serious. And in most of those countries, it tends to increase the talented foreigner/immigrants to offset workforce shortages with a decrease in workforce and rapidly aging, and there will be a possibility of them scrambling immigrants in the future. However it is true there is an opinion of both sides for accepting immigrants because Japanese people think it might reduce their job or it will increase the number of committed crime if more foreigners come to Japan.

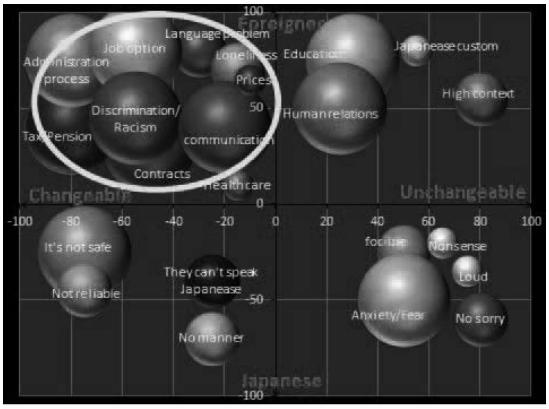
Our solution will not be carried out immediately. But it will help when Japan decides to accept more immigrants, and the purpose of our solution is to create a social system that can support symbiosis of Japanese and immigrants.

We posed a scope of prior problems to solve when approaching the project theme. We picked out the problem and anxiety both from Japanese and foreigner and broke them down later. The results show in below,

Figure 3: VOC Matrix



We focused on the problems on the upper left in the matrix diagram. The reason why we only chose them was because other problems on the right side of matrix diagram which talk about Japanese culture, showed difficulty to solve and no point to improve. And we concerned that solving the problems in the upper left (Foreigner/Changeable) would solve the problems in the lower left (Japanese/Changeable) at the same time.



If we get them in shape, foreigner's problems can be put in order like "contract", "prejudice", "work environment", "loneliness", and "health care."

Figure 4: VOC Matrix 2

Example from VOC

- Foreigner has less job option or only an option to do part-time job even though they have high education background.
- It will take time for foreigner to get used to work environment because of lack of competence in speaking Japanese and lack of competence in speaking English by Japanese.
- Expensive price. Foreigner has less chance to meet Japanese.
- They can't communicate since Japanese' English skill is too low.
- Foreigner has disadvantage in applying for credit card, renting a house, and buying a cell phone. Foreigner needs to have guarantor who is Japanese.
- Some of foreigners don't have insurance because it's too expensive, therefore those who don't have their insurance need to pay expensive medical expenses after all or they won't get enough treatment when they are ill.
- The Japanese government is requested to establish clear guidelines for permanent residency.
- Our goal is to propose the idea solutions to solve those problems above.

4. Analysis and Discussion of ALPS Method

4.1 KJ Method

After we conducted a survey, we brain-stormed all problems both Japanese and foreigner had in order to consider about our project theme.

The matrix graph below explains if we put all received information in shape,

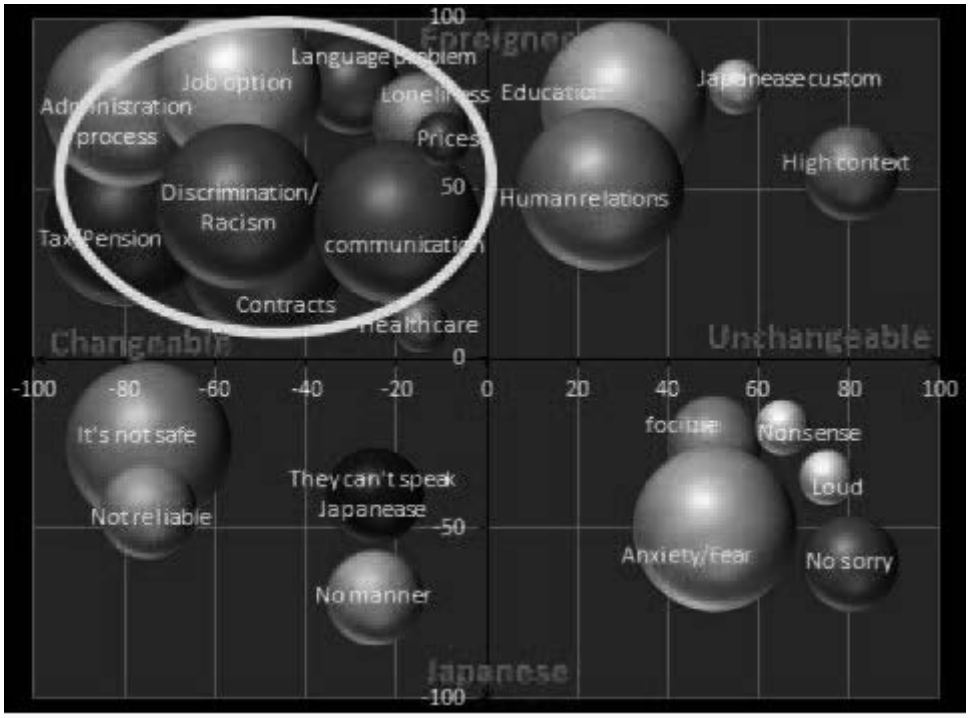


Figure 5: VOC Matrix 2

The matrix graph shows Japanese/foreigner's problems on vertical line, and Changeable/Unchangeable problems on horizontal axis. We only focused on the problems in upper left of the matrix graph. The reason why we didn't choose other problems in upper right is because we thought they were too difficult to solve and saw no point to be improved. Moreover we realized that solving the problems in upper left would solve other problems in lower left after all.

4.2 CVCA

We visualized the flow of money and information among stakeholders based on the CVCA with classified data (questionnaire, brain-storming, KJ method)

Then we realized there were two problems, 1. Alien registration didn't proof of his/her identity enough and 2. Foreigner had lack of information because of language problem. Furthermore we found those

two problems were related to the weak relationship between Japanese and Foreigner. Therefore we needed to propose the solution that would strengthen the underlined part in red.

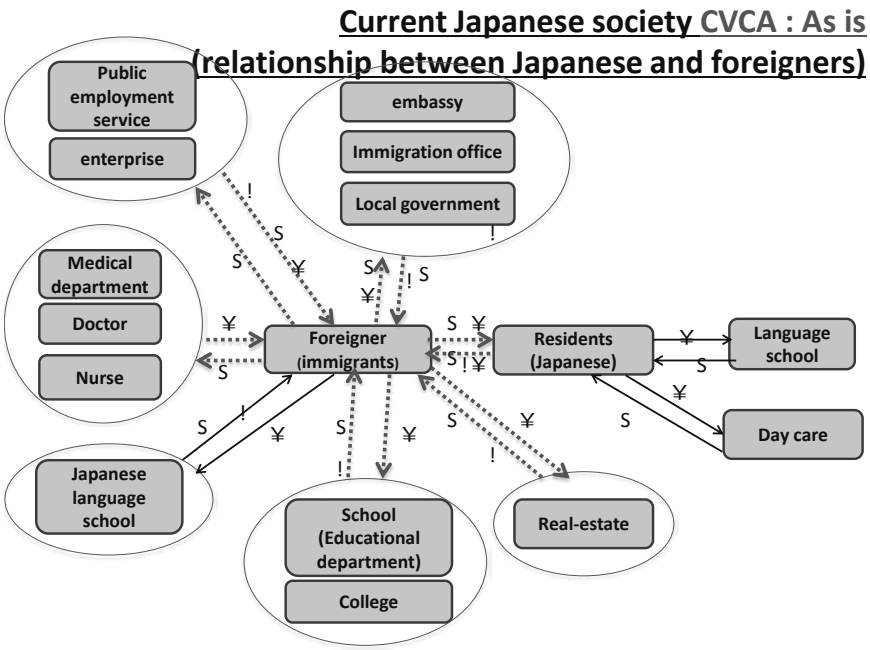


Figure 6: CVCA (As is)

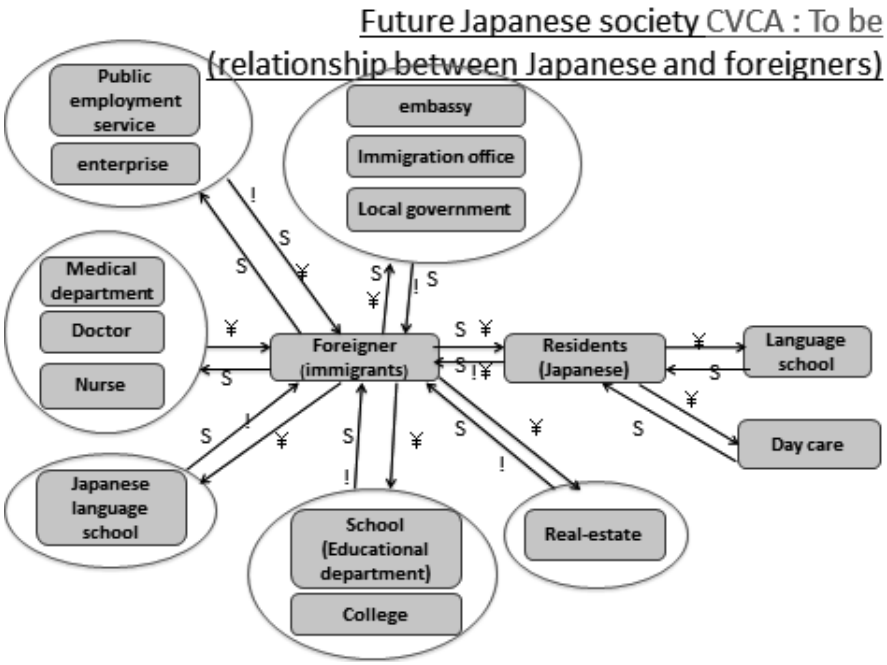


Figure 7: CVCA (To be)

4.3 Value Graph

Next, we selected the functions that would solve VOC by Value Graph. We assume that VOC would be solved by these functions.

By thinking of steps like Visualize VOC, “What are the customers’ needed function and value?” → “What does it measure the function and value?”. Then we could decide the function, “How do we materialize the function?” that would satisfy VOC.

