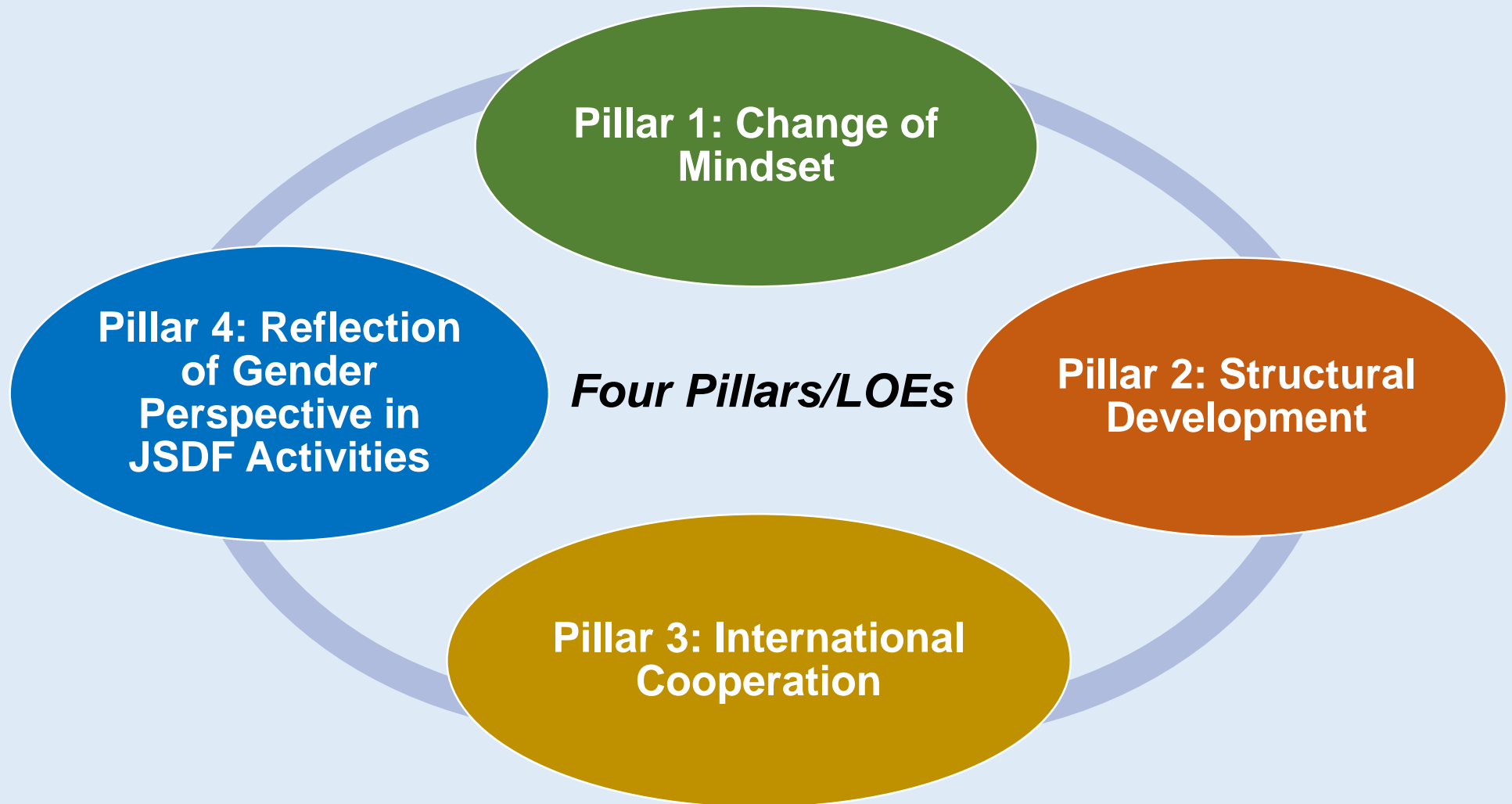




Ministry of Defense WPS Promotion Plan

4 Pillars of JMOD WPS Promotion

The HQ for WPS Promotion in MOD adopted
MOD WPS Promotion Plan (April, 2024)



