Proposal for Interim Reports (Draft Plan) (Summary) (Prepared by Expert Committee Secretariat on the Future of TITP and SSWP) *JITCO provisional translation

Materials 1-3

Viewpoint

In light of the fact that foreign nationals have played important role, as Japan's labor shortage worsens, to promote Japan's economy and society, and bearing in mind that the ideal society is such that realizes an inclusive society with foreign residents we should realize a vibrant society, rich in diversity where foreign nationals can maximize their abilities in Japan, by accepting them appropriately as members who support local communities together while taking full consideration their human rights. From these perspectives, we should resolve various issues faced by TITP and SSWP and aim to create internationally accountable systems.

Basic Orientations for TITP and SSWP reforms Possible New System Current Status Points of Discussion •The TITP will be abolished and replaced with a new system (fundamental review of the system to make it more in line with the actual situation) which aims at both securing and developing human resources (i.e. Avoid discrepancy between the policy TITP's sole policy purpose is training unskilled workers to a certain level of expertise and skills). purpose and reality (TITP only) international contribution through HRD •Further utilization of the SSWP and discuss connectivity with the new system, and reinforcement of supervision, support systems, Align job categories in the new system and SSWP. (Develop and evaluate key skills. The ideal Establish a Career Path that enables way of skills evaluation will continue to be discussed.) Job categories in TITP are not foreign nationals to advance in the mid-Consider adding the TITP iob categories that are not currently covered to the SSWP(i) fields matched with the fields in SSWP to long-term and expansion of job fields subject to SSWP (ii), based on necessity. Improve transparency of the processes in stocktaking endeavor by the relevant ministries and agencies, setting the expected number of workers to be accepted, Unclear process for setting the Clarify expected numbers of acceptance, etc. and adding job fields, through measures based upon evidence and hearings of expected number of acceptances various parties involved. While retaining some restrictions on job place transfers in view of the nature of HRD, since new system aims at securing foreign talent (Labour), restrictions will be relaxed from the Not allowed in principle Derestrict job place transfer (TITP only) perspective of the purpose of the new system and the protection of foreign nationals. (The ideal way of job place transfer will continue to be discussed.) The roles of supervising organizations and registered support organizations are important. On the other hand, There are some aspects of systemic strict enforcement of regulations is required and organizations that fail to prevent and correct human rights insufficiency in management, supervision and violations should be eliminated. Their supervision and support capabilities should be improved through heavier requirements, etc. (Functions, assistance by supervising organizations, Improve management supervision and requirements and incentives for qualified organizations will continue to be discussed.) The Organization for Technical Intern Training should be reinforced so as to improve its management and assistance systems registered support organizations and OTIT. assistance capabilities. More effective Memorandum of Cooperation and other measures to eliminate malicious practice by sending Some evidence of malicious practice of sending organizations and others. organizations No requirement in language Establish measures to ensure a certain level of Japanese language proficiency Improve the Japanese language proficiency of proficiency and educational level before employment begins and a system for further improvement after arrival in foreign nationals Japan. (TITP)

How to proceed from now on

After discussing specific system design in accordance with the direction presented in this interim report, a final report will be compiled by the fall of 2023.