

## **Section 2. Interaction between the Ministry of Defense & the SDF, and the Local Community & Japanese Citizens**

As stated at the beginning of this chapter, the various activities of the Ministry of Defense and the SDF cannot be carried out by the Ministry of Defense and the SDF alone. They are only possible with the understanding and cooperation of each and every citizen, local governments and other organizations.

In addition to the details explained in Section 1 of this chapter, the SDF is executing its duties with support and cooperation from the local communities and the Japanese people in a variety of forms. Likewise, the SDF has been making various cooperation activities to support the people's lives. Such activities are further deepening the mutual trust between the local community and the people, and the SDF, not only contributing to the enhancement and strengthening of the foundation of defense bases, but also instilling a sense of pride and self-confidence in SDF personnel.

To ensure full function of defense facilities<sup>39</sup>, it is necessary to maintain a state of stable use by securing harmony with the local communities, and gaining the understanding and cooperation of local residents surrounding defense facilities. For this reason, the Ministry of Defense and the SDF strive to minimize the impact of the presence and operation of defense facilities on the daily lives of local residents through various measures.

This section explains the daily interaction between the Defense Ministry and the SDF and the local communities, and activities undertaken to gain public understanding and cooperation.

### **1. Cooperation from Local Public Organizations and Other Related Organizations for the SDF**

#### **1. Cooperation in Recruitment of Uniformed SDF personnel and Support for Outplacement**

As stated in the previous section, under the severe recruitment environment and employment situation, the cooperation of local public organizations and relevant organizations is vital to secure highly qualified personnel and to assist the outplacement of uniformed SDF personnel who retire at a relatively young age. (See Section 1-2)

#### **2. Support for SDF Activities**

SDF camps and bases are located in all prefectures, and maintain close relations with the local communities. Various forms of cooperation and support from the local communities are indispensable for the SDF to conduct diverse activities. The SDF has also received words of encouragement from the people including local residents and relevant organizations.

In addition to this kind of support and cooperation from the local communities, many letters of encouragement are sent by the people to personnel engaging in international peace cooperation activities which raise the morale of personnel and reinforce their awareness of serving the people of Japan.

### **2. Activities in Civic Life and Contributions to Society**

The SDF is carrying out support activities for residents in a number of fields linked with the people, based on requests from local governments and relevant organizations, in addition to its role set forth in the National Defense Program Guidelines. For example, the SDF worked with relevant organizations to carry out preparations for command post training and preliminary drills, as well as to provide transport support for VIPs, surveillance and enhance readiness for contingencies at the G8 Hokkaido Toyako Summit in July 2008.

The GSDF is responsible for the disposal of unexploded ordnance (UXO). In May 2008, a large unexploded

bomb was found in Chofu-city and promptly disposed by disposal experts after evacuating approximately 16,000 local residents from about 8,000 households

These activities have deepened the mutual trust between the SDF and the people and contributed to expanding and strengthening the foundation of national defense. They also give SDF personnel a sense of pride and confidence in their constant contribution to the lives of the people. (See Reference 70-71)



GSDF personnel disposing of unexploded ordnance (Chofu-city)

## [COLUMN]

## VOICE

### Voice of SDF Personnel Engaged in Disposal of Unexploded Ordnances (Okinawa)

Master Sergeant Michio Ogata

101st Unexploded Ordnance Disposal Unit, 1st Combined Brigade, GSDF

I am assigned to the 101st Unexploded Ordnance Disposal Unit (stationed at Naha) of the 1st Combined Brigade. When I joined the Unit about four and a half years ago, I imagined Okinawa to be lovely resort islands featuring beautiful seas and a lot of sun. But the cries of “kinkyu” (“emergency”) shouted three times in succession to dispatch us for disposal of unexploded ordnance (UXO) make me realize it is also a place where many such munitions are found. In December of last year, the number of UXO disposals by the Unit was over 30,000.

As technical information personnel as well as disposal personnel, I dispose UXO found on land in Okinawa Prefecture. Besides directing the disposal of ordnance on the site, I also make advance preparations, coordinate procedures for operation, and conduct guidance for safety during the disposal. Upon completion of the disposal, we perform maintenance work to keep our equipment and materials in good condition. In addition, I collect and compile information on UXO disposal and expand our data in order to improve the disposal capabilities of the Unit personnel.

The most rewarding job is rendering UXO safe. UXO is possibly in a dangerous condition so that we cannot release them from the place where they were found. To render it safe means to destroy or remove their fuses with special instruments, and thereby to put them in a condition which allows it to be transported. I could not easily express in words the feeling of fulfillment I get when successfully defusing UXO. When the residents who had been evacuated from the surrounding area give us words of appreciation, I feel really rewarded and glad that I am engaged in such work, in spite of the danger.

We always bear in mind the danger posed by UXO and improve our disposal skills on a daily basis so that we can contribute to the safety and security of the people of Okinawa. I am committed to continued work for swift and safe disposal of UXO.