PILLAR 1: Change of Mindset

JMOD steadily implement measures to change mindset of all personnel

Aims

- Ensure all personnel are aware that they are responsible of WPS advancement
- Further expand foundation of operations and activities incorporating gender perspectives

Actions

- All JMOD personnel (civilian and military) at all ranks (new recruits to top-ranking officials) receive WPS education and training every year
- Each bureau/office in charge of education and training explore possibilities of incorporating WPS education in relevant training opportunities, e.g. new recruit training, training for new commanders



WPS Seminars for JMOD Senior Officials
(March, 2024)



WPS training for Joint Staff personnel
(June, 2024)



WPS lecture for JSDF personnel by Nordic
Centre for Gender in Military Operations'
instructor (October, 2024)

PILLAR 2: Structural Development

Assignment of Gender Advisors and Gender Focal Points

Strategic Level at HQ (Internal Bureau)

MOD Gender Advisor = Director for International Cooperation on WPS, Bureau of Defense Policy

- Provide advice on WPS to senior leadership of the Ministry
- Support education and training on WPS
- Coordinate with other ministries and agencies on WPS activities
- Cooperate with Gender Advisors in the Staff Offices

Strategic/ Operational Level at HQ (Staff Offices)

Gender Advisors at Staff Offices

- Provide advice to chief of staff, in particular on reflection of gender perspectives into operations
- Supervise education and training on WPS
- Support Gender Focal Points
- Cooperate with the MOD Gender Advisor
- *JMOD will explore creation of a Gender Advisor course in JMOD in the future*

Gender Focal Points for JSDF units

- Support commanders of the units to ensure gender perspectives are reflected in operational planning and the execution
- Conduct and support education and training on WPS

PILLAR 3: International Cooperation

JMOD sets WPS as one of the main pillars of defense cooperation/ exchanges

Aims

- To promote female participation and foster international environment which does not tolerate violence
- To lead WPS promotion with close cooperation with international community

Actions

- Include WPS as one of the discussion agendas for defense dialogues with partner countries
- Launch capacity building programs incorporating WPS
- Dispatch speakers/ instructors to international conferences, trainings and drills related to WPS
- Host or co-host WPS events and conferences
- Gather insights and lessons learnt on WPS from partner countries
- Support empowerment of women in partner countries with active deployment of female JSDF personnel to oversea activities and interact with/ empower local female interlocutors



Courtesy Visit to VM Mr. Masuda by a member of US WPS caucus (Apr, 2024)



Dialogue with NATO Secretary General
WPS Special Representative (May, 2024)



WPS Forum in Japan-Philippines HA/DR
Capacity Building Program (September, 2024)

Capacity Building Programs with WPS elements

26 Programs for 14 Countries, 1 Organization, and the Pacific Islands (as of November 2024)

Note: Highlighted activities have incorporated WPS element



KAZAKHSTAN
Military medicine



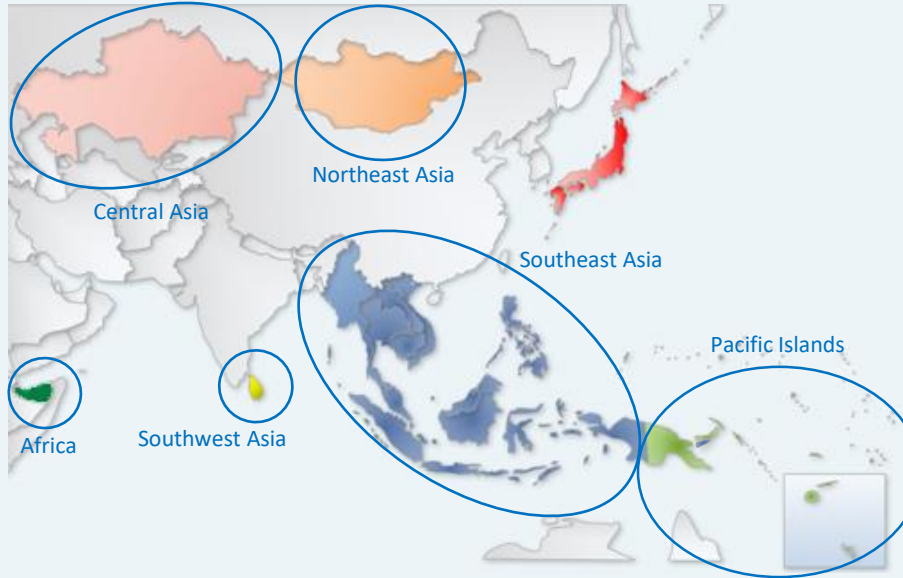
MONGOLIA
HA/DR(military medicine), PKO (engineering)