VOC solved by our function is shown below,

identification→「Job option」「Discrimination」「Health care」「Contract」

Japanese skill→「Work Environment」「Communication」

English skill→「Work Environment」「Communication」

coupon→「Price」

communication→「Loneliness」「Discrimination」

information→「Health care」「Job option」」「Contract」

step up→「Job option」「Work Environment」

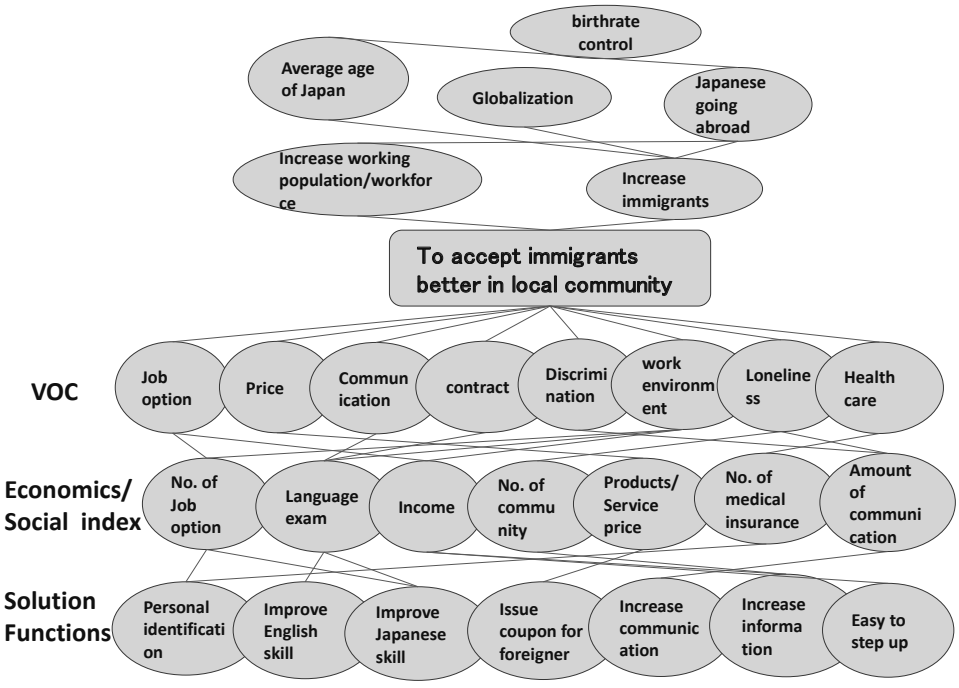


Figure 8: Value Graph

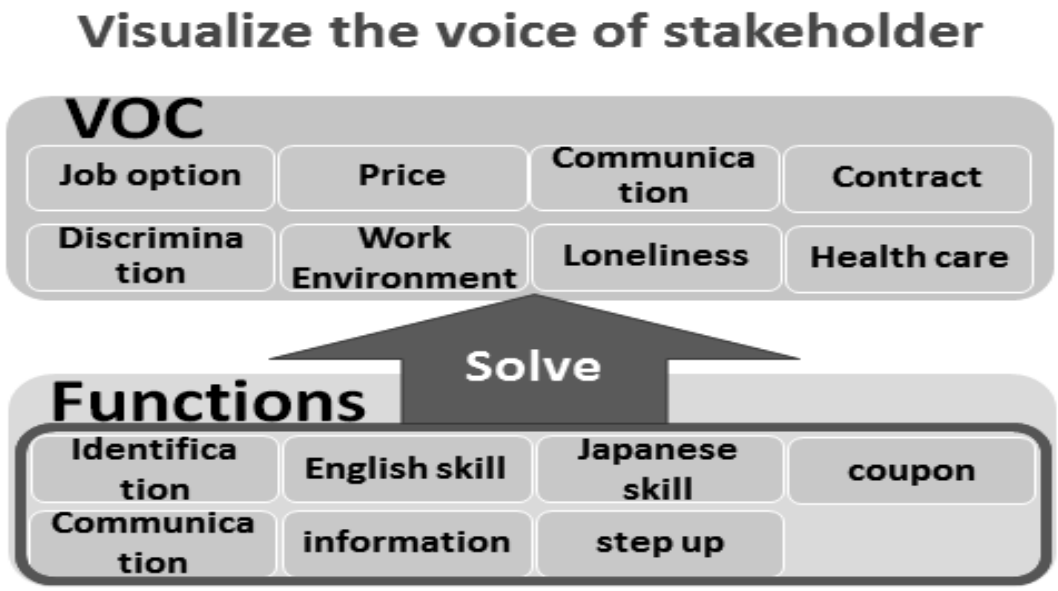


Figure 9: Visualization of Voice of Stakeholders

4.4 QFD

Next we decided which functions are the most important by QFD Ⅰ, Ⅱ. Based on the value graph, we could quantitatively show which function was the most important by QFD Ⅰ and Ⅱ. Consequently we found the option standard to decide which solution should be the highest priority when there were too many solution options.

QFD1

		Economics/Social index						
Customer Requirements	Customer Weights	No.of job option	Language exam	Income	No. of community	Products/Service price	No. of medical insurance	Amount of communication
Job option	9	9		1				
Expensive to pay for entertainment	3			1		9		
Communication problem	9	3	9	1	3			3
Complicated contract system	1		9	9				
Discrimination	3	9		3	3			3
Improve work environment	9	3	3	3				1
Loneliness	3		3		9	3		9
Health care	9						9	
Raw score		162	126	66	63	36	81	72
Relative Weight		27%	21%	11%	10%	6%	13%	12%

Figure 10: QFD 1

QFD2

		Solution Elements or Functions						
Engineering Metrics	Phase I Relative Weights	Proof identification	Improve English skill	Improve Japanese skill	Issue coupon for foreigner	Increase communication	Increase information	Easy to step up
No. of Job option	27%	9	1	3			3	9
Language exam	16%		9	9				
Income	8%	3		1			3	9
No. of community	24%					9	9	
Products/Service price	5%				9		9	
No. of medical insurance	10%	9					3	3
Amount of communication	10%	3	3	3	3	9	3	
Raw score		4.3	2.5	3.1	0.9	2.0	3.4	3.8
Relative Weight		21%	12%	16%	4%	10%	17%	19%

Figure 11: QFD 2

Priority of solution Elements or Functions

Rank	Elements or Functions	%
1	Proof identification	21%
2	Easy to step up	19%
3	Increase information	17%
4	Improve Japanese skill	16%
5	Increase communication	10%
6	Improve English skill	12%
7	Issue coupon for foreigner	4%

Figure 12: Priority of solution Elements or Functions

4.5 Morphological Analysis

Next, we brain stormed from Morphological Analysis to decide the best form to materialize function specifically from value graph. We came up with six solutions by finding the relationships between functions in Morphological Analysis.

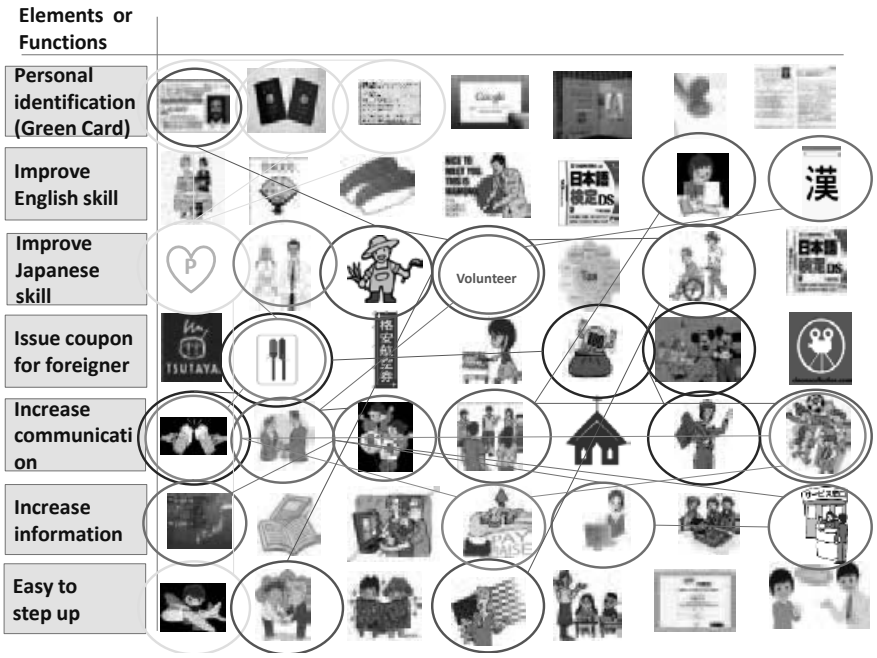


Figure 13: Morphological Analysis

Figure 14: Selected items

4.6 Pugh Selection

We prioritized six solutions by Pugh selection. We prioritized them based on the result of prioritized function in QFD before. And we ended up selecting three best solutions.

Criteria	Solution 1	Solution 2	Solution 3	Solution 4	Solution 5	Solution 6
Job option	++	++	D	–	–	++
Expensive to pay for entertainment	–	–	A	++	++	+
Communication problem	–	S	T	–	–	++
Complicated contract system	+++	+	U	–	–	++
Discrimination	++	++	M	–	–	+
Improve work environment	+++	++	N	–	–	S
Loneliness	S	S		–	S	S
Healthcare	+++	+		–	–	+
Overall	10	7		-5	-4	9

Figure 15: Pugh Selection

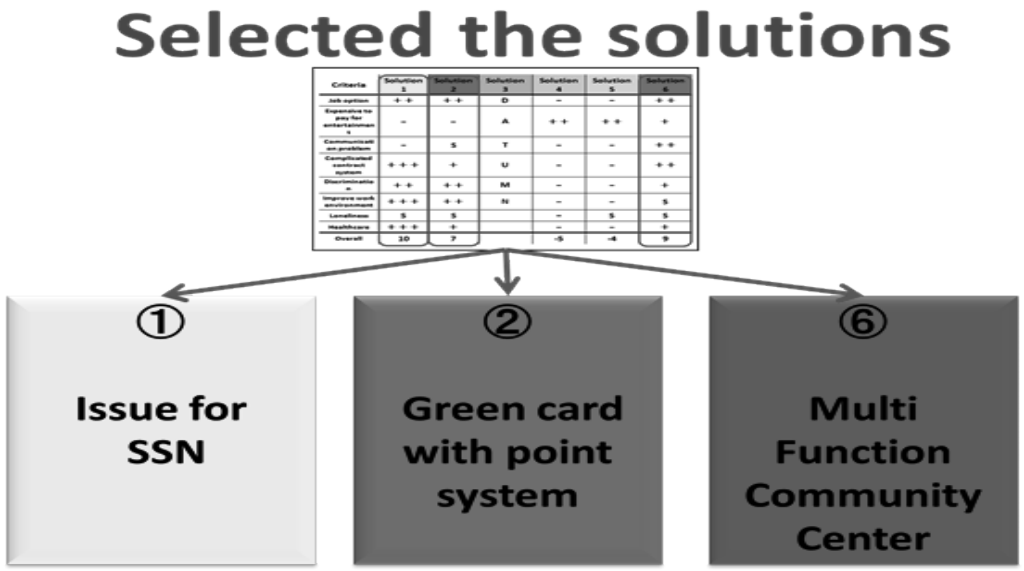


Figure 16: Selection of the solutions

4.7 Summary of process

1. VOC Matrix

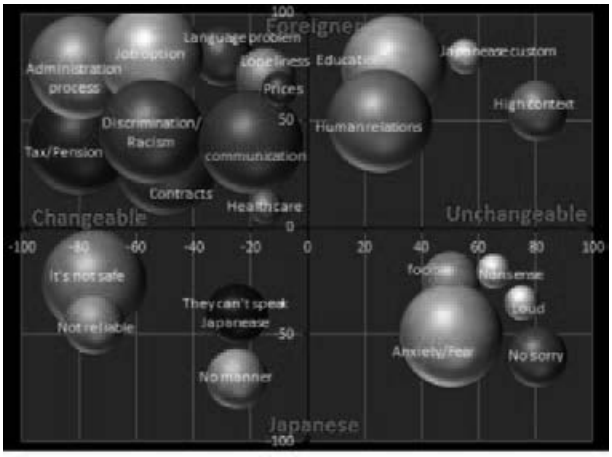


Figure 17: VOC Matrix

2. CVCA (As is)

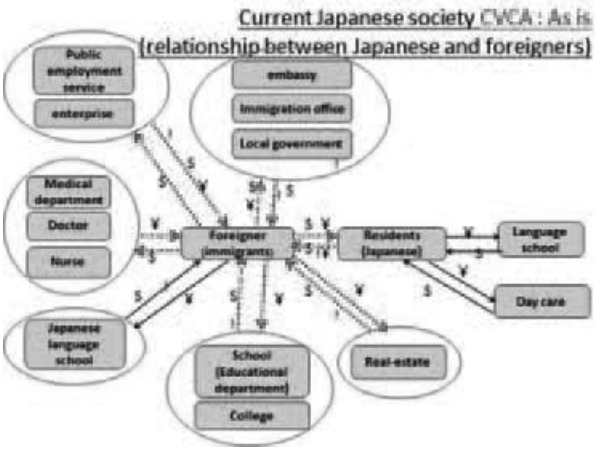


Figure 19: CVCA (As is)

CVCA (To be)

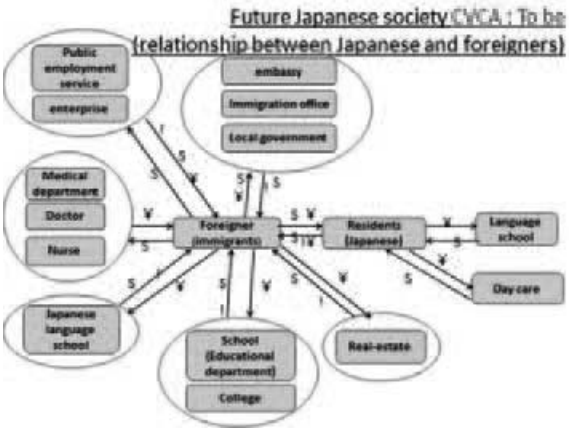


Figure 18: CVCA (To be)