Master Sergeant Ogata disposing of unexploded ordnance

### 3. Harmony between Defense Facilities and the Local Community, and Environmental Conservation

#### 1. Scale and Features of Defense Facilities

The uses of defense facilities can be extended in various ways such as maneuver areas, airfields, ports and barracks<sup>40</sup>. Many defense facilities require large areas of land. Due to Japan's geographical characteristics, there are some cities and industrial facilities that must compete with defense facilities on narrow plains. In particular, problems related to restricted presence and operations of defense facilities have emerged due to the urbanization of areas around many defense facilities as a result of economic development. Also, noise related to frequent takeoffs and landings by aircraft, firing, bombing, gunshots from artillery, tank operations and so on, raise concern in the affected residential communities. (See Figs. III-4-2-1, 2)

Fig. III-4-2-1 Situation of SDF Facilities (land plots)  
(as of Jan. 1, 2009)

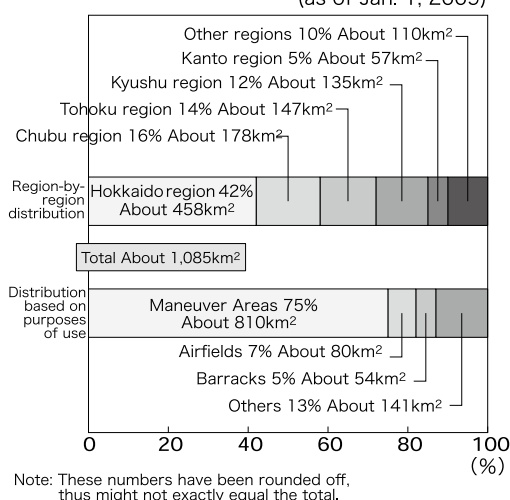
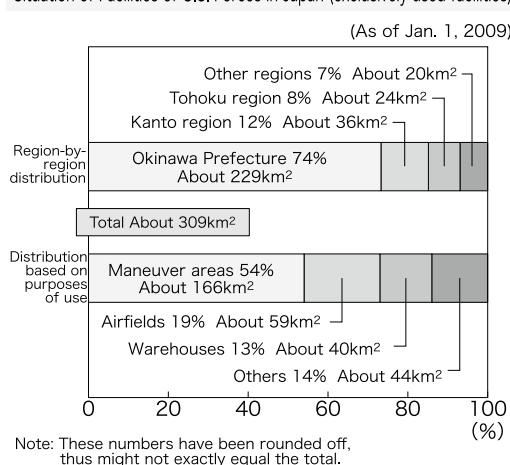


Fig. III-4-2-2 Situation of Facilities of U.S. Forces in Japan (exclusively used facilities)  
(As of Jan. 1, 2009)



## 2. Defense Facility Issues and Various Measures

Defense facilities, as bases which support the defense capabilities of Japan and the Japan-U.S. Security Arrangements, are indispensable to the country's security, and maintaining continuous and stable use of them is necessary. For that reason, the Ministry of Defense has been securing harmony between the defense facilities and surrounding areas, and working to obtain the understanding and cooperation of the local residents by taking the measures shown in Fig. III-4-2-3. (See Reference 72)

Based on the proposals incorporated into the report<sup>41</sup> compiled by the Council for the Improvement of the Living Environment around Airfields comprised of external experts, and with regard to measures for improving the living environment such as subsidies for residential sound insulation, the Ministry of Defense is making efforts to grasp the status of the noise in areas surrounding defense facilities, appropriately review target areas for sound insulation in consideration of the actual status and expand new measures. (See Figs. III-4-2- 3, 4, 5) (See Reference 73)

Fig. III-4-2-3  
Measures to Ensure Harmony between Defense  
Facilities and Surrounding Communities

Purpose	Measures	Description of Measures
Prevention of Noise Problems	Subsidies to finance sound insulation work	<ul style="list-style-type: none"> <li>○ Educational facilities such as elementary schools, junior high schools and kindergartens;</li> <li>medical facilities like hospitals and clinics; and welfare facilities such as nursery centers, day-service centers for the elderly and special nursing homes for the elderly</li> <li>○ Housing</li> </ul>
	Compensation for relocations	<ul style="list-style-type: none"> <li>○ Compensation for relocating buildings</li> <li>○ Land procurement</li> <li>Improvement of public facilities such as roads, water-supply systems and sewage facilities in</li> <li>○ land where housing is to be relocated</li> </ul>
	Improvement of green zones	<ul style="list-style-type: none"> <li>○ Tree planting, upgrading of grass fields</li> </ul>
Prevention of Problems Other Than Noise	Subsidies to finance trouble-prevention work	<ul style="list-style-type: none"> <li>○ River improvement projects, improvement of irrigation and drainage canals, dams, reservoirs, pumping stations, roads, sewage facilities and facilities for jointly receiving TV broadcasting services</li> </ul>
Reduction of Troubles Related to Life and Business	Subsidies to build facilities meant to stabilize people's lives	<ul style="list-style-type: none"> <li>○ Educational facilities</li> <li>○ Garbage and human waste treatment plants, firefighting facilities, parks, roads, green zones, community halls, libraries, welfare centers for the elderly and nursing homes for the elderly</li> <li>○ Agricultural facilities</li> <li>○ Fishery facilities</li> </ul>
Reduction of Effects on Surrounding Areas	Provision of grant aimed at improving areas surrounded by designated defense facilities	<ul style="list-style-type: none"> <li>○ Improvement of public facilities like traffic facilities, recreation centers and welfare facilities</li> </ul>