SRI LANKA
Air rescue



DJIBOUTI
Engineering



CAMBODIA

PKO (engineering)



VIET NAM

Underwater UXO clearance,
Underwater medicine, Air rescue



ASEAN

Ship Rider Cooperation Program (SRCP), cybersecurity, WPS



PHILIPPINES

Aviation medicine, HA/DR, Vessel maintenance



TIMOR-LESTE

Ship Rider Cooperation Program (SRCP), Engineering Equipment maintenance/Engineering



INDONESIA

HA/DR, Japanese language training



MALAYSIA

HA/DR



FIJI

Military medicine



PACIFIC ISLAND COUNTRIES

Ship Rider Cooperation Program (SRCP)



PAPUA NEW GUINEA

Military band training, HA/DR (heavy engineering equipment maintenance)



TONGA

Outboard motor maintenance



SOLOMON ISLANDS

Unexploded Ordnance disposal

The 1st Japan-ASEAN WPS Cooperation Project (Tokyo, Japan)

- **Timing** 22-25 October 2024
- **Participants** 21 WPS practitioners from 9 ASEAN member states, ASEAN Secretariat, observers from Timor-Leste, Fiji and Tonga
- **Cooperation** Nordic Centre for Gender in Military Operations (NCGM)
- **Program** Presentations on WPS initiatives by MOD/SDF and all participating countries, exchange of insights and lessons learnt, and WPS lectures by a NCGM Subject Matter Expert
- **Main Outcomes**
 - ✓ Established a platform for ASEAN WPS defense officials and Japan to exchange the latest initiatives, good practices and lessons learnt on WPS by learning from one another
 - ✓ Deepened understanding of participants on how to reflect WPS perspective in operation by learning NATO efforts on WPS from NCGM SME
 - ✓ Created synergies between Japan, ASEAN and Pacific Island Countries to further advance WPS cooperation in the Indo-Pacific region



Interactive dialogue among participants



Presentation by participating countries



Courtesy Visit to
Vice-Minister of Defense Mr. Masuda

PILLAR 4: Reflection of Gender Perspective in JSDF Activities

JMOD reflects gender perspective in all its activities

Actions

- Drafting strategies, policies and plans of JSDF activities by reflecting gender perspectives
- All personnel implement activities integrating gender perspective in accordance with the plans, etc., noting that participation of female personnel is particularly important in interaction with affected female civilian
- Producing a common handbook as a tool to ensure unified behaviors and actions on WPS throughout the Ministry by consolidating lessons learnt and international standards

Response to Noto Peninsula Earthquake

Following the Noto Peninsula Earthquake in January 2024, the below disaster relief activities incorporated WPS perspectives.

- ✓ Deployment of female SDF personnel to survey needs at evacuation centers.
- ✓ Placement of female SDF members to assist at bathing facilities
- ✓ Placement of posters designed by Ishikawa Prefecture on sexual and domestic violence prevention at emergency lodgings.
- ✓ Provision of grooming stations (hairdryers, sanitary products, etc.) at bathing facilities.



Female SDF personnel surveying needs



Female SDF personnel communicating with girls

Reflecting in Training and Exercises

At the Joint Exercise for Rescue (JXR) in May 2024, a tabletop exercise was conducted on disaster relief activities, taking into consideration the use of female personnel, in accordance with the MOD WPS Promotion Plan.

(Main Exercise Items)

- ✓ Disaster emergency response measures while responding to the needs of women and children etc.
- ✓ Activities that incorporate the voices of women and children at the scene of the disaster.



Minister, SM and PVM at JXR Disaster Response HQ



Kids Support Center on JXR