3. Value Graph

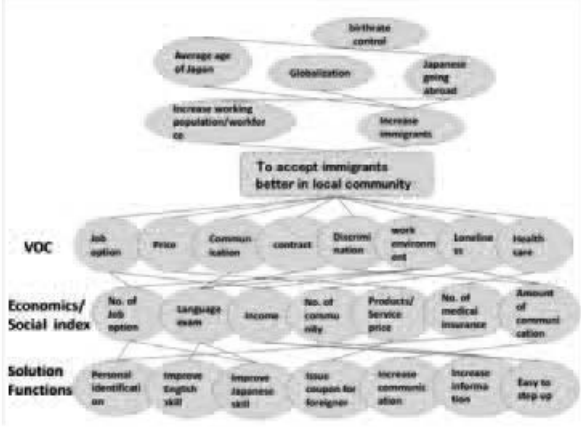


Figure 20: Value Graph

4. Morphological Analysis

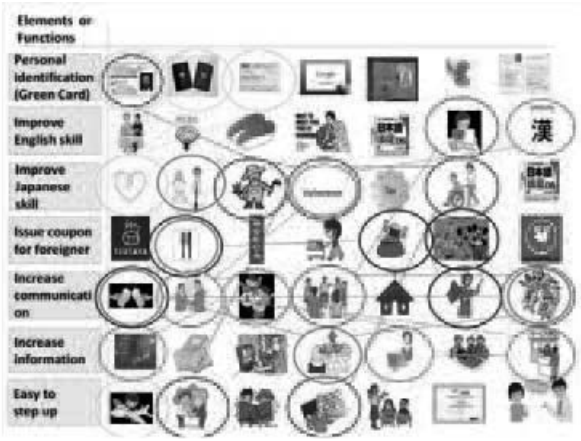
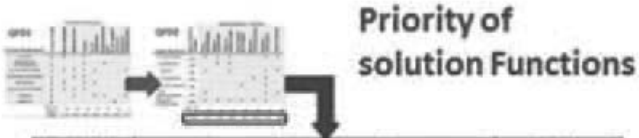


Figure 22: Morphological Analysis

Figure 21: Morphological Analysis

5. QFD



Rank	Elements or Functions	%
1	Proof of identity	21%
2	Easy to step up	19%
3	Increase information	17%
4	Improve Japanese skill	16%
5	Increase communication	10%
6	Improve English skill	12%
7	Issue coupon for foreigner	4%

Figure 23: QFD

6. Pugh Selection

Criteria	Solution 1	Solution 2	Solution 3	Solution 4	Solution 5	Solution 6
Job option	++	++	D	-	-	++
Expensive to pay for entertainment	-	-	A	++	++	+
Communication problem	-	S	T	-	-	++
Complicated contract system	+++	+	U	-	-	++
Discrimination	++	++	M	-	-	+
Improve work environment	+++	++	N	-	-	S
Loneliness	S	S		-	S	S
Healthcare	+++	+		-	-	+
Overall	10	7		-5	-4	9

Figure 24: Pugh Selection

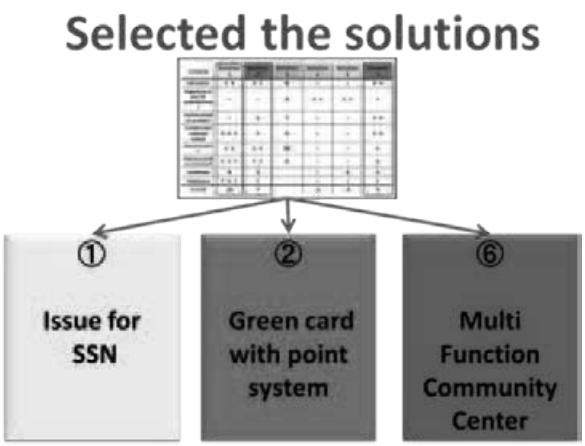


Figure 25: Pugh Selection

5. Design Recommendation

5.1Solution①

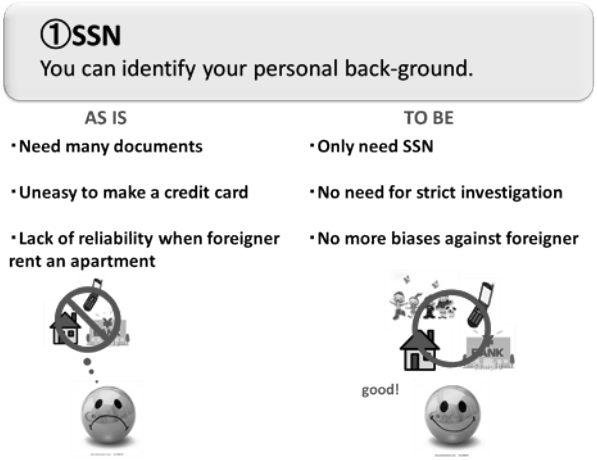


Figure 26: SSN (Social Security Number)

Provide SSN for proof of your identity

We provide SSN if you are approved as a fine foreign person. This SSN can prove your identity as a fine person to do most of things in Japan.

When foreign people try to rent an apartment, they are required to prove their identities by showing so many documentary evidences such as passport, alien registration, certificate of bank account, and a personal guarantor who is Japanese. But they will no need for many documentary evidences or personal guarantor anymore when they have SSN. SSN helps you easily to rent an apartment, buy a new cell phone, and make a bank account credit card.

5.2Solution②

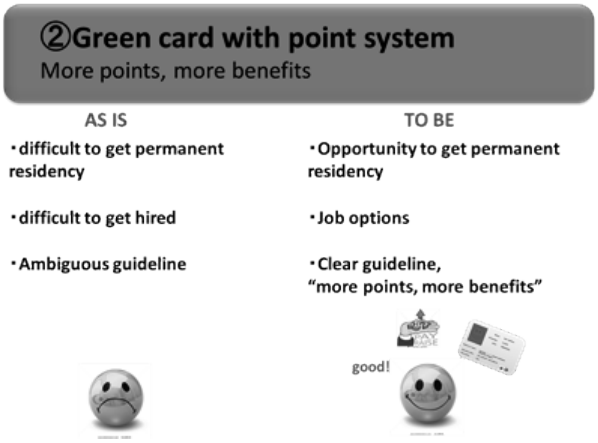


Figure 27: Green Card with Point System

Green card by point system

This system can provide benefits for immigrants when they participate in volunteer activities, pay tax properly, improve their Japanese skills, contribute their share to the welfare work, and so on. How much they achieved or contributed to those activities will be calculated into the points. So they will have highly chance to have more job options to choose and also highly chance to get the permanent residency if they earn more points.
Moreover, we assume it will give immigrants the incentives to work harder and stay in japan for a long time.

5.3Solution③

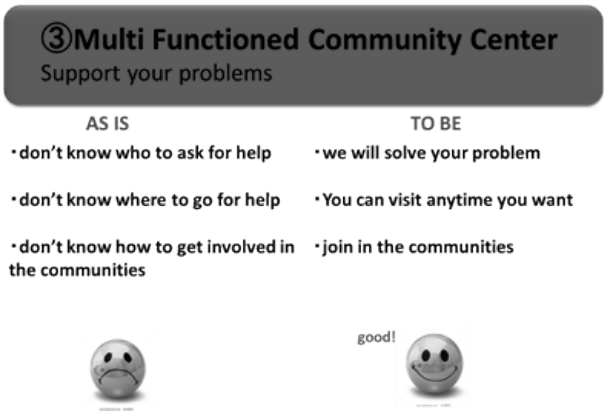


Figure 28: Multi Function Community Center

Multi Functioned Community Center

This place will solve immigrants' problems such as resident registration, job hunting, communication, and other difficulties they are facing in japan. If you are looking for Japanese teacher, they will introduce you a good teacher, if you are looking for a job, they will support your job hunting, if you are looking for Japanese friends, they will introduce you good Japanese people as many as you want.