Fig. III-4-2-4  
FY 2009 Costs of Finance Countermeasures  
in Areas near Bases (Based on Expenditures)

(¥100 million)

Measures in Okinawa	Measures in the mainland	Measures in Okinawa
Projects to prevent problems	133	10
Sound-insulation projects	445	67
Measures related to relocations	79	3
Subsidies to stabilize civil life	152	33
Road improvement projects	76	2
Grants to improve surrounding areas	116	21
Other projects	20	1

Fig. III-4-2-5  
FY 2009 SACO-related Spending (Measures to Expedite  
Implementation of SACO Projects)(Based on Expenditures)

(¥100 million)

Measures in Okinawa	Measures in the mainland	Measures in Okinawa
Projects to prevent problems	0	0
Sound-insulation projects	0	0
Measures related to relocations	0	0
Subsidies to stabilize civil life	0	17
Road improvement projects	0	0
Grants to improve surrounding areas	14	3
Other projects	2	0

Note: Other projects are those meant to improve green zones.

### 3. Environmental Conservation

As a part of the government, the Ministry of Defense has been developing implementation plans based on a variety of government plans to proactively promote various efforts for environmental conservation<sup>42</sup>.

In 2001 the Ministry of Defense Environment Month and Week were established, during which camps throughout the country carried out events for the purpose of environmental conservation, such as prevention of global warming, and enhancing a sense of environmental awareness by SDF personnel.

In maintaining its facilities and equipment, the SDF is promoting diverse efforts<sup>43</sup> to ensure environmental conservation and decrease the environmental burden. A new facility of the GSDF camp in Kanan-city, Kochi Prefecture, which is scheduled to be completed in 2010, has adopted an “all electricity” system, under which kitchen facilities, ventilation and hot-water systems are run by gas or boilers. In addition to excellent economic performance, it is expected that this system will have a positive environmental effect by reducing CO2 emissions.

### 4. Public Relations Activities, Information Disclosure, and Related Activities

The activities of the Ministry of Defense and the SDF to protect the peace and security of Japan can not be carried out without the understanding and support of the people of Japan toward the Ministry of Defense and the SDF. For this reason, the Ministry of Defense and the SDF, have been making efforts to provide them with information<sup>44</sup> through active public relations activities, etc. from the perspective of responding to increased public attention to national defense and accountability to the public<sup>45</sup>.

## **1. Various Public Relations Activities**

As the scope of SDF activities has expanded both domestically and internationally, including international peace cooperation activities such as the replenishment support activities in the Indian Ocean and disaster relief dispatches, the public attention to the SDF and defense issues has been increasing.

With the recognition that it is necessary to proactively promote publicity on defense policies and SDF activities on a regular basis, the Ministry of Defense and the SDF employ a variety of PR activities to ensure better understanding about the current status of the SDF in consideration of the changing public awareness and needs as well as increasing overseas attention to the Ministry of Defense and the SDF. (See Reference 74)

### **(1) Website, Pamphlets and Others**

The Ministry of Defense and the SDF conduct PR activities using a wide variety of media, including providing information and gathering public opinions and supplying PR videos via the internet, and displaying commercial films for each SDF service.

The Ministry of Defense has been making efforts to provide accurate information on the SDF and the national defense more extensively to the public, in the form of creation and distribution of various pamphlets which explain the policies of the Ministry of Defense and the activities of the SDF, cooperation for media coverage, and assistance in editing the PR magazine “MAMOR.” Furthermore, as the SDF activities overseas have increased, overseas attention to the Ministry of Defense and the SDF has been enhanced. In order to address such situation, the Ministry of Defense is making efforts including publishing the English language quarterly newsletter “Japan Defense Focus”, promoting participation of foreign media in regular press conferences, expanding the English section of the Ministry of Defense website, creation of defense white papers, various policy pamphlets and PR videos in English. The Ministry of Defense has been making efforts to use PR-related expenses actively, efficiently and effectively.

In addition to these efforts, regarding measures such as the replenishment support activities and so on of the MSDF in the Indian Ocean, etc., which has particularly attracted public attention, intensive publicity has been carried out through channels such as the Ministry of Defense website, special features in the PR magazine, a video distribution channel established on a commercial video website, videos, pamphlets, and the seminars on defense issues organized by Regional Defense Bureaus. Furthermore, the Ministry of Defense has been making efforts to provide the public with information on the anti-piracy activities being carried out by the MSDF off the coast of Somalia and in the Gulf of Aden through a special section on the website of the Ministry of Defense, etc.

