

Based on the final report of the Expert Committee, the following policies will be studied for the two systems from the perspective of realizing a symbiotic society and making Japan an attractive place to work, while also paying attention to securing human resources in rural areas and small and micro enterprises.

1 General Discussion

- Dissolve and upgrade the current technical intern training program to establish the Skill Developing Worker Program(tentatively SDW) aimed at both securing and developing human resources.
- Individual-enterprise-type technical training programs that have different aims and purposes from skill developing worker program(SDW), but which are meaningful to be implemented, will be considered under a different framework.
- Specified skilled worker program (SSW) will remain in place with appropriate adjustments.

2. Securing foreign human resources

- (1) The job category
 - It is limited to those set in "specified industrial sectors".
 - Among the job fields subject to TITP(ii), those with specified industrial sectors will be considered for acceptance in principle. If there is no corresponding specified industrial sectors among the job fields for which TITP is provided, consider adding new specified industrial sectors. Additions will be made after confirming the actual function of the current system in securing human resources in the sector related to the job.
- (2) The expected number of acceptance
 - The number of prospective acceptance for each sector will be set, to be operated as the maximum number of acceptance.
- (3) The ideal way of setting sectors and numbers
 - The government will make decisions based on the opinions of a consultative body composed of experts, labor-unions, business associations and other related parties.
- (4) Securing human resources based on regional characteristics
 - Municipalities will actively participate in regional councils and work to improve the environment for acceptance.
 - In seasonal sectors, certain flexible working and accepting modality will be considered according to the actual conditions of the work.

3. Developing foreign human resources

- (1) The ideal way of developing human resources
 - Basically, the skill level of SSW (i) is expected to be accomplished in three year training. Main skills will be defined in the job categories, and systematic training and evaluation will be introduced.
- (2) How to evaluate human resources
 - Requirements include passing the following examinations
 - ① Before starting to work
 - Pass the test equivalent to A1 or higher (e.g., JLPT N5 etc.)
 - Or certain number of lessons perceived equivalent to the required level of A1 at Licensed Japanese Language Educational Institutes and other appropriate schools.

※The accepting organization requires the foreign human resource to take the language examination (unless the foreign human resource has already passed it) as well as the basic language level of the skill test within one year.

※Allow setting additional requirement of passing higher level language examinations depending on sectors (same as below).

 - ② At the time of transition to SSW(i).
 - Pass skill test Level 3, etc. or skill test for SSW(i)
 - Pass the test equivalent to A2 or higher (e.g. JLPT N4 etc.).

※Those who fail examinations will be allowed to continue their residence for up to one year in order to retake examinations.

 - ③ At the time of transition to SSW(ii).
 - Pass skill test for SSW(ii) /Pass the test equivalent to B1 or higher (e.g., JLPT N3).
- (3) Measures to improve Japanese language proficiency
 - In addition to utilizing the framework of the Act on Certification of Japanese Language Educational Institutions in order to ensure the proper and reliable implementation of Japanese language education, incentives will be created for accepting organizations to proactively provide support.
 - In addition to considering measures to introduce new examinations, including those with standards ranging from A1 to A2 equivalent, and to ensure opportunities to take these examinations, promote the development of Japanese language teaching materials and other measures to support Japanese language learning in home countries in preparation for the examinations.

4. Human rights protection of foreign nationals and improvement of their rights as workers

- (1) Job place transfers under unavoidable circumstances.
 - Expand and clarify the range of job place transfers under unavoidable circumstances and make procedures more flexible. Promptly improve implementation under the current system.
- (2) Job place transfers based on individual's wishes
 - Although spending all 3 years in the same accepting organizations may well be more effective and desirable in other cases than (1), a Job place transfers based on individual's wishes is allowed within the same job category if the following conditions are met.

A: The duration of employment at the same organization exceeds a certain period of time. (Note1)

B: Pass an examination the basic level of the skill test as well as Japanese language proficiency above a certain level (Note2)

C: The new job place to transfer meets certain requirements to be considered appropriate.

(Note1) While aiming for a period of one year, for the time being, the period will be set within a range of one to two years depending on each sector, based on the nature of the work in each sector.(After one year, consider a system to improve treatment like salary raise and other benefits.)

(Note2) In each sector, the level of Japanese language proficiency is set within the range from the level equivalent to A1 to the level of Japanese language proficiency required at the time of transition to the SSW (i).
 - Establish a system to ensure that accepting organization before the transfer is duly compensated for initial and other expenses incurred by accepting foreign workers.
 - Assess the situation related to the brokerage status of transfers. Raise the statutory penalty for the offense of encouraging illegal employment and enforce it appropriately. For the time being, no involvement by private job brokers will be allowed.

5. The role of related organizations

- (1) Supervising support organization / Registered support organization
 - Ensure the independence and neutrality of supervising organizations (supervising support organization) by limiting the involvement of officers and employees with close ties to the accepting organization and by requiring the appointment of external auditors.
 - Limit outsourcing of support services for specified skilled workers to registered support organizations.
- (2) Accepting organization
 - Appropriate requirements for accepting organizations. Take necessary measures for proper acceptance.
- (3) Sending organization
 - Create new Memorandum of Cooperation(MOC) and strengthen efforts to eliminate malicious sending organizations, and in principle, accept only from countries that have concluded MOCs.
 - Increase transparency of information on fees, etc., and introduce a system for appropriate sharing of fees, etc., between accepting organizations and foreign nationals to reduce the burden on foreign nationals.
- (4) Organization for Developing Worker
 - Reorganize the OTIT into Organization for Skill Developing Worker (tentative). Strengthen its supervision & guidance functions, and support & protection functions. Consultation and assistance services for specified skilled workers will be provided as well.

6. Others

- The ministries and agencies in charge of the new system plays a central role in the proper operation of the new program.
- The ministries and agencies with jurisdiction over the industry sector will take initiatives to contribute to the development of the necessary acceptance environment, etc.
- Respond promptly to any acts of human rights violations even under the current program.
- Ensure a transition period, provide careful advance notification, and establish necessary transitional measures.
- Ceaseless efforts of verification and necessary review over the operations of the programs after the new system comes into effect.
- Appropriate permanent residence permit system.