5.4 Prototype

5.4.1 First Prototype at ALPS Workshop #03

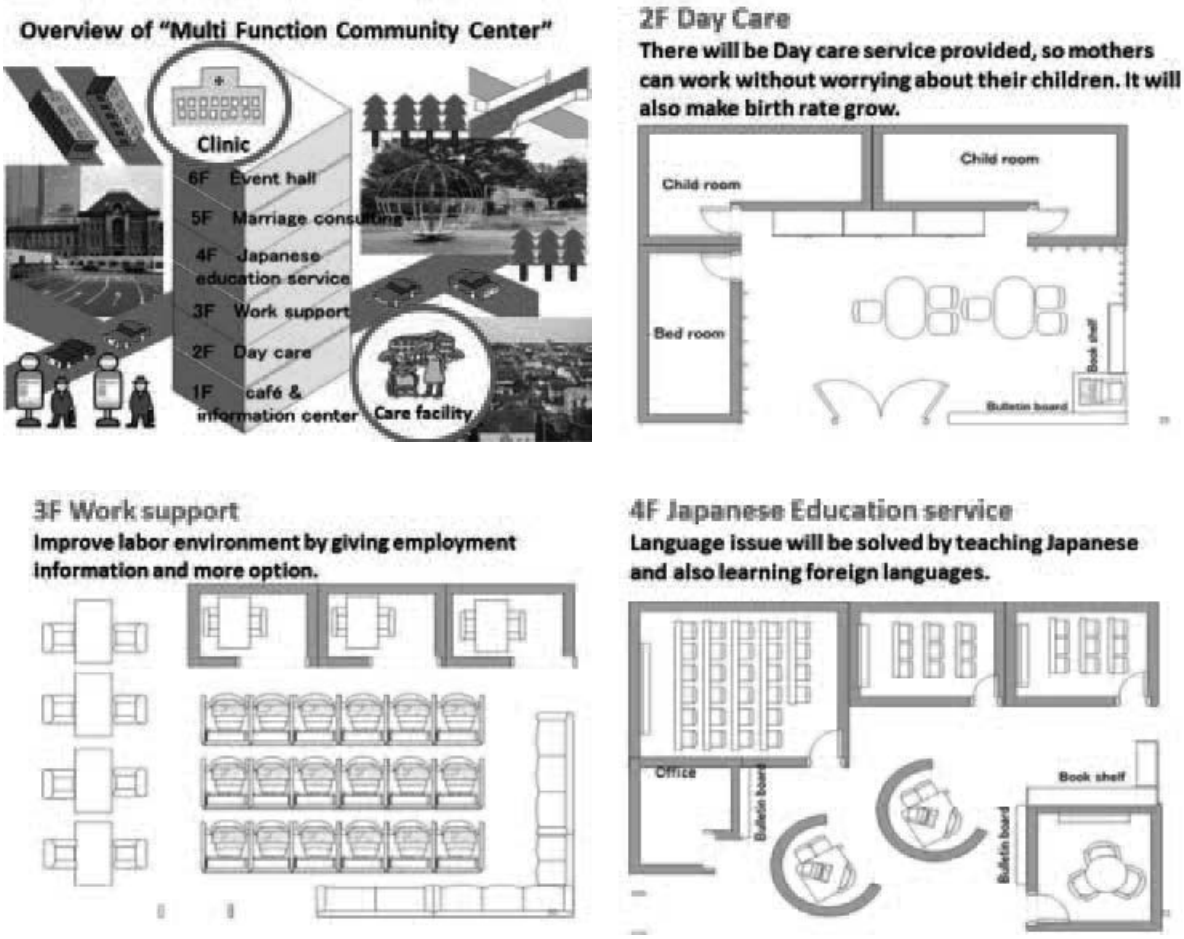


Figure 29: Multi Function Community Center

5.4.2 Second Prototype at ALPS Workshop #04

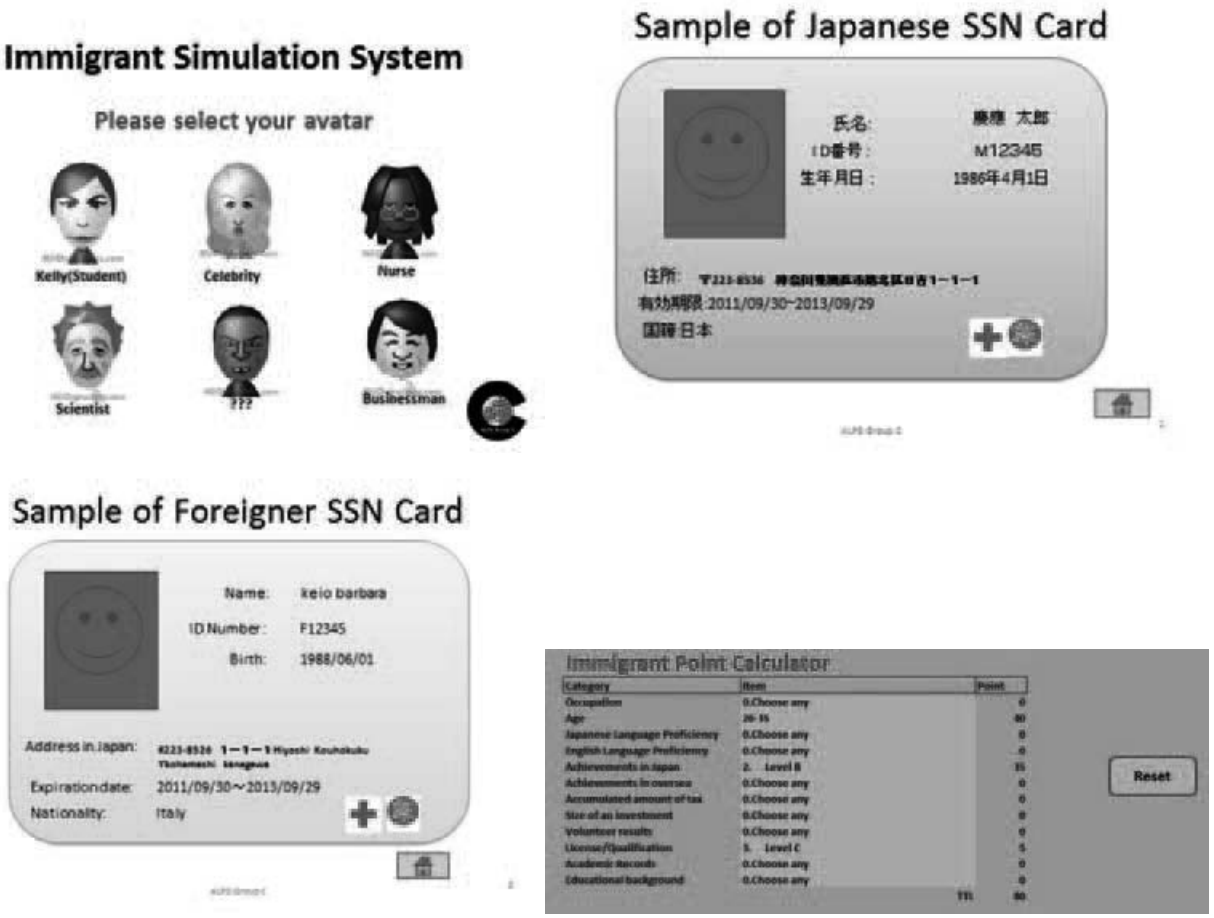


Figure 30: 2nd Prototype

5.4.3. Final Prototype at ALPS Workshop #05

Figure 31: Final Prototype

5.5 Verification & Validation

At the end of our ALPS activity, we interviewed some foreigners living in Japan and also some Japanese to make sure our solutions will be accepted by them. We had explained outline of our project and asked some questions.

Question: What do you think of Green Card by point system & SSN ?
Answer: I'd like to get it to stay in Japan long term (U.S.A) I hope we will not have a problem of identification (half Japanese, no permanent residency) It looks better than current "foreign registration" card (Chinese) If there is something visible, we feel comfortable (Japanese) We need that kind of identification (Japanese)

Table 1: Interview (Green Card and SSN)

Question: Do you think MFCC will be usefull for you?
Answer: It will be convenient (Chinese) It will be helpful in case we have a problem (Chinese) I hope I can lean Japanese (half Japanese, no permanent residency) That will be fine if it will be available for Japanese and foreigners (Japanese)

Table 2: Interview (MFCC)

6. Competitive Analysis

Business Model

The nationwide system like Green Card & SSN may not be treated as a business model because these two solutions should be national project supported by political measures. However accepting immigrants and foreign workers will increase the working generations and reduce the ratio of the aged generations in the population. Furthermore we can expect the increase of tax income and social insurance so that Japan can maintain sustainable public services and economic growth.

Regarding "MFCC (Multi Function Community Center)", some of MFCC's functions like language lessons, café and Marriage consulting can be treated as a small business model. Especially language lessons should be supported by volunteers of both Japanese and foreigners. And it will be a business model. However main function of employment bureau, child care center and information center should be operated as public facilities. Of course finance is the biggest issue for this implementation. Then we suggest we should utilize "PFI (Private Finance Initiative)" that is recently getting popular in Japan. "PFI" is a new business model to operate public facility by private finance and business know-how. And PFI must be more efficient and successful than the public enterprise.

First, it needs to publicize upon introducing of system. Our business model assumption is showed below,

Advertise our project theme on GPI website

↓ Ask for government's support when more people become aware of immigrant issue

Build MFCC by government's support

↓ Gain sympathy by broad-advertising MFCC

Introduction of SSN・GC, Amend the Constitution

It will be very important for us to promote the issue and to gain sympathy and common upon introducing system, and it is already said by our proposer in the beginning. The permission is already given by our proposer to advertise on GPI website. For the next step, we will do promotion at the nongovernmental level by sending out the information on GPI website, make a connection to government support, and finally to introduction of system with the amend Constitution.

Next, there are two things should be considered for our project theme.

1.Which part of Japan will be strength when they fight for immigrants with the other countries.
2. Which part of MFCC will be stronger point than other common facilities.

First, we think our solution of visualize-able proof of identity with step up system will be strength of Japan when they fight for immigrants with other countries.

The reason is because all good part of immigrants system from other countries are taken into our Green card functions. To be concrete, it is considered that if foreigners become able to proof of their identities, prejudice against foreigner from Japanese will be reduced by SSN to manage insurance and pension accurately for both Japanese and foreigner. On the other hand, it will increase foreigner who immigrate in Japan by providing the uploading point system for the benefit of permanent residency or suffrage in order to give incentives for foreigner to live in japan.

Not only can they earn points by investing in Japan, but they also can earn points by participating in the volunteer activities. Because this system doesn't only treat rich foreigner well, it is better system than any other country has.

Second, we think total support by synergy effect of single functions will be stronger point than other common facilities. Actually there is no big difference between the functions and common facilities. However there will be two strengths of MFCC. They are 1. The total support for foreigner with all functions gathering, and synergy for Japanese and foreigner symbiosis each other.

Details of synergy effect is showed below,

【ex:) Japanese lady and foreign gentleman】

・cafe & information center

Japanese education service

Japanese lady and foreign gentleman meet each other, communicate each other, and fall in love each other through café and Japanese education service

↓

・Work support

Foreign gentleman can find a job through work support

・Marriage consulting service

They get married

↓

・Day care

Two babies are born to a married couple. Then parents give their babies to Day care

↓

・Event hall

Celebrate for marriage anniversary

7. ALPS Roadmap and Reflections

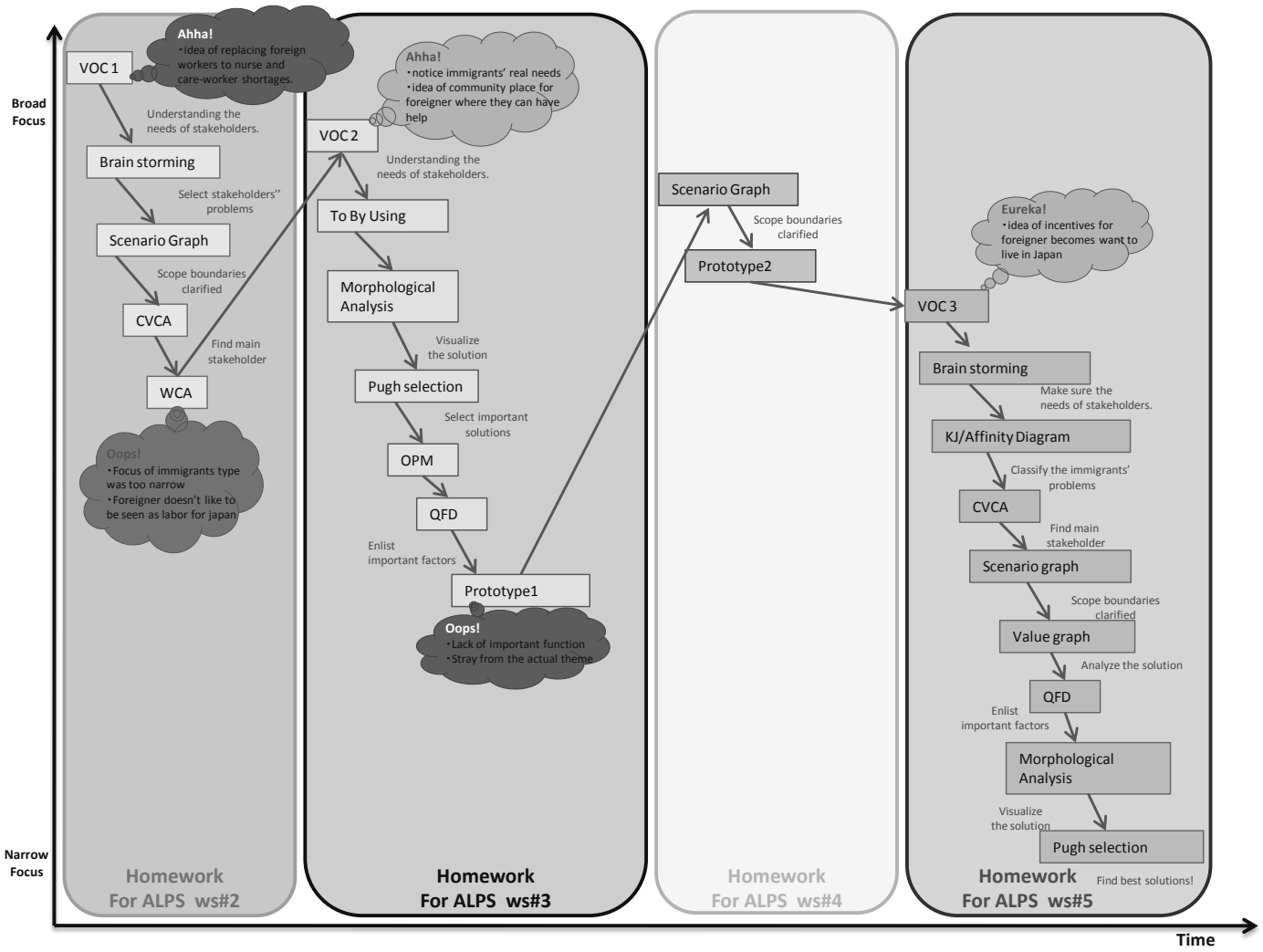


Figure 32: ALPS Roadmap and Reflections

8. Conclusions and Future Work

We found some difficulties to apply ALPS methods to the social system during the process of finding the solution of this complicated issue. Actually we reached a dad end several times. And we tried to return to the original point and review Voice of customer to verify our process every time. Finally we could make proposals to GPI.

We are afraid that our solutions still have some problem to overcome. In case of “MFCC”, financial support might be the biggest problem. But we may have an option to operate “MFCC” by “PFI” (Private Finance Initiative). Concerning “SSN” (Social Security Number), revisions of “Administrative Organs Personal Information Protection Act” and “Residential basic book Act” will be obstacles. Regarding “Japanese Green Card”, we may need to establish clear guidelines that are related to the point system in addition to the revision of “Immigration control law”. Also to avoid unauthorized use of point, we need to create a mechanism to prevent crime by foreigners. So we need to indicate how much point they can get by what kind of activities clearly in advance.

At this moment none of Japanese politician tries to take any measures to accept immigrants and foreign workers. It looks as if to mention immigrants is taboo among politicians. Consequently much interest has been focused on the measures to prevent the decline in birthrate. We seriously need a national consensus to change Japanese political measures from increasing of birthrate to accepting immigrants and foreign workers.

The next step is to publish our report on the web site of our proposer GPI (Global Policy Initiative). Then we would like get more people understand that we can’t avoid accepting immigrants and foreign workers in the near future. And we expect our proposal may have an impact on the political measures somehow in the future.

Under the current circumstance, we may have to say our proposal might be a contingency plan because the government focuses the increase of birthrate as described above. However according to the latest news Japan will sit at the negotiating table for TPP (Trans-Pacific Partnership Agreement). If Japan become a member of TPP, not only material but also people will be thrown into the borderless world. We will be forced to change our mind-set soon. The Globalization is coming!