### **(2) Events, PR Facilities, etc**

The Ministry of Defense and the SDF conduct activities to extensively inform the people of the current status of the SDF<sup>46</sup>. These activities include the annual GSDF Comprehensive Fire Power Exercise conducted at the base of Mt. Fuji; cruises for experience by vessels of the MSDF in each region; and demonstration flights and boarding experience on aircraft at open base festivals held at ASDF bases. In addition, at camps and bases throughout the country, events including equipment exhibitions, unit tours and SDF band concerts are held on the anniversary of a unit’s foundation. They also parade through the city both in vehicles and on foot with cooperation from the local community concerned. Furthermore, in commemoration of the anniversary of the foundation of the SDF, events such as a SDF Marching Festival, a troop review, a fleet review, and an air review are held.

Last year’s SDF Marching Festival was held at the Nippon Budokan attracting a total audience of approximately 37,000. Concerning annual reviews by the SDF, the troop review, fleet review and air review are hosted in rotation by the GSDF, MSDF and ASDF at which the SDF equipment and exercises are exhibited to the public. In 2008, due to the soaring fuel prices, the ASDF held an air review with a smaller number of

## [COLUMN]

## COMMENTARY

**SDF's Movie Collaboration "Sora e – Sukui no Tsubasa RESCUE WINGS"**

The Ministry of Defense and the SDF fully cooperated in the filming of the movie "Sora e – Sukui no Tsubasa RESCUE WINGS", which was released throughout the country in December of last year. The film depicts the growth of one woman as a pilot of a rescue helicopter.

Twenty-three year old Second Lieutenant Kawashima pilots a UH-60J Rescue helicopter of the ASDF Komatsu Rescue Squadron. She put all her heart into training to be a rescue helicopter pilot after joining the Komatsu Rescue Squadron because of her admiration for the ASDF Rescue Wing, which had saved her mother's life. Her character develops in a group of professionals that are thrown into the harshest situations as the last stronghold to protect people's lives, going through troubles and difficulties. One day, an F-15J fighter crashes into the sea and Second Lieutenant Kawashima is dispatched to rescue the pilot. She goes into the operation and risks her life while struggling against dwindling reserve fuel.

As a matter of fact, the father of the actress that plays Second Lieutenant Kawashima, Ms. Yuko Takayama, was a medic in the Niigata Rescue Squadron and rescued many isolated residents in the 2004 Niigata Chuetsu Earthquake and died in a plane crash while on duty in the following year. The accident occurred while he was conducting a training exercise simulating a rescue of a distressed pilot from a snowy mountain. In 2005, while Ms. Takayama was in Tokyo with her family to attend a memorial service for the SDF personnel who died on duty, she was picked up by a talent scout in Harajuku and got the chance to act in this movie.

The rescue squadron that Ms. Yuko Takayama's father belonged to conducts disaster relief operations in addition to air rescue missions to search for and rescue distressed pilots. In recent years, they rescued many people in the Great Hanshin Awaji Earthquake (January, 1995), the Niigata Chuetsu Earthquake (October, 2004), and the Iwate-Miyagi Inland Earthquake (June, 2008), which is still so fresh in our memories.

In reality, there are no female rescue helicopter pilots yet, but the relevant regulations do allow female members to become such pilots, so perhaps in the near future we will see the first female pilot.

SDF equipment appears in many scenes of the movie. In addition to the UH-60J and the F-15J, the U-125 Search and Rescue Aircraft and the MSDF destroyer "*Harusame*" play active roles by showing their magnificent figures on the big screen. The DVD was also released in April of this year. This movie is worth seeing for anyone who is interested in the SDF or in becoming a pilot or medic, and, of course, it is still worth seeing even if you are not interested in the SDF.



Ms. Yuko Takayama, who played new pilot Second Lieutenant Kawashima



Filming at Komatsu Air Base



Ms. Yuko Takayama (3rd from left) with co-actors

participating aircraft and simplified implementation procedures. Approximately 14,300 people attended the air review, including its preliminary performance. A fleet review by the MSDF is planned in 2009. In addition to such events, the Ministry of Defense and the SDF actively promote tours at PR facilities. For example, some facilities in the Defense Ministry at Ichigaya are open to visitors on two guided tours each weekday; one each in the morning and afternoon. Since the tours were launched in June 2000, more than 230,000 people have visited the facilities so far. Each SDF service also has established PR facilities which people can visit free of charge, and camps and bases across Japan have PR stations and history museums open to the public. (See Reference at the end of the book)

### **(3) Enlistment Experience Programs**

The Ministry of Defense and the SDF offer SDF Life Experience Tours<sup>47</sup> and Enlistment Experience Programs<sup>48</sup> at the request of private companies, etc. These programs are intended to deepen public understanding of the SDF by giving them the opportunity to experience first hand the daily life and training of the SDF as well as to have direct contact with SDF members, while staying at an SDF camp or base for two to three days. In FY 2008, the SDF conducted four SDF Life Experience Tours, in which about 130 college students and women participated, and about 1,300 Enlistment Experience Programs, in which about 14,200 people participated.



