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 working in Japan can maximize their abilities, by accepting them appropriately as members who support Japan's industries, economy as well as local communities together, while taking full consideration their human rights, which is also a way to mitigate the serious labor shortage in Japan. 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

Points of Discussion

Avoid discrepancy between the policy purpose and reality (TITP only)

Establish a Career Path that enables foreign nationals to advance in the midto long-term

Clarify expected numbers of acceptance, etc.

Derestrict job place transfer (TITP only)

Improve management supervision and assistance systems

Improve the Japanese language proficiency of foreign nationals

Current Status

TITP's sole policy purpose is international contribution through HRD

Job categories in TITP are not matched with the fields in SSWP

Unclear process for setting the expected number of acceptances

Not allowed in principle

- There are some aspects of systemic insufficiency in management, supervision and assistance by supervising organizations, registered support organizations and OTIT.
- Some evidence of malicious practice of sending organizations

No requirement in language proficiency and educational level (TITP)

Possible New System

•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. training unskilled workers to a certain level of expertise and skills).

- ·Further utilization and proper implementation of the SSWP and discuss connectivity with the new system, and reinforcement of supervision, and support systems.
- Align job categories in the new system and SSWP. (Develop and evaluate key skills. The ideal
 way of skills evaluation will continue to be discussed.)
- Consider a proper way, based on necessity and other considerations, to identify and to expand job fields subject to SSWP (ii).

Improve transparency of the processes in stocktaking endeavor by the relevant ministries and agencies, setting the expected number of workers to be accepted, and identifying job fields, through measures based upon evidence and hearings of 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 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, strict enforcement of regulations is required. Supervising organizations that fail to prevent and correct human rights violations as well as registered support organizations that cannot properly provide assistance to foreigners should receive proper guidance and if necessary be eliminated.
- Their supervision and support capabilities should be improved through heavier requirements, etc.(Functions, 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 capabilities.
- More effective Memorandum of Cooperation and other measures to eliminate malicious practice by sending organizations and others.

Establish measures to ensure a certain level of Japanese language proficiency before employment begins and a system for further improvement after arrival in Japan.

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.