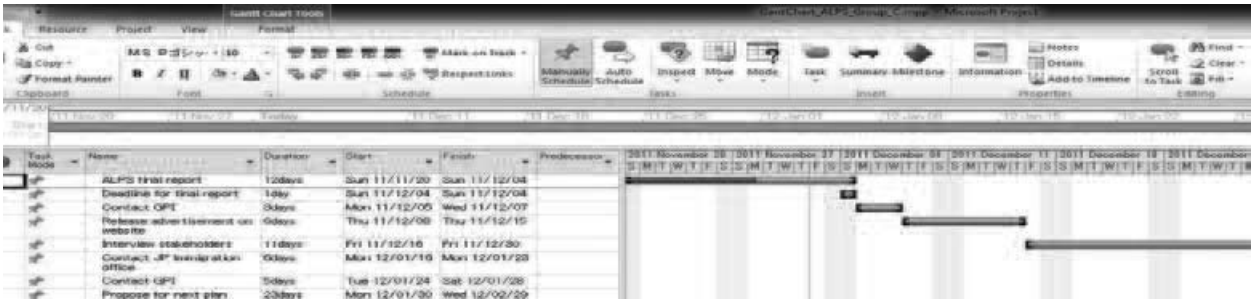


Figure 33: Gant Chart (Example of future planning)

9. Acknowledgements

This report is produced based on one of the theme proposed by Global Policy Initiative in the Design Project of ALPS (Active Learning Project Sequence).

Our team “Group C” is grateful to Mr. Sakurai of SDM senior Master student for guiding the conceptualization and development for every Workshop of ALPS. And we extend our special thanks to Project Professor Toshiyuki Yasui of Keio SDM. We really appreciate the feedback and advices offered by two of them and other colleagues of Keio SDM.

We also wish to thank many foreigners living in Japan who allowed us to have opportunities for interviews and questionnaires.

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11. Appendix

11.1 Tools

Comments of unused tools (or used in the exercise. But not mentioned on the report)

1. To By Using
   We found this tool is designed to express the system simply

2. Score-carding Framework
   This tool can indicate the system quantitatively

3. WCA
   It is difficult to specify the color of labels. It depends on the person.

   We thought we should have more clear guidelines.

4. NPV
   We expect that our solution is based on the political measures or public enterprise. So we did not apply business model to our solution intentionally.

5. Others

Upon verifying our solutions, we followed the process of one of SDM's project ("Visualization and Quantification of Residents' Preferences by Systems Approach – A new Methodology to Design a Public Policy for Re-vitalizing Declined Rural Town –" Tsutsuki Akiko, Yasui Toshiyuki, Shirasaka Seiko, Kohtake Naohiko). Basically all tool not mentioned in this project was excluded.

11.2Historical Background

There was a moment the birthrate increased by baby-boom after the second world war between 1947 and 1949, and they were called "the baby-boom generation." Later, it showed a decline in the total birthrate and it was caused by the Eugenic Protection Act. Moreover, human hands (labor) became unnecessary because of a decline in the rate of infant mortality and also in conversion to company man from farmhouse. Actually Japan once considered its increase in population in 1959 when a population white paper was published, so they tried to push forward with a decline birthrate at a moment. In 1966, many people avoided to give a birth because of a superstition about *"Heigo"* (Japanese 12 years fortune), and now we pay attention to what it will happen when the next *"Heigo"* come in 2026. Between 1971 and 1974, a birthrate again increased because the baby-boom generation started giving a birth. But it's not because the total birthrate increased, but it's simply because the number of parental generation increased.

11.3 Current situation of foreigners living in Japan

Currently approximately 2 million foreigners live in Japan.

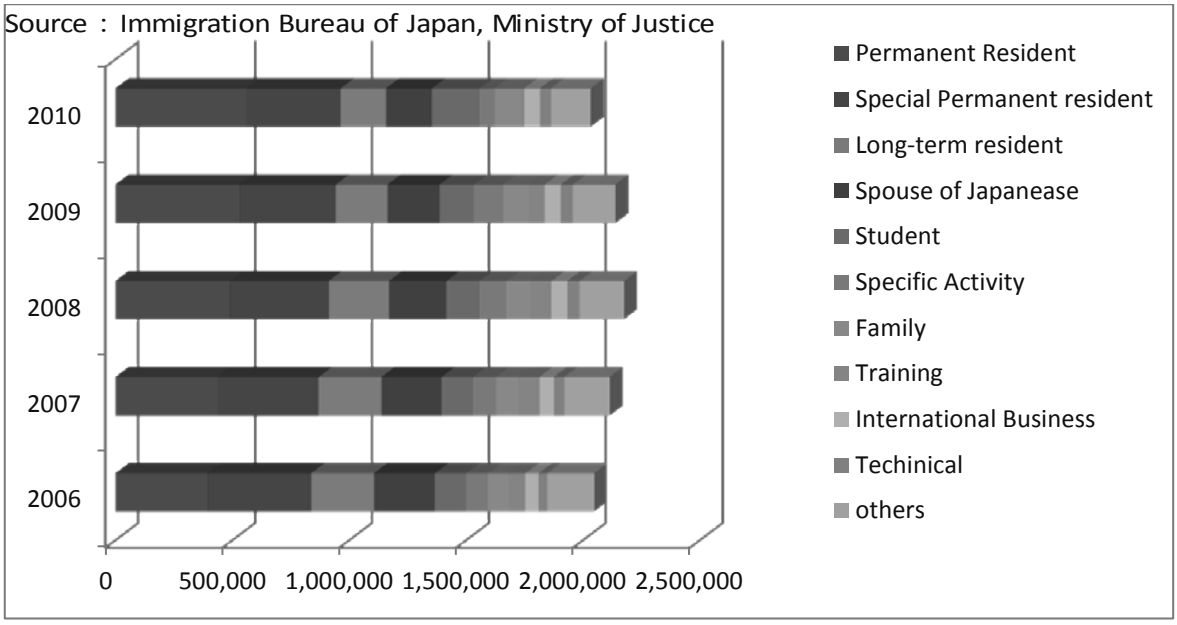


Table 3: Foreigners in Japan (by VISA category)

And approximately 50000 foreigners get permanent residency from the Janpanse Government every year.

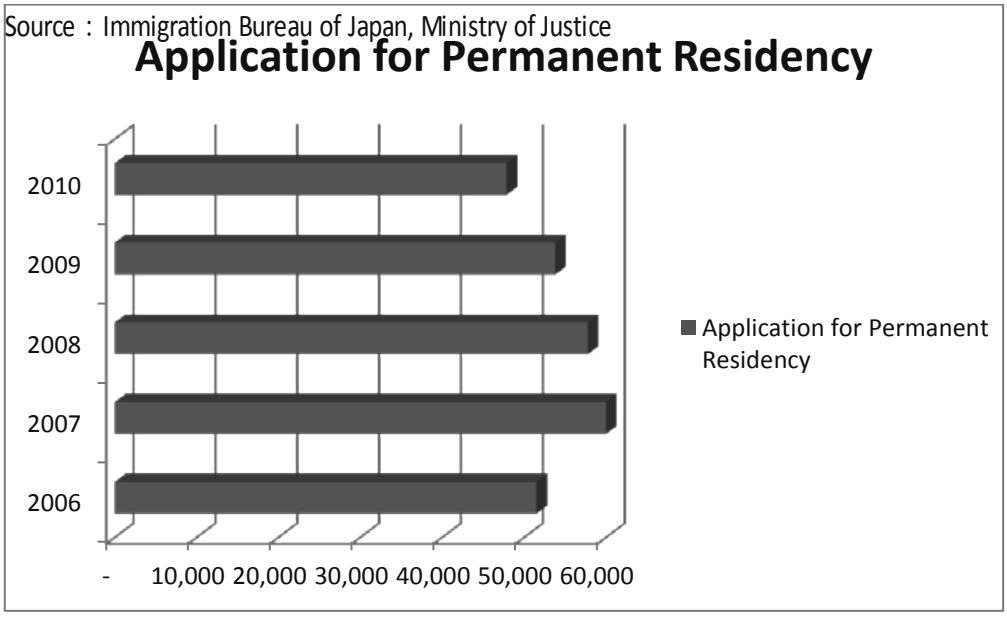


Table 4: Application for Permanent Residency

11.4 Future

In 2003 JETRO(Japan External Trade Organization) investigated the immigrants into U.S. and published report “米国の移民(Beikokuno-Imin)”. In this report, JETRO made an interesting study about the future of Japan. JETRO estimated Japan needs to accept 17 million of immigrants in total until 2050 in case Japan plans to maintain population of 2005(127.5million). Consequently, we have to accept over 380,000 immigrants per year in the coming 45 years. If Japan plans to pursue the economic growth and maintain the number of working generation at the level of 1995, we need to accept nearly 700,000 immigrants every year.

To increase the number of immigrant was not a requirement of our theme proposed by Global Policy Initiative. However, taking account of this future analysis, we should design our solution on the assumption that we may need to accept approximately 400,000 - 1 million immigrants every year in the near future.

11.5 Alternate solutions for Aging and Shringking Population

In the process of ALPS research, we found some interesting articles and opinions.

Motani mentioned the potential workforce of housewilfe all over Japan in the best seller book “デフレの正体(Defure no shoutai)” in 2010.And “The Economist” reported that the Japanese firms will be forced to treat ladies better. That means the Japanese company needs to hire the ladies who had once quit the job. Nearly half of University graduates are female. However 33% of them are serving tea at home or part-timers.

Figure 34: Land of the wasted talent (http://www.economist.com)

We agree with this opinion. Our MFCC is designed to support working ladies(not only for immigrants). If we can provide better child care services to working ladies(not only ladies), the fertility rate will go up as descrived in the previously mentioned book by Motani.

We hope current political measures by the Japanese Government will be effective. Otherwise we will face the serious demographic catastrophe.

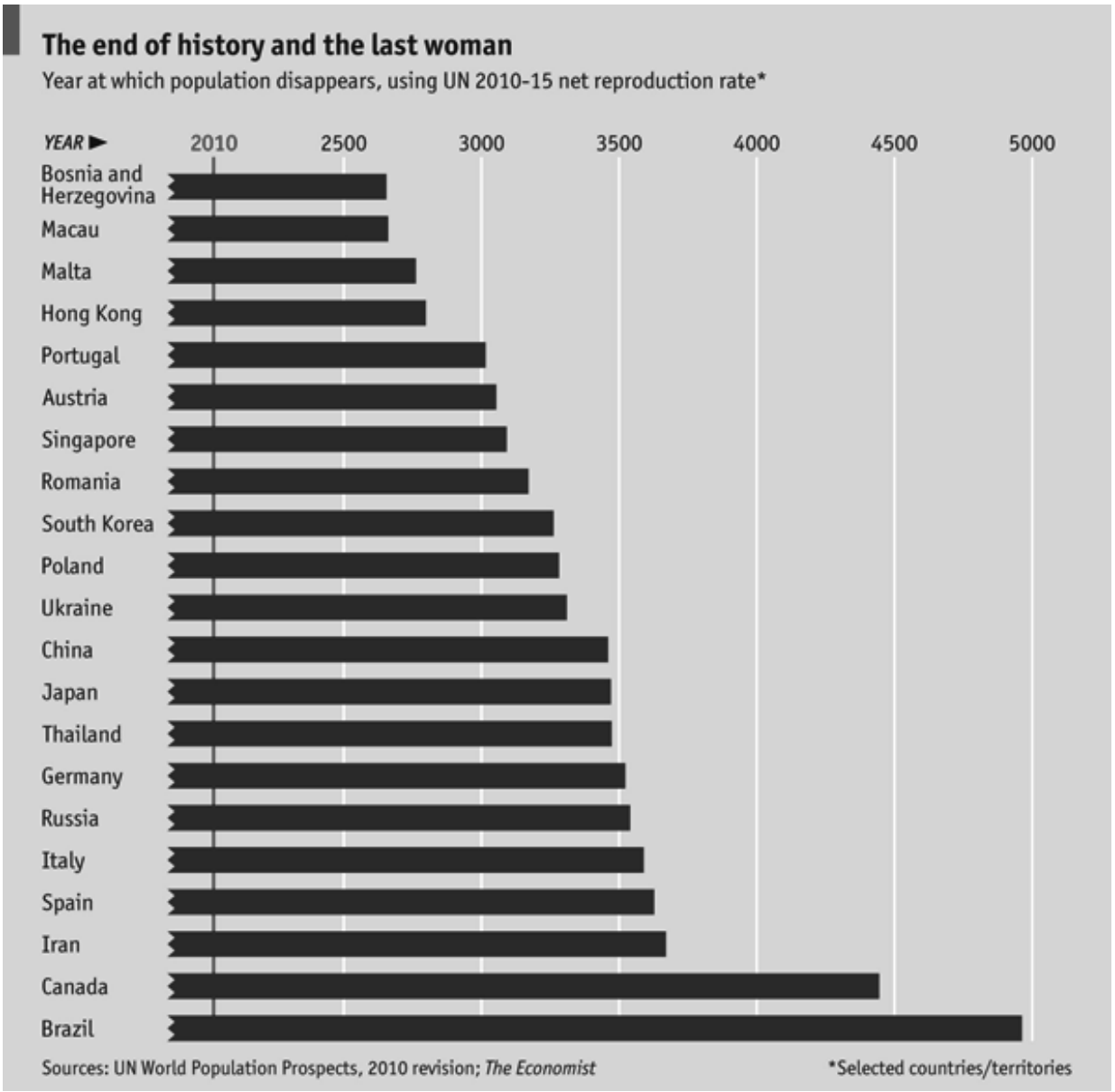


Figure 35: End of History and the Last Woman (http://www.economist.com)

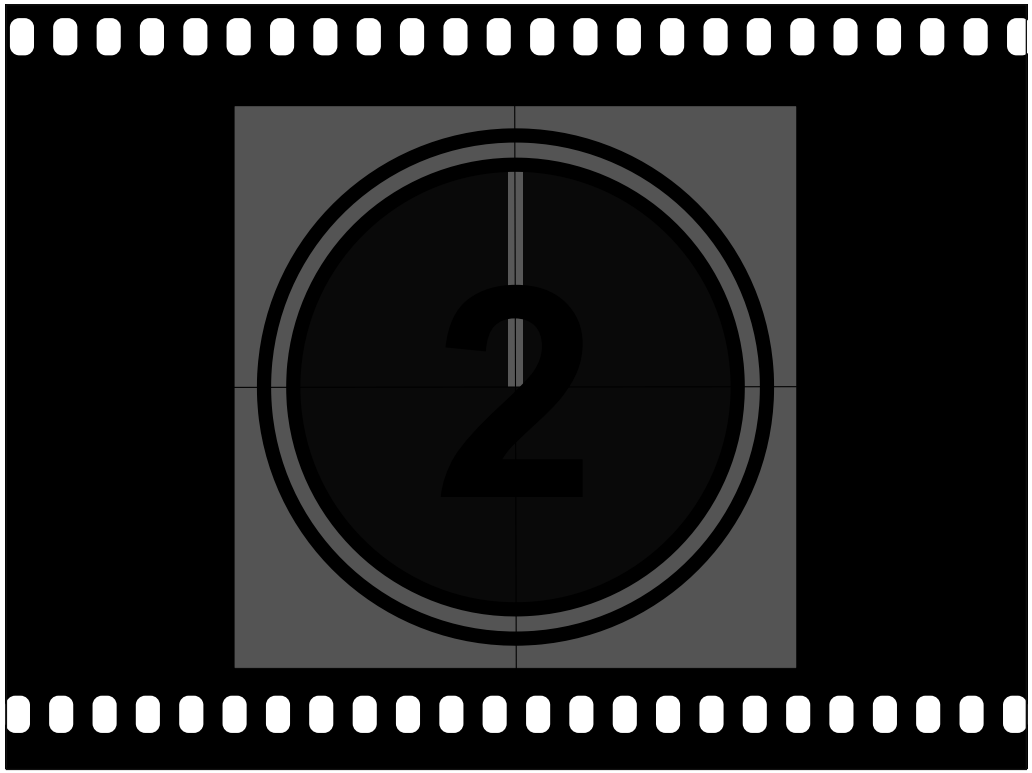
Group C’s Final Presentation Slides

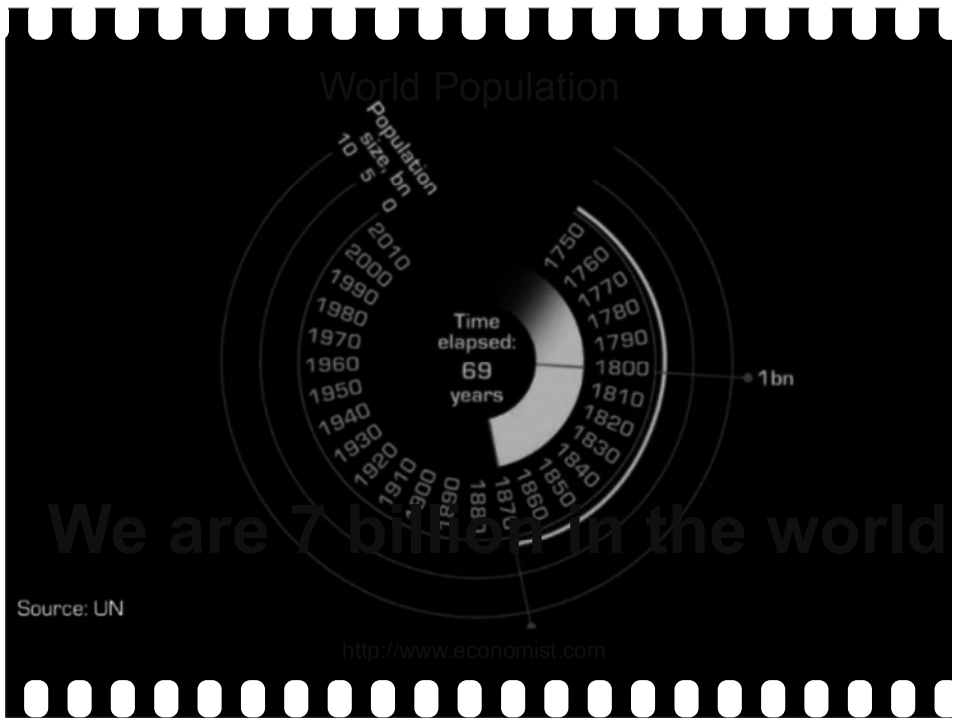
ALPS WS #05 Presentation

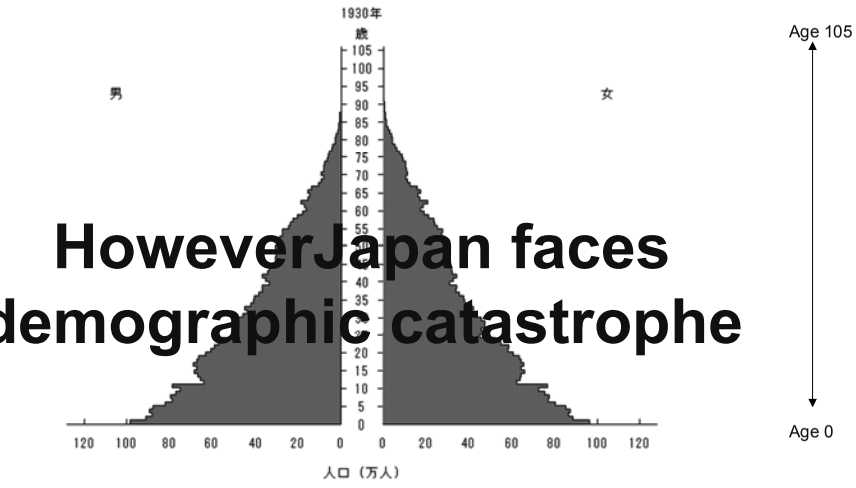
ALPS Group C

M. Nakayama, N. Fukuchi, B. Shigaki, M. Baba, S. Kitanaka

ALPS WS #05 19 Nov.2011







HoweverJapan faces demographic catastrophe

6

ALPS WS#02

Japanese Language Support

In 2010 only 3 out of 254 passed the national exam of Nurse in Japan.

7

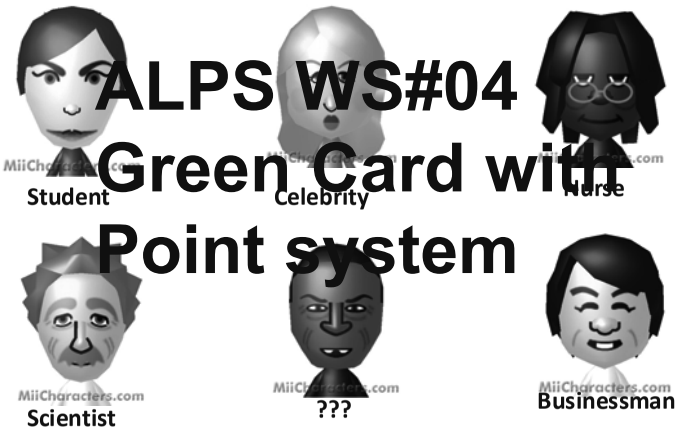
ALPS WS#03

Multi Function Community Center

Multi Function Community Center

Immigrant Simulation System

Please select your avatar



ALPS WS#04
Green Card with
Point system

Foreigner SSN Card (Japanese Green Card)

ALPS WS#04
Green Card with
Point system

Music: R.シュトラウス ツァラトゥストラはかく語りき(交響詩) Op.30 指揮フリッツ・ライナー シカゴ交響楽団 1954年3月8日録音

Implications of Global Aging:
How to Accept Immigrants and Foreign Workers Better in Local Communities

Proposer: Global Policy Initiative

Why we need to accept immigrants ?

In 2003 JETRO(Japan External Trade Organisation) investigated U.S. immigrants and they mentioned the future of Japan.

How many immigrants we need in a year?

① 日本では、1950年以降、出生率の低下と寿命の伸びが急速に起こったため、その他の先進国に比べて、労働人口（15歳から64歳まで）と高齢者（65歳以上）の比率が急速に縮小してきた。この傾向が続けば、同比率は1995年の4.8から2050年には1.7になる。1920年には11.0、1950年には12.2であった。

② 日本の人口は2005年に1億2,750万人で頂点に達した後、減少し始める。もし人口を同じ水準で保とうとすれば、2050年までに延べ1,700万人の移民を受け入れなければならない。これは年間平均38万1,000人の移民を必要とすることを意味する。その結果、2050年には移民とその子孫の数は2,250万人となって、全人口の17.7%を占めることになる。

③ 労働人口を1995年の絶対数8,720万人の線で維持しようとすれば、2050年までに延べ3,350万人の移民が必要となる。これは年平均60万9,000人の移民受け入れを意味する。もしこの措置がとられた場合、2050年には移民とその子孫は4,600万人となって、総人口1億5,070万人の30%を占めることになる。

④ 他方、労働人口と高齢者の比率を1995年の4.8の水準で維持しようとすれば、2050年までに延べ5億5,300万人の移民が必要になる。これは年平均1,000万人の移民を受け入れる[illegible]を意味する。もしこの措置がとられた場合、2050年の日本の総人口は8億1,800万人となって、うち移民とその子孫が占める割合は87%となる。

If we need to maintain current population, we need to accept approx. 400,000 immigrants every year until 2050.

Source: 米国の移民 by JETRO in 2003

Voice of Customer

Do you have any problem to stay in Japan?