Enlistment Experience Program

## **2. Appropriate Operation of the Information Disclosure System and Personal Data Protection System**

An information disclosure system<sup>49</sup> was established in the Ministry of Defense, in line with the enactment of the Act on Access to Information Held by Administrative Organs in 2001. The Ministry of Defense discloses administrative documents, and a personal information protection system<sup>50</sup> (in MOD) was also established in line with the Law for the Protection of Personal Information Held by Administrative Organs of 2005. Along with measures to ensure the security of the personal information under its jurisdiction, the Defense Ministry also discloses such information in response to requests for disclosure, revision and termination of use.

For this reason, the receipt and implementation of disclosure applications are instigated at the Ministry of Defense offices and each Regional Defense Bureau and branch<sup>51</sup>. (See Reference 75, Reference at the end of the book)

## **3. Appropriate Operation of the Whistle-Blower Protection System**

In recent years, workers within corporations have contributed to revealing various corporate scandals, which have threatened the peace of mind and security of the peoples' daily life. In order to develop a safeguard system to protect workers who disclose information, the Whistle-Blower Protection Act entered into effect in April 2006.

In accordance with this act, the Defense Ministry set up a system to handle public interest-related information disclosures by MOD employees and outside workers on issues where the Defense Ministry has the legal authority to punish or issue recommendations. Moreover, the Ministry of Defense and the SDF have established an internal contact desk for information disclosure in the public interest by MOD employees, and an external contact desk for related disclosure by outside workers. Through the contact desks, the Defense Ministry deals with information disclosure that is in the public interest and whistle-blower protection<sup>52</sup>.

#### **4. Engagement in Policy Evaluation**

In 2001, a system to evaluate government policies was introduced with the aim of improving the efficiency and quality of administration in the public's best interest, while the Government Policy Evaluations Act (GPEA) entered into effect in 2002.

Based on these plans, the Ministry of Defense is evaluating various policies designated to achieve the objectives of the Defense Ministry and the SDF: to ensure the peace and independence of Japan and the security of the state. In addition to project evaluations, policy evaluations are primarily carried out using a comprehensive evaluation system<sup>53</sup> since Ministry of Defense policy implementation involves analysis from diverse perspectives, such as domestic and overseas circumstances and technological innovation trends.

In FY 2008, 54 policy evaluations were performed, including an evaluation of the grant for development of the environs of specific defense facilities.

#### **5. Other Efforts**

In October 2008, it was found that then ASDF Chief of Staff had expressed inappropriate views in an essay he had submitted to an essay contest sponsored by a private company. The Ministry of Defense removed him from his post, and afterwards let him retire. The Ministry of Defense has taken disciplinary action against the senior personnel concerned and implemented the following measures to prevent recurrence of such incidents.

##### **(1) Thorough Awareness of High Rank Officers**

The Ministry of Defense believes that it is important for anyone assigned to an important position, such as Chief of Staff, to be aware of his or her responsibility accompanying the position and behave in a way that is commensurate with the thus acquired social status. They are also required to study diligently so as to broaden their views. The Ministry is therefore making an effort to enhance such awareness through training opportunities and other measures.

##### **(2) Education and Self-discipline of SDF Personnel**

Taking the view that it is necessary to offer opportunities for appropriate education and self-discipline from the stage of junior officers, the Ministry of Defense examines the SDF education system and makes efforts to improve it.

##### **(3) Clarification of Procedures for Expressing One's Views Outside**

Considering the fact that the former ASDF Chief of Staff failed to follow the notification procedures before making his views public, the Ministry of Defense enforced in April 2009 the "Thorough Observation of Procedures for Expressing One's Views Outside the Ministry and the SDF (Instruction)" and the "Implementation of Procedures for Expressing One's Views Outside the Ministry and the SDF (Notice)" to clarify the scope of application, details and destination of the notification.

## Voice of Recruit (General Candidate for Enlistment, GSDF)

Leading Private Naoya Sakurai  
1st Engineer Battalion 3rd Company

At present I am assigned to the 3rd Company of the 1st Engineer Battalion in Camp Asaka (Tokyo, Nerima ward) of the GSDF, where I am putting my utmost into my training and work.

Ever since my childhood I have loved sports and was always a member of sports clubs during my school days. When I was vaguely thinking of doing a job that would enable me to contribute to society while strengthening myself physically, my father suggested that I join the SDF. I felt that my wishes would be fulfilled if I became an SDF member and the job would be worthwhile in respect to protecting the peace of Japan. I was especially attracted to becoming a key member of the SDF – a sergeant – and I decided on enlisting as a general candidate for enlistment.

Just before joining the SDF, I only had a vague image of what the SDF was about, and I sometimes felt anxious. But, as I went on to go through the hard but fulfilling training for new recruits, my anxiety gradually faded away. Also, for some time after joining the SDF, I was not used to group activities and found it quite hard, but I was able to overcome all difficulties with the kind instructions from my superiors and the help of other colleagues. As a result, I was able to reach the qualification I had been aiming at, Level 1 of the physical test.

