

Core Elements Comprising Defense Capability, etc.

Chapter 1
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Human Resource Base and Medical Functions that Sustain the Defense Capability

Reinforcing Human Resource Base that Sustains the Defense Capability

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The National Defense Program Guidelines for FY2019 and beyond (NDPG) specifies that securing human resources for Self-Defense Force (SDF) personnel and improving their ability and morale are essential to strengthening defense capability. This has become an imminent challenge in the face of shrinking and aging population with declining birth rates. Also in light of the sustainability and resilience of defense capability, the SDF needs to work even further to reinforce the human resource base that sustains the defense capability.

Changes in the Number of People Eligible to Join the SDF



Raise of Upper Age Limit

- The upper age limit of general candidate for enlistment (Upper) and candidates for uniformed SDF personnel was raised from “under 27” to “under 33” in October 2018 in order to secure diverse human resources from a broader range.
- Also regarding SDF Reserve Personnel and SDF Ready Reserve Personnel, recruitment and appointment were expanded, and the upper age limit for recruitment of leading privates and lower personnel was raised.

Effective Use of Human Resources

The mandatory early retirement age will be raised by one year during the period of the Medium Term Defense Program (FY2019-FY2023; MTDP) from 2020, and another one year during the period of the next MTDP in stages for each rank in order to ensure further utilization of older human resources who have rich knowledge, skills, and experience.

Improvement of Living and Work Environment and Treatment

In order to secure readiness, the SDF will steadily renew aged everyday life/workplace fixtures, and secure the necessary quantities of everyday necessities in addition to accelerating the securing and reconstruction of the necessary barracks and housing.

Further Promotion of Work-Life Balance and Women's Participation

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Working Style Reform

With the increase of personnel facing time/commuting constraints for child/family care, the MOD/SDF is promoting correction of long working hours and encouraging taking leave so that every member can exert his/her full potential.

Reform to Combine a Successful Career with Childrearing and Nursing Care

For MOD/SDF staff to balance work with childrearing/nursing care, the MOD/SDF is setting up workplace nurseries, and encouraging its male staff to take childcare leave.



SDF personnel leaving his child at the nursery at Iruma Air Base

Enhancement of Medical Functions

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Enhancing Seamless Medical Care and Evacuation Posture

The MTDP states that, in order to respond to various emergency situations, the MOD/SDF will enhance a seamless medical care and evacuation posture from the frontline to the final transport destination, while considering joint operation. On this occasion, in light of the geological characteristics of Japan, the MTDP places a special focus on the enhancement of medical functions in the southwestern region.

Securing of Medical and Nursing Officers/Enhancement of Education and Research

The NDPG, etc. state that the SDF will endeavor to secure high-quality talents by improving the operations of the National Defense Medical College and enhancing its research functions, as well as striving to better secure medical officers. Also, in order to improve capabilities to treat combat injuries, the SDF will promote development of necessary medical training infrastructure common to all SDFs.

Chapter 2
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Measures on Defense Equipment and Technology

Reinforcing Technology Bases ▶ P.423

Review of the Medium- to Long-Term Defense Technology Outlook is now underway in order to ensure Japan's technological superiority in the strategically important equipment and technology field, including technologies pertaining to new domains and other potentially game-changing important technologies. The MOD published the "Research and Development (R&D) Vision—Toward Realization of Multi-Domain Defense Force and Beyond," which presents principles on R&D, technological challenges, and a roadmap of the technologies required for our future defense capability.

Optimizing Equipment Procurement ▶ P.428

- 1 The MOD has been promoting effective and efficient equipment acquisition by selecting 17 items for major programs designated for project management. At the same time, the MOD strives to cut equipment procurement costs by making bulk orders utilizing long-term contracts.
- 2 Efforts for streamlining of Foreign Military Sales (FMS) procurement include cost reduction through striving to acquire equipment in coordination with the U.S. Forces by synchronizing the timing of procurement and adjusting specifications, and improvement in cost transparency and enhancement of execution management through close Japan-U.S. consultations.

Strengthening Defense Industrial Base ▶ P.432

In order to strengthen Japan's defense industrial base, the MOD will work on the following initiatives: (1) reforming the existing contract system towards creating a competitive environment among companies; (2) strengthening risk management of supply chain for defense equipment; (3) further participation of Japan's defense industry in sustainment and maintenance of imported equipment, etc.; and (4) promoting appropriate overseas transfer of defense equipment under the Three Principles on Transfer of Defense Equipment and Technology.

Defense Equipment and Technology Cooperation ▶ P.437

Based on the Three Principles on Transfer of Defense Equipment and Technology, Japan promotes cooperation in defense equipment and technology with other countries in order to contribute to the maintenance and strengthening of defense production and technological bases, as well as contributing to the promotion of our national security, peace and international cooperation.

- Transfer of parts and maintenance equipment of the UH-1H utility helicopters to the Philippines started in March 2019 after the signing of an arrangement between the defense officials.
- From the viewpoint of promoting defense equipment and technology cooperation, the MOD has participated in international defense equipment exhibitions, and held the Public-Private Defense Industry Forum with Italy and other countries.



Turnover ceremony for the parts and maintenance equipment of UH-1Hs (March 2019)

Chapter 4
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Interaction with Local Communities and Japanese Citizens

Collaboration with Local Communities ▶ P.447

The MOD/SDF conducts various cooperation activities to support the lives of citizens, including the disposal of unexploded ordnance and underwater mines. On the other hand, amid the harsh recruitment and employment situation, the cooperation from local governments and relevant organizations is vital to secure highly qualified personnel and to support the re-employment of uniformed SDF personnel who retire at a relatively young age.

Measures to Promote Harmony between Defense Facilities and Surrounding Areas ▶ P.450

In order to promote harmony between the defense facilities and the surrounding areas, the MOD is taking measures to prevent, reduce or mitigate aircraft noise and other impacts caused by the establishment/operation of airport and other defense facilities in the surrounding area.

Initiatives for Public Document Management and Information Disclosure ▶ P.455

Public records are intellectual resources shared by the people in supporting the basis of sound democracy, and it is an important responsibility to manage them appropriately and respond to the public's information disclosure requests properly. The MOD is implementing various initiatives for management of public records and information disclosure requests, based on measures taken by the whole government.