Office Worker (half Japanese but no permanent residency)

Difficult to rent a room

I have to ask somebody to guarantee my payment

Japanese lessons

Student (Chinese)

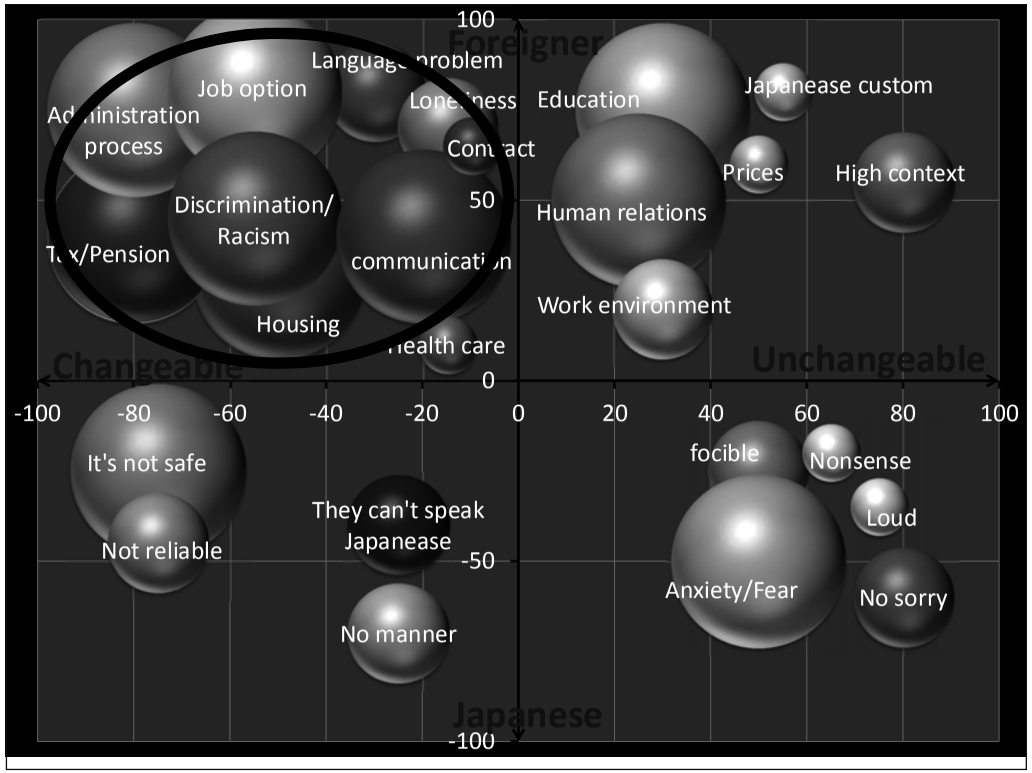
Japanese language

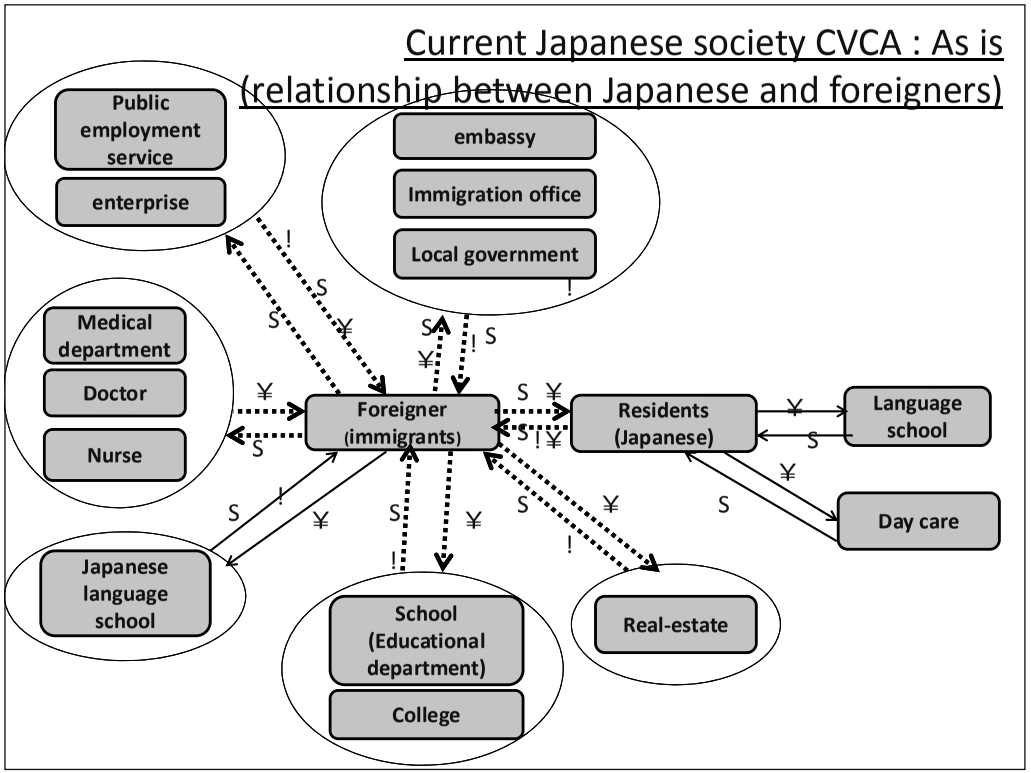
English Teacher (USA)

Discrimination

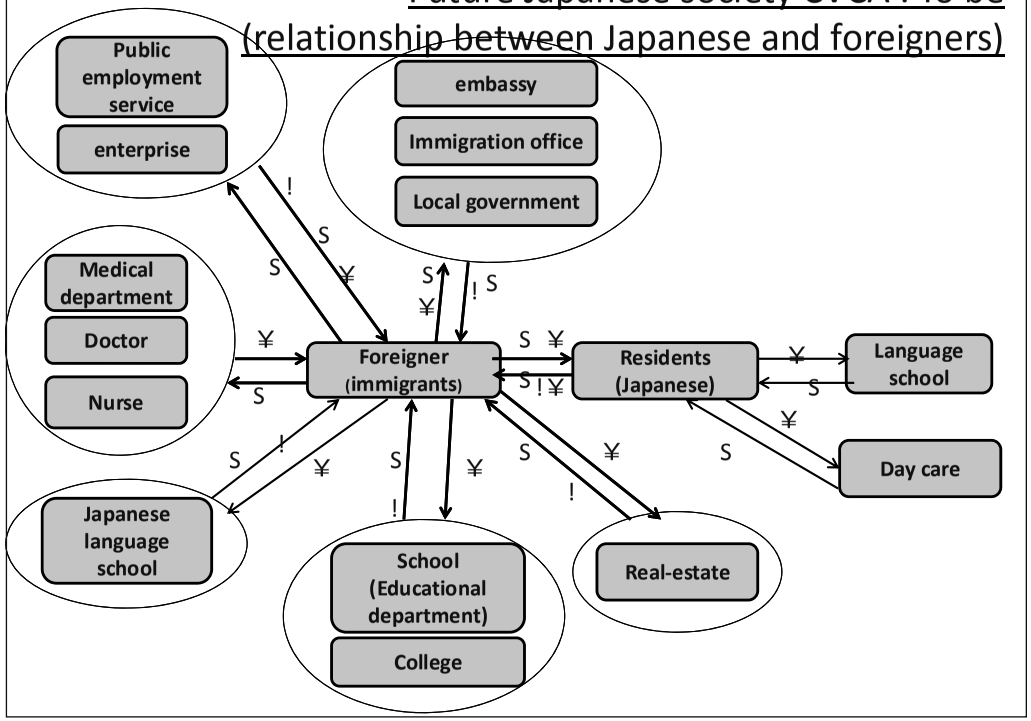
Student (Chinese)

Too many implicit rules and manners





Future Japanese society CVCA : To be
(relationship between Japanese and foreigners)



Visualize the voice of stakeholder

VOC

Job option	Price	Communication	Contract
Discrimination	Work Environment	Loneliness	Health care

Functions

Identification	English skill	Japanese skill	coupon
Communication	information	step up	

Visualize the voice of stakeholder

VOC

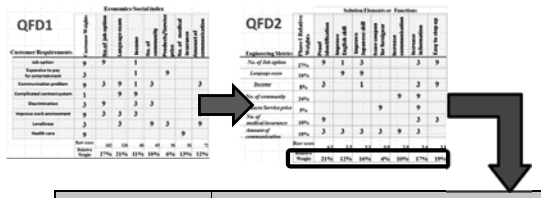
Job option	Price	Communication	Contract
Discrimination	Work Environment	Loneliness	Health care

Solve

Functions

Identification	English skill	Japanese skill	coupon
Communication	information	step up	

Priority of solution Functions



Rank	Elements or Functions	%
1	Proof of identity	21%
2	Easy to step up	19%
3	Increase information	17%
4	Improve Japanese skill	16%
5	Increase communication	10%
6	Improve English skill	12%
7	Issue coupon for foreigner	4%

①issue for SSN

④Coupons to enjoy Japan

②Green card with point system

⑤ Coupons for communication

③global education at school

⑥Combined communities

Selected the solutions

Criteria	Solution 1	Solution 2	Solution 3	Solution 4	Solution 5	Solution 6
Job option	+ +	+ +	D	-	-	+ +
Expensive to pay for entertainment	-	-	A	+ +	+ +	+
Communication problem	-	$	T	-	-	+ +
Complicated contract system	+ + +	+	U	-	-	+ +
Discrimination	+ +	+ +	M	-	-	+
Improve work environment	+ + +	+ +	N	-	-	$
Loneliness	$	$		-	$	$
Healthcare	+ + +	+		-	-	+
Overall	10	7		-5	-4	9

①

Issue for SSN

②

Green card with point system

⑥

Multi Function Community Center

Solutions

①SSN

Proof of your identity

AS IS

・complicated process

・Lack of reliability when foreigner rent an apartment

TO BE

・Simple process

・No need for strict investigation

・No more bias against foreigner

②Green card by point system

More points, the more benefits

AS IS	TO BE
・difficult to get permanent residency	・earn points to get permanent residency
・difficult to get hired	・more Job options
・Ambiguous guideline	・Clear guideline, “more points, the more benefits”

good!

What do you think of Green Card?

It will be fine if they have a certification of proper immigrants.

Hopefully I can stay longer in Japan if I can get Green Card.

So Green Card with point need to worry about renewal of my Visa.

Housewife & Kids (Japanese)

Office Worker

Half Japanese (no permanent residency)

③Multi Functioned Community Center

Solve your problems

AS IS	TO BE
・don’t know who to ask for help	
・don’t know how to find a job	・MFCC will solve your problem
・don’t know how to make friends in Japan	

***Symbiosis and Synergy**

Place for Japanese and foreigner to exchange

Do you need “MFCC” (Multi Function Community Center) ?

conclusion

SSN

POINT

prove immigrants’ back-ground & personal identification

visualize step-up

MFCC

better support

Accept immigrants and foreign workers better

Do you want to live in Japan for long time ?

English Teacher (USA)

Do you want to get permanent residency ?

Of course, I love Japan so much!

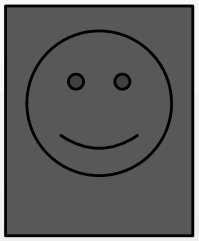
Can we(Japanese) change our mind ?

Elementary School Teachers (Japanese)

It is difficult to change our mind in a short term.

So we need something visible that can identify immigrants easily.

Foreigner SSN Card (Japanese Green Card)



Name: keio barbara

ID Number : F12345

Birth: 1988/06/01

Address in Japan: #223-8526 1—1—1 Hiyoshi Kouhokuku Ykohamashi kanagawa

Expiration date: 2011/09/30～2013/09/29

Nationality: Italy

Prototype: Green Card & MFCC

Prototype: Green Card & MFCC

Thank you for your attention !

Special thanks to
Yasui sensei
Sakurai san (M2)

ALPS Group C

Nakayama, Mitsuru

Fukuchi, Naomi

Shigaki, Benie

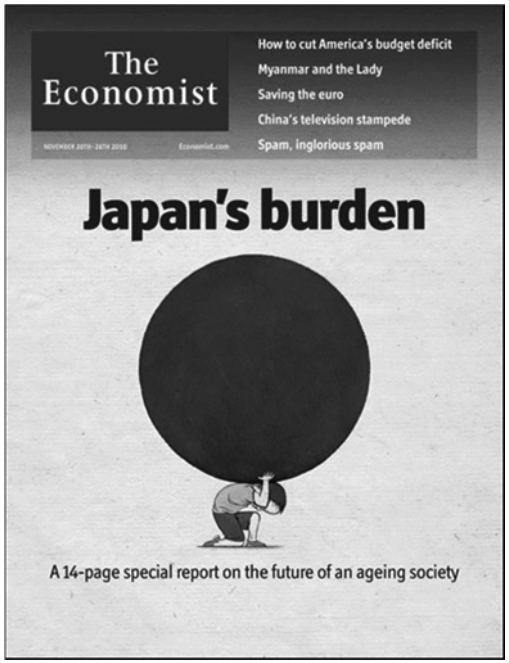
Baba, Mayuko

Kitanaka, Sam

End

Music: J.シュトラウスII 美しく青きドナウ Op.314 指揮フリッツ・ライナー シカゴ交響楽団 1957年4月15,16日録音

Any Questions ?



http://www.economist.com

Into the Unknown

Japan is aging faster than any country.

Any alternate solutions ?

Land of the wasted talent

Japanese firms face a demographic catastrophe. The solution is to treat women better

Nov 5th 2011 | from the print edition Tweet 436

UNLIKE an earthquake, a demographic disaster does not strike without warning. Japan's population of 127m is predicted to fall to 90m by 2050. As recently as 1990, working-age Japanese outnumbered children and the elderly by seven to three. By 2050 the ratio will be one to one. As Japan grows old and feeble, where will its companies find dynamic, energetic workers?

http://www.economist.com

Into the Unknown

Special report: Japan

Into the unknown

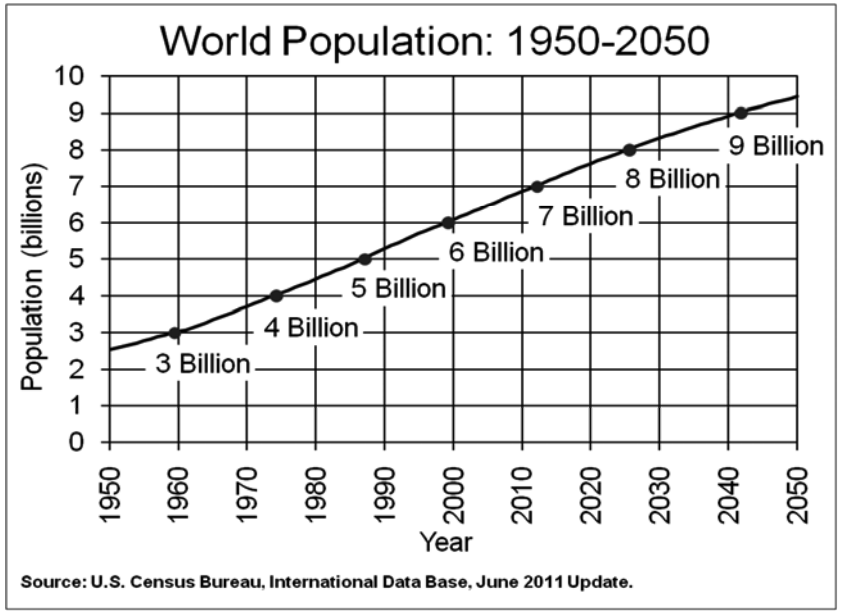
Japan is ageing faster than any country in history, with vast consequences for its economy and society. So why, asks Henry Tricks, is it doing so little to adapt?

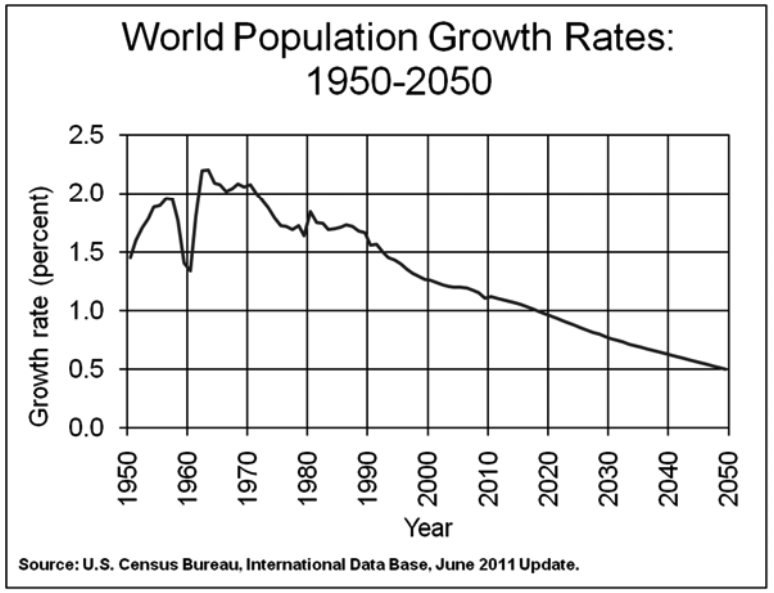
Nov 18th 2010 | from the print edition Like 1k Tweet 413

FOR a glimpse of Japan's future, a good place to visit is Yubari, a former mining town on the northern island of Hokkaido, which four years ago went spectacularly bust with debts of ¥36 billion ($315m). It is a quiet spot, nestled in a valley at the end of a railway line. When the coal mines were working 40 years ago, 120,000 people lived there. But the mines have long since closed, and now there are only 11,000 people left, almost half of them over 65.

http://www.economist.com

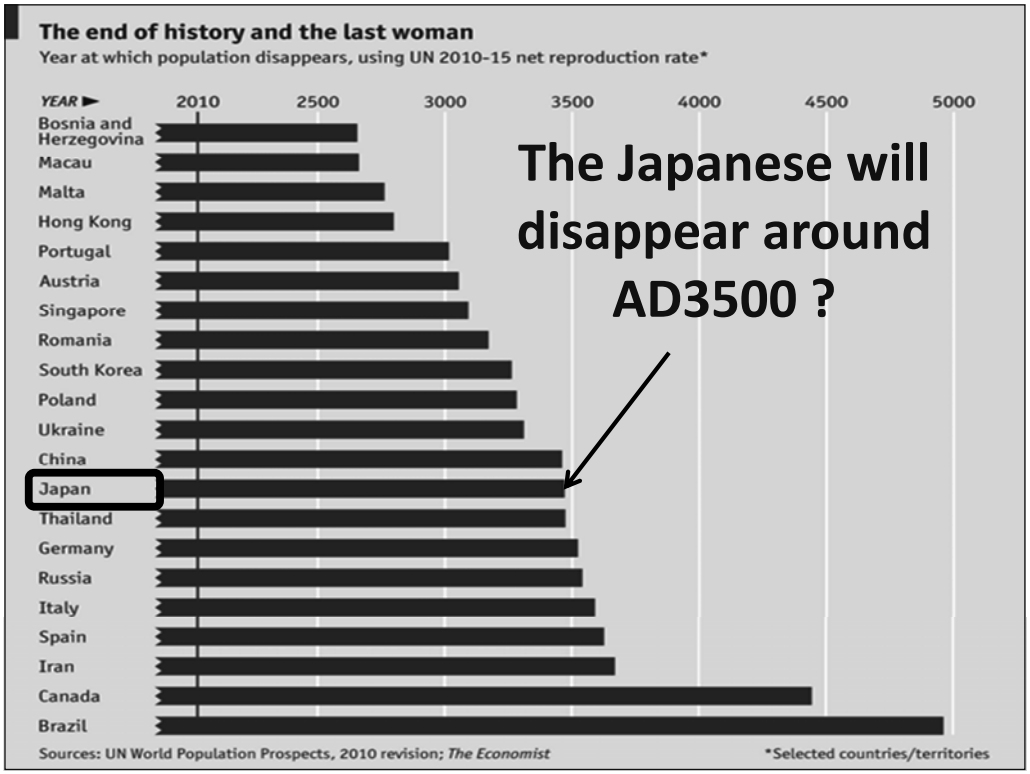
How a population grows to 7 billion



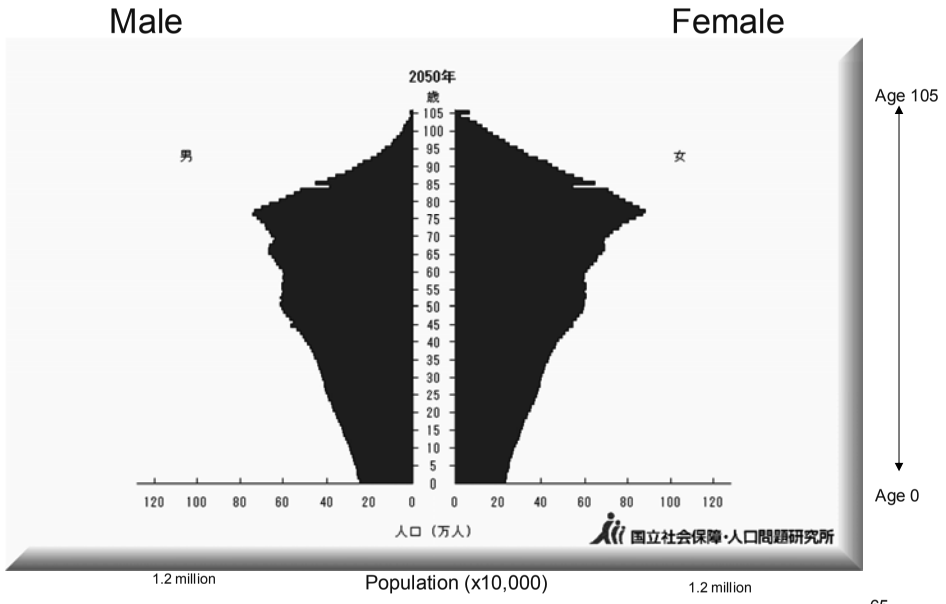


However Population growth rate is decreasing…especially Japan

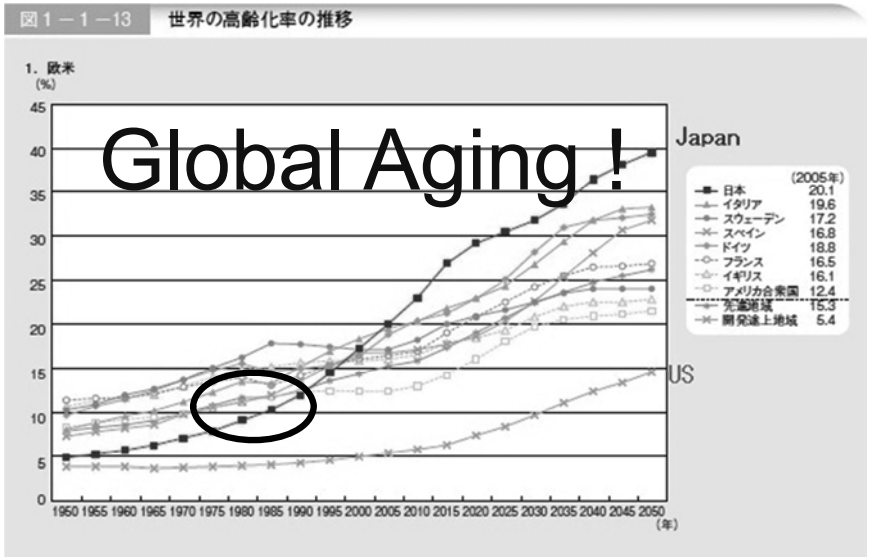
Source : The World Bank



Population Pyramid 2050



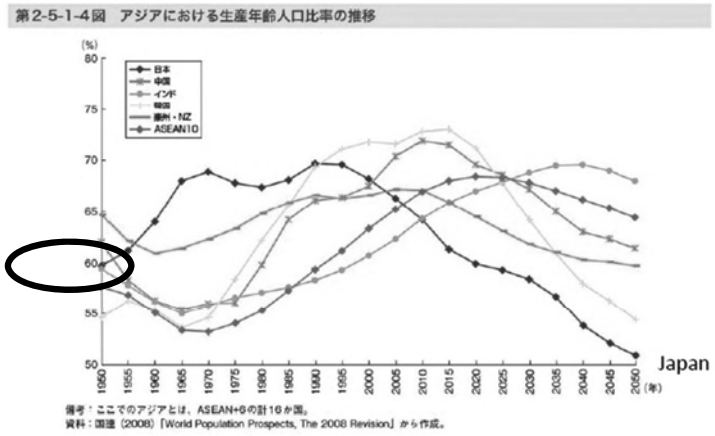
Source : The National Institute of Population and Social Security Research



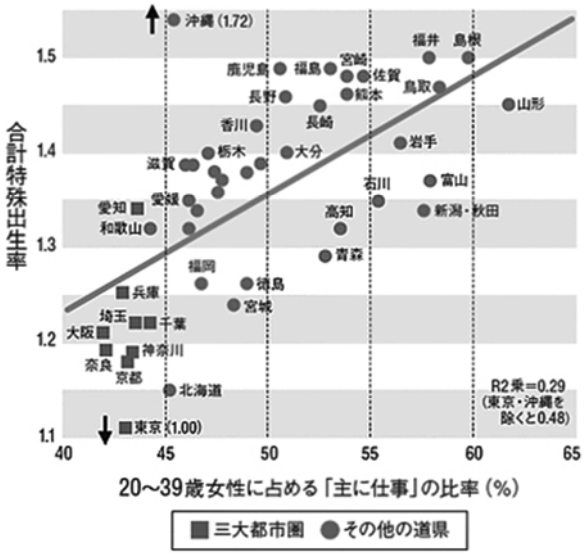
The Western countries - Elderly (Aged 65 and Over) as a Percent of the Population

(Cabinet Office, White Paper on Birthrate-declining Society 2010)

Working-age Population in Asia



経済産業省「通商白書2010」(METI, White Paper on International Economy and Trade 2010), p.214



※資料 就職率:総務省「国勢調査」05年 / 出生率:厚生労働省「人口動態調査」05年