After three months of training for new recruits, in order to obtain the knowledge and skills I needed for my own specialty, I underwent a further three months of training. Fighting against the heat of summer and sweating, I learnt all of the necessary basic things in order to work as a civil engineer. There were a lot of things to learn and it was hard work, but, in spite of all that, I really got to see myself grow and develop.

After the training, in the company I was assigned to, I was kept busy with training, including building up my physical strength, and came up against difficulties even greater than those in the training for new recruits, but I always thought that it was worthwhile. In the beginning, there were many things to learn and I was frequently at a loss, but my superiors were always there to help out and they gave a lot of valuable advice. Currently all I can do is follow the advice I received, but I'm planning to participate in many training programs and gain great new experiences in order to become a GSDF sergeant who is able to lead juniors. In the future I will do my best in taking up the challenge of participating in ranger training, which is said to be the hardest of all.



Leading Private Sakurai during a training exercise

**Notes:**

- 1) The Ministry of Defense and the SDF are the same governmental organization for defense. The “Ministry of Defense” is used to refer to the governmental organization responsible for the administration and operations of the GSDF, MSDF and ASDF, whereas the “SDF” is used to refer to the armed organization operating in units that is responsible for the defense of Japan.
- 2) See <<http://www.mod.go.jp/gsdf/jieikanbosyu/>> for details on the recruitment of uniformed SDF personnel. For details on employment information, see <<http://www.mod.go.jp/j/saiyou/>>
- 3) Notification of the recruitment period, checking of qualifications for application, processing of application forms, issuance of examination admission tickets, notification of examination dates and locations, provision of locations and facilities necessary for examinations, public relations and related works.
- 4) Until FY 2006, the SDF had two “enlisted (upper)” recruitment systems for candidates between the ages of 18 and 27: the “Student Candidate for Enlisted (Upper) System” and the “Candidate for Enlisted (Upper) System.” In FY 2007, the two recruitment systems were reorganized and unified into a new appointment system: “General Candidate for Enlisted (Upper) System”. It adopts some elements of the “Student Candidate for Enlisted (Upper) System,” which aims to raise awareness of candidates for the Enlisted (Upper), and of the “Candidates for the Enlisted (Upper) System,” which emphasizes individual capabilities in personnel management.
- 5) For SDF Youth Cadets employed as Recruits in the GSDF, MSDF and ASDF, FY 2007 was the final year for employment of MSDF and ASDF Youth Cadets and no further recruitment and employment will be performed. Nevertheless, from FY 2009 GSDF Youth Cadets is scheduled to be revised so that their status is not uniformed SDF personnel but the new, non-combatant students of GSDF. Fixed-term SDF personnel are, prior to their formal employment as Privates (GSDF)/ Seaman Apprentice(MSDF)/ Airman Third Class(ASDF), recruited as candidates for uniformed SDF personnel and receive education and training to foster their sense of mission, responsibility, unity, discipline, and compliance. This system will be adopted from July 2010.
- 6) SDF personnel must perform duties such as defense operations as specified in the Self-Defense Forces Law. They are, therefore, designated as special national government employees under Article 2 of the National Civil Service Law, and personnel management of SDF personnel is conducted independently of that of general civilian government employees.
- 7) See <<http://www.mod.go.jp/j/defense/yobiji/index.html>>
- 8) Many countries other than Japan also have reserve personnel systems.
- 9) Traditionally, only administrative officials were employed through the Class 1 Examination for National Public Workers. It has been decided that some technical and engineering offices whose main duties are administrative work will be recruited through the Class 1 Examination for National Public Workers from as of FY 2010. As a result, the Class I Examination for Ministry of Defense Civilian Officials will be used to employ officers engaged mainly in research.
- 10) Details on education and training can be found on the website of each SDF group: GSDF at <<http://www.mod.go.jp/gsdf/>>; MSDF at <<http://www.mod.go.jp/msdf/>>; and ASDF at <<http://www.mod.go.jp/asdf/>>
- 11) Such external educational institutions in FY 2009 include the Tokyo Institute of Technology and Waseda University in Japan, and the National Defense University (U.S.) and California University (U.S.) overseas.
- 12) Institutes of each SDF where SDF officers of each service and others receive training on security, defense strategy and other subjects.
- 13) The Joint Staff College is part of the Joint Staff Office and educates SDF officers on joint operations.
- 14) Training includes SDF Joint Exercises, Japan-U.S. Combined Joint Exercises, and Ballistic Missile Response Exercises to prevent and remove direct threats to Japan, training such as International Peace

Cooperation Exercises and Joint International Humanitarian Operation Training in preparation for international peace cooperation, and related activities.

- 15) For example, the GSDF has a Command Post Exercise Center for carrying out command and staff activities at the division/regiment level, and the Fuji Training Center and urban warfare training facilities for company-level training.
- 16) For example, some firing and launch training involving tanks, anti-tank helicopters, missiles, long-range artillery, surface-to-air guided missiles (improved Hawk and Patriot System), surface-to-surface missiles, torpedoes, and other weapons cannot be carried out at some firing ranges in Japan, or are prohibited in Japan as ranges exceed domestic limits. There are also various restrictions on exercises by large-scale units that require larger areas, minesweeping training, and submarine rescue drills that are carried out in relatively shallow sea areas, and early-morning and night-time flight training.
- 17) Activities to detect, exploit, and reduce or annul the effects of enemies' electromagnetic waves, while securing the use of electromagnetic waves by friendly forces.
- 18) See <<http://www.mod.go.jp/j/news/atago/jiko/index.html>>
- 19) Combat Information Center
- 20) (i) Strengthen watch and reporting/communication systems.  
(ii) Strengthen teamwork for safety operations.  
(iii) Strengthen the operational system by improving personnel capabilities.  
(iv) Thorough instructions by the duty officer.

Furthermore, the Ministry of Defense has already taken measures to try to prevent a recurrence, such as the formulation of basic guidelines for the use of autopilot equipment, the enhancement of simplified sound recording equipment for the bridge of the vessel, and the development of appropriate warning and communication systems.

- 21) See <<http://www.mod.go.jp/j/news/2006/07/12.html>> for details on gender equality; and <<http://www.mod.go.jp/j/info/koudou/index.html>> for details on the Laws for Measures to Support the Development of the Next Generation.
- 22) See the following for the Report on Measures for the Comprehensive Reform in Personnel Field of the Defense Force:  
<[http://www.mod.go.jp/j/library/archives/manpower/report1\\_5.pdf](http://www.mod.go.jp/j/library/archives/manpower/report1_5.pdf)>  
<[http://www.mod.go.jp/j/library/archives/manpower/report2\\_5.pdf](http://www.mod.go.jp/j/library/archives/manpower/report2_5.pdf)>  
<[http://www.mod.go.jp/j/library/archives/manpower/report3\\_5.pdf](http://www.mod.go.jp/j/library/archives/manpower/report3_5.pdf)>  
<[http://www.mod.go.jp/j/library/archives/manpower/report4\\_5.pdf](http://www.mod.go.jp/j/library/archives/manpower/report4_5.pdf)>  
<[http://www.mod.go.jp/j/library/archives/manpower/report5\\_5.pdf](http://www.mod.go.jp/j/library/archives/manpower/report5_5.pdf)>
- 23) In the panel, in addition to an Executive Secretary Committee headed by the Vice-Minister of Defense, the following five panel groups were created: 1) Panel Administration; 2) Personnel Planning Related Policy, etc.; 3) Appointment System and Rank-based-pay, etc.; 4) Recruitment and Aid, etc.; 5) Post-Retirement Policy, etc.
- 24) No restrictions have been imposed on assignments to patrol helicopters for the purpose of education or research and development.
- 25) The Memorial Stone of SDF Members who Died on Duty was established in 1962, and reinforced in 1980, due to aging through weathering. Afterwards, when the headquarters of the then Defense Agency was moved to Ichigaya in 1998, the Memorial Zone in its current form was located on the east side of the memorial area with the Memorial Stone of SDF Members who Died on Duty and Other Monuments. A Memorial Ceremony for SDF Members who Died on Duty is held annually at the Memorial Zone. This ceremony is attended by surviving family members of the honored dead, and also attended by high-ranking staff of the Ministry of Defense and SDF under the Prime Minister and Minister of Defense,

former Directors-General of the Defense Agency, and others. At the Memorial Stone of SDF Members who Died on Duty in the Memorial Zone there is an iron plate containing the names and other information of personnel killed in the line of duty. When foreign dignitaries such as Defense Ministers visit the Ministry of Defense, they make offerings of flowers, expressing their respect and condolences to personnel killed in the line of duty. Memorial ceremonies are also held at individual SDF posts and bases.

- 26) Specific measures include: provision of education and training to acquire useful knowledge and skills for outplacement; promotion of employment of retiring uniformed SDF personnel in the public sector; networking of employment information at each SDF; and improvement of job-seekers' skills by enhancing the job training curricula.

For further information on outplacement assistance, see <<http://www.mod.go.jp/gsdf/retire/>> (GSDF), <<http://www.mod.go.jp/msdf/formal/engo/engotop.html>> (MSDF), <<http://www.mod.go.jp/asdf/engo/index.html>> (ASDF)

