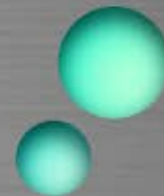


Promoting Active Participation of Women in Japan Ground Self-Defense Force: Female Integration into Close Combat Units

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Agenda



- 1. Japan's Policy for Creating a Society in Which All Women Shine**
- 2. Ministry's Action Plan for Women's Empowerment**
- 3. Initiative to Promote Active Engagement of Female SDF Personnel**
- 4. Trends in Incumbent Female SDF Personnel**
- 5. System Change for Female SDF Personnel**
- 6. Removal of Assignment Restrictions for Female SDF Personnel in Close Combat Units**
- 7. Female GSDF Personnel in Close Combat Units**
- 8. Female GSDF Personnel Serving in International Society**
- 9. Support for Promoting Active Engagement of Female SDF Personnel**
- 10. Conclusion**

1. Japan's Policy for Creating a Society in Which All Women Shine

October 2014

The "Power of Women" has the greatest potential in Japanese society, which is not yet fully mobilized. It is essential for a vibrant and growing society to create an environment where women under the various situations can demonstrate their power to the fullest extent by realizing their own hope.

Solve uneasiness and isolation in child raising

Receive necessary support for living and working in a community

Leverage the experiences of child-raising and housekeeping

A Society in Which All Women Shine
Sufficiently demonstrate their character and ability while satisfying their aspirations at home, in society, and in the workplace

Live a safe and peaceful life without any harm from crime

Easily obtain information to support aspirations and circumstances

Choose a working style which fits their own lifestyle and life stage

2. Ministry's Action Plan for Women's Empowerment

October 2014

Reform for promoting active participation of female SDF personnel

Expansion of Recruitment / Promotion, Planned Training, and Removal of Assignment Restrictions

- **Recruitment Goal**

- 1) **Increase the proportion** of female SDF personnel among total SDF personnel to **over 9% by FY2027** and **more than 10% of total newly employed SDF personnel by FY2027**.
- 2) To facilitate achievement of the recruitment goal, improve facilities for females.

- **Promotion Goal**

- 1) Increase the number of women ranked Major or above to **over 3.1% (current figure)**
- 2) For personnel anticipated to reach the rank of Major or above, emphasize assigning them to a **Company Commander or Assistant Commander post at the rank of Captain**, with the aim of allowing them to gain experience.

3. Initiative to Promote Active Engagement of Female SDF Personnel

April 2017 / Modified December 2018

Significance of Promoting Active Engagement of Female SDF Personnel

The MOD aims for an appealing SDF that adapts to the times and environment while

- Securing useful human resources**,
- Utilizing diverse perspectives**,
- Reflecting values of the nation** through promoting active participation of female SDF.

The MOD opens up a path for female personnel with motivation, ability, and aptitude to have opportunities to demonstrate their capabilities in various fields, and aims to **double the ratio of female SDF personnel**.

※ Goal to achieve the proportion of female SDF personnel amongst total SDF personnel to over 9% by 2027.

Personnel Management Policy and Specific Efforts

Ensuring equal opportunity for men and women



Assign the right person to the right place

- **Removal of Assignment Restrictions** and Promoting to New Positions
- **Expansion of the Recruitment** of Female SDF Personnel
- **Elimination of the Usage Classification** by Sex





4. Trends in Incumbent Female SDF Personnel

※Defense of Japan 2018

Since 1954, when the SDF was established, SDF open assignments for women has improved step-by-step. As of the end of March 2018, the total number of female uniformed SDF personnel was about 14,700 (approximately **6.5%** of the total number of the current uniformed SDF personnel)

5. System Change for Female SDF Personnel

System Purpose	<ul style="list-style-type: none"> • Open the opportunity for direct participation in national defense to everybody, regardless of gender • Enhance female interest in the SDF by recruiting female uniform personnel
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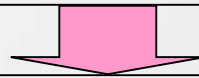
	50's	60's	70's	80's	90's	00's	10's
Activities	Initial Stage (58 – 78)			Expansion Stage (79 – 03)			
	<ul style="list-style-type: none"> • Nursing Student (1958) 	<ul style="list-style-type: none"> • Public Recruiting Officer (1967) • Recruit Private (1969) 	<ul style="list-style-type: none"> • Open some branches for women (1979) 	<ul style="list-style-type: none"> • First women admitted to NDA (1992) • All branches open for women (1993) 	Enhancement Stage (85 - Present)		
				<ul style="list-style-type: none"> • Equal Employment Opportunity Law for Men and Women (1985) • Childcare Leave Law (1991) 	<ul style="list-style-type: none"> • Childcare facilities in camps (2007) • Substitute personnel system for childrearing / nursing care (2007) 		

Policy for Female Recruitment	Nurse Only					
		[67 - 85] Stationing as replacements (Female-like positions)				
			[86 - 89] Stationing in support of combat power (Assignments restricted for direct combat units and combat support units)			
				[90 - 95] Reflect women's social advancement and ensure satisfaction		
					[96 – Apr 17] Equal treatment for men and women (Assignments restricted for NBC weapon defense units and specific positions at close combat units)	

6. Removal of Assignment Restrictions for Female SDF Personnel in Close Combat Units

Policy Prior to 1993:

Assignment to close combat units and work fields with physical burdens had not been removed



Following 1993, every service became, in principle, step-by-step opened to females:

GSDF	April 2017	All assignment restrictions removed except for part of the GSDF NBC Weapon Defense Unit and the GSDF Tunnel Company of the Engineer corps.
MSDF	December 2018	All assignment restrictions removed.
ASDF	November 2015	All assignment restrictions removed.



Virtually all restrictions on the assignment of female personnel across the SDF have been removed.

7. Female GSDF Personnel in Close Combat Units



First AH Pilot



Soldiers in Close Combat Units



Soldiers in Close Combat Units



First Regt. CO / 6LogSR

8. Female GSDF Personnel Serving in International Society



UNMISS Staff Officer (JMAC)



Deployment Support Group for Counter Piracy Enforcement in Djibouti



Female JGSDF Personnel in UNPKO



NATO NCGP

9. Support for Promoting Active Engagement of Female SDF personnel

1. Childcare 7 (Spouse Maternity Leave (2 days) + Childcare Leave (5days))



Leaflet for support system



Leaflet for men



- Encouraging male members to take childcare leave to promote men's participation in family life
- Spouse Maternity Leave: 72.8%, Childcare Leave: 47% (male usage rate)
- MOD Objective: 100% by FY2020

9. Support for Promoting Active Engagement of Female SDF personnel

2. Improve office facilities and ensure the capacity of childcare facilities (8 childcare facilities in MOD)

Bathroom



Safety Key



- Expansion for **installations (quarters, classrