

# Part IV

# Core Elements Comprising Defense Capability, etc.

## Chapter 1

# Human Resource Base that Sustains the Defense Capability

## Reinforcing Human Resource Base

- The NDPG specifies that the core element of defense capability is SDF personnel, and that securing human resources for 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.

## Effective Use of Human Resources

The NDPG and others plan to raise the mandatory early retirement age by one year during the period of the MTDP from 2020, and another one year during the period of the next MTDP in stages for each rank. The retirement age of personnel from the rank of Ichii (Captain (GSDF, ASDF)/Lieutenant (MSDF)) to Isso (Master Sergeant (GSDF, ASDF)/Petty Officer 1st Class (MSDF)) was raised in 2020. In addition, in order to ensure an operating ratio with a limited number of personnel, the crew system was introduced in some MSDF vessels, where some crews take shifts to increase the number of operation days. The introduction of this crew system to new types of destroyers (FFM) is being considered.

## Improvement of Living and Work Environment and Treatment

The SDF will steadily renew aged everyday life/workplace fixtures, secure the necessary quantities of everyday necessities in addition to accelerating the securing and reconstruction of the necessary barracks and housing, and proceed with measures against aging and earthquake proofing of facilities. In addition, the SDF will improve their treatment based on the special nature of their missions and work environment. Specifically, in order to ensure appropriate treatment in accordance with the risk and special nature of their missions and the characteristics of the area of the office, the SDF will make improvements to special work allowance, etc. and procure portable beds and better emergency rations to improve their ability to respond to disasters.

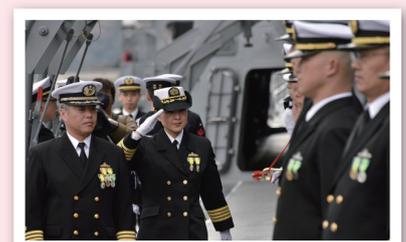
## Further Promotion of Work-Life Balance and Women's Participation

### Working Style Reform

The MOD/SDF is promoting correction of long working hours and encouraging taking leave to ensure proper work-life balance so that every member can exert his/her full potential.

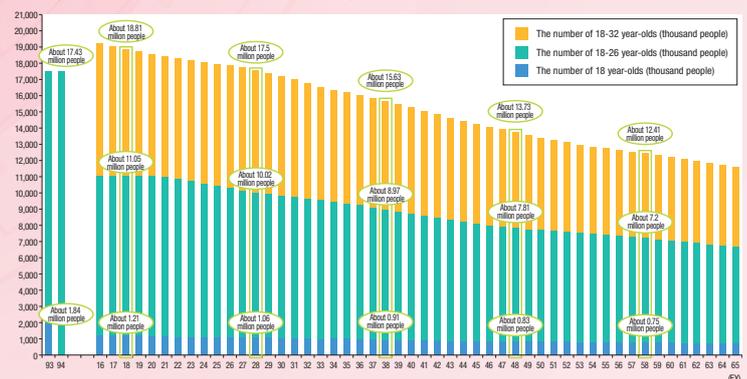
### Women's Participation

In terms of employing and promoting female SDF personnel, the MOD/SDF sets out a personnel management policy to ensure equal opportunity between men and women and assign the right person to the right place based on the person's motivation and ability/aptitude. In December 2019, a woman assumed the role of commanding officer of an Aegis destroyer for the first time, promoting active participation of female SDF personnel. In addition, the MOD/SDF has been reviewing the restriction of assignment of female personnel. With the removal of the restriction on female assignments in submarines in December 2018, assignment restriction against females was completely removed with the exception of the units where female personnel cannot be assigned for reasons of maternity protection (a part of the GSDF Nuclear Biological Chemical (NBC) Weapon Defense Unit [chemical] and Tunnel Company Units).



Captain Otani was appointed as the first female commanding officer of an Aegis destroyer (December 2019)

Changes in the Number of People Eligible to Join the SDF



Material sources: The numbers for FY1993 and FY1994 are based on "Population Estimates of Japan 1920 - 2000" and "Current Population Estimates." Statistics Bureau, Ministry of Internal Affairs and Communications. Data from FY2016 onward are based on "Population Projection for Japan" (medium estimates in April 2017), National Institute of Population and Social Security Research.

## Measures on Defense Equipment and Technology

### Reinforcing Technology Base

- 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.
- As for development of the fighter (F-X), improving technological reliability and reducing the development cost, the MOD is pursuing the best approach to realize Japan led development with international cooperation in sight.



The fighter (F-X) (image)

### Optimizing Equipment Procurement

- The MOD has been promoting effective and efficient equipment acquisition by selecting 18 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.
- To enhance the level of performance management, the MOD makes every effort. The specific efforts include constant monitoring of goods and service deliveries from both sides, facilitating the internal management system concerning the execution process of FMS procurement, and strengthening cooperation with the U.S. government through close Japan-U.S. consultations.

### Strengthening Defense Industrial Base

- In order to strengthen Japan's defense industrial base, the MOD identifies four lines of effort: (1) reforming the existing contract system towards creating a competitive environment among defense 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

- 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 technological and industrial 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, and was completed in September 2019.
  - From the viewpoint of promoting defense equipment and technology cooperation, the ATLA has participated in international defense equipment exhibitions. Moreover, the Public-Private Defense Industry Forum was held with the Philippines and other countries.



"Defence and Security Equipment International Exhibition and Conference: DSEI Japan 2019" held in Makuhari Messe (November 2019)

## Enhancing Intelligence Capabilities

- For formulating defense policy accurately in response to the changes in the situation and for operating defense capabilities effectively in dealing with various situations, it is necessary to grasp medium- to long-term military trends in the neighboring countries of Japan and to detect the indications of various situations promptly. To this end, the MOD/SDF is making efforts to collect information swiftly and accurately daily by using various methods.

Examples of intelligence collection means used by the MOD/SDF include: (1) collecting, processing and analyzing military communications and signals emanating from electronic weapons in the air over Japan; (2) collecting, processing, and analyzing data from various imagery satellites (including Information Gathering Satellite); (3) surveillance activities by ships, aircraft and other assets; (4) collecting and organizing a variety of open source information; (5) information exchanges with defense organizations of other nations; and (6) intelligence collection conducted by defense attachés and other officials.



Commander IGARASHI, Defense Attaché to Malaysia

## Elements that Sustain Defense Capability

### SDF Training

Training and exercise conducted by units in each service can be broadly divided into training for individual SDF personnel to improve the necessary proficiency for their respective fields, and training and exercise for units to enhance their systematic capabilities. Training for individuals is conducted one-on-one in stages based on occupational specialties and individual ability. Training and exercise for units is conducted depending on the size of unit, from small to large; meanwhile, large-scale comprehensive training including coordination between units is also conducted.

In order to effectively respond to various contingencies and enhance its deterrence effectiveness, based on the NDPG and MTDP, SDF's joint training and exercises and Japan-U.S. bilateral training and exercises are to be conducted in a tailored and visible way. While leveraging the lessons learned from these training and exercises, the SDF is conducting regular studies and reviews of its plans to address contingencies.



Newly joined members of the SDF conducting basic training

### Enhancement of Medical Functions

For the SDF to perform its mission, SDF personnel must remain in good health through appropriate health management. Also, it is important for the SDF to make continued efforts to enhance and strengthen its capabilities in military medicine for maximally protecting the lives of the personnel who respond to a variety of services.

Under the circumstances where the SDF's missions are becoming more diverse and internationalized, it is important to appropriately and accurately carry out various medical activities, such as medical support in disaster relief and international peace keeping activities, and capacity building in the medical field.

Efforts of the MOD/SDF in response to the spread of COVID-19, the SDF hospitals and the National Defense Medical College Hospital (NDMCH) have been accepting COVID-19 patients since February 1, 2020. As of May 31, the SDF Central Hospital, the SDF hospitals in Sapporo, Yokosuka, Hanshin, Fukuoka, and Kumamoto, and the NDMCH accepted 430 COVID-19 patients.

## Interaction with Local Communities and Japanese Citizens

### Collaboration with Local Communities

The MOD/SDF conducts various cooperation activities to support the lives of citizens, including the disposal of unexploded ordnance and underwater mines. At the Sokuirei-Seiden-no-gi (Ceremony of the Enthronement of His Majesty the Emperor at the Seiden [State Hall]), a national event, the GSDF presented ceremonies. As for Tokyo 2020 Olympic and Paralympic Games to be held in 2021, SDF athletes are going to participate in the games. In addition, the MOD/SDF would take security measures, including warning and surveillance over Japan's territorial waters and airspace, including the area around the venues, relief provisions for victims in an event of a large-scale terrorist attack, and response to cyber attacks.



SDF personnel defusing unexploded ordnance by hand



Gun salutes at the Sokuirei-Seiden-no-gi (October 2019)

### Measures to Promote Harmony between Defense Facilities and Surrounding Areas

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

For stable stationing of the USFJ, it is essential to develop understanding and cooperation of the local governments and residents in vicinities of U.S. bases. The MOD will work to constantly take various other measures, including coordination for unit operation of the USFJ with the local governments and other parties, provision of subsidies pertaining to the USFJ realignment, immediate report to the local governments in cases of an incident or accident, and exchange promotion between the USFJ and local residents.

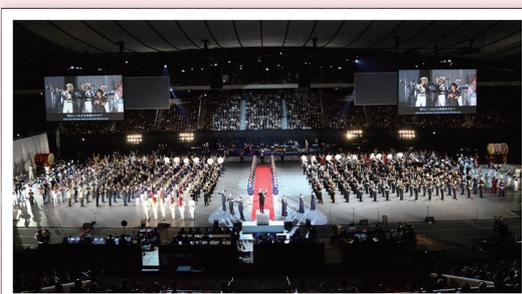
Moreover, in response to the acceleration of domestic and overseas initiatives to achieve sustainable global environment, the MOD, as a member of the government, also needs to contribute to solving environmental problems, while at the same time implementing measures with more focus on the coexistence of SDF/USFJ facilities and areas with surrounding areas.

### Events and PR Facilities

The MOD/SDF conducts activities to widely inform nationals of the current circumstances of the SDF. These activities include the GSDF Fuji Fire Power Exercise, cruises to experience MSDF vessels, and demonstration flights and boarding experiences on aircraft. Furthermore, as part of the commemoration of the SDF anniversary, the SDF Marching Festival is held at Nippon Budokan arena every year. In 2019 the festival was held in Gymnasium 1 of the National Yoyogi Stadium due to renovation of Nippon Budokan, and approximately 38,500 visitors in total came.



Lieutenant Colonel Fukuda, 11th Squadron, Flight Group,  
who leads the Blue Impulse



FY2019 SDF Marching Festival

### Initiatives for Public Document Management and Information Disclosure

The MOD/SDF is working for proper management and response to requests for information disclosure by reforming the awareness of personnel and the organization culture, enhancing the checking framework, for example.