- 27) "Seclusion from private companies" is stipulated in Article 62 of the Self-Defense Forces Law.
- 28) Superiority in prompt and accurate recognition, gathering, processing and dissemination of information.
- 29) For details on the Defense Information Infrastructure (DII: Standardized network for the MOD/SDF), the Common Operating Environment (COE: Basic group of software commonly used by computer systems maintained by each service of the SDF), and the Central Command System (CCS: central command system that conducts data aggregation processing and other data processing by online-connecting the command system of each SDF service), see: <<http://www.mod.go.jp/j/library/archives/it/youkou/>>
- 30) The five policy targets are "Enhancement in Gathering/Communicating Information in the Chain of Command (Vertical Direction)"; "Promotion of Intelligence Sharing Among Units (Horizontal Direction)"; "Establishment of System to Cope with Cyber Attacks"; "Promotion of Intelligence Sharing with External Organizations"; and "Enhancement of Various Telecommunication Infrastructures."
- 31) Costs incurred during the entire life cycle of equipment or materials, from the planning, development, mass production and operation (including maintenance, repair and improvement work) through the disposal
- 32) In September 2007, the Equipment Procurement Office was reorganized as the Equipment procurement and construction office.
- 33) Regarding the extremely important matter of evaluation of technical factors, this differs from an automatic bidding procedure which determines the vendor solely on the basis of price, instead of on a comprehensive evaluation of additional factors as well as price.
- 34) See <<http://www.mod.go.jp/j/info/sougousyutoku/index.html>>
- 35) A system which seeks to reduce procurement costs by incentivizing private companies to reduce costs. When a cost reduction on a project is achieved due to the efforts of the private company that has been commissioned for the work, a portion of the cost savings is awarded to the company.
- 36) 1) "Operational Demonstration Research" is introduced. In this type of research, the SDF service (the future operator) will evaluate the prototypes of the equipment. The evaluation will be reflected onto the later R&D, procurement, and related operations. 2) "Evolutionary Development" is introduced. At the start of the development phase, the performance requirements to be achieved are left undecided. Even after the start of the development phase, the precision of required performance can be upgraded, and up-to-date military science technology can be newly introduced.
- 37) Experiments conducted by the GSDF using specific units, for the purpose of specifying the New Way of Fighting based on Information Supremacy and the effective development of command and communications equipment.
- 38) This council was established in September 2003 by the former Defense Agency; the Ministry of Education, Culture, Sports, Science and Technology; the Ministry of Economy, Trade and Industry; and the Ministry of Land, Infrastructure and Transport. It was established to promote development of civil aircraft and engines

based on initiative taken by our nation as a whole. This is important in the sophistication of our country's industrial infrastructure, as well as the development and dissemination of industrial technology.

- 39) The generic term for the facilities used by the Self-Defense Force and the U.S. forces in Japan based on the Japan-U.S. Security Treaty. It refers to maneuver areas, airfields, ports, communication stations, barracks, warehouses, ammunition depots, oil bunkers and so on.
- 40) The land area of defense facilities, as of 1 January this year is approximately 1,397km<sup>2</sup> (the sum of the land area of SDF facilities (approximately 1,085km<sup>2</sup>), the land area of the facilities and areas (for exclusive use) of the U.S. forces in Japan (approximately 309km<sup>2</sup>) and the land area of facilities other than SDF facilities which the U.S. forces in Japan are jointly using under the Status of Forces Agreement (approximately 4km<sup>2</sup>)), which accounts for approximately 0.37% of the country's land. Of this, approximately 42% of the land area of SDF facilities is situated in Hokkaido. Divided by use, approximately 75% of this is maneuver areas. Meanwhile, 74km<sup>2</sup> of the land area of the facilities and areas of the U.S. forces in Japan (for exclusive use) is jointly used by the SDF under the Status of Forces Agreement.
- 41) See <<http://www.mod.go.jp/j/delibe/kondankai/hokoku.pdf>>
- 42) The Ministry of Defense's implementation plan established in October 2007 after receipt of the "Plan for the government to establish measures that should be enacted for the purpose of suppression of greenhouse gases etc., related to their business and projects" (approved by the Cabinet in the same year), the "Defense Agency environmental consideration policy" established in 2003 based on the government's "Basic Environment Plan" and a review of the corresponding plans carried out in January 2005.  
See <<http://www.mod.go.jp/j/info/hairyo/index.html>> for the environmental consideration plans of the Ministry of Defense.
- 43) Specifically, improvement of policies for air and water quality conservation, recycling and waste disposal, improvement to environmental protection facilities, and environmental assessments, etc.
- 44) See <<http://www.mod.go.jp/menu/kohokatsudo.html>>
- 45) From the viewpoint of security, etc., there is some information which is not suitable for release to the public (such as 1) information that may hinder the operation of units, 2) information that may impair the relationship of mutual trust with the nation concerned and 3) information related to individuals). However, the Ministry of Defense will continue to retain its policy to make efforts to release information as much as possible in order to enhance the public's understanding.
- 46) For details on events, etc., see the Ministry of Defense website <<http://www.mod.go.jp/j/events/index.html>>
- 47) Further information on the Summer Tour/Spring Tour for College Students, etc. Ms. Parsley Tour (experiential tour for women in their 20s) and One-Day Visit to SDF for Women is available on the MOD website.
- 48) Tours to experience the daily life of the Ground, Maritime or Air Self-Defense Force (For tour information, refer to the abovementioned website).
- 49) See <<http://www.mod.go.jp/j/info/joho/index.html>>
- 50) See <<http://www.mod.go.jp/j/info/hogo/index.html>>
- 51) See <<http://www.mod.go.jp/j/info/joho/johokokai06.pdf>>
- 52) See <[http://www.mod.go.jp/j/library/koueki\\_tuho/index.htm](http://www.mod.go.jp/j/library/koueki_tuho/index.htm)>
- 53) See <<http://www.mod.go.jp/j/info/hyouka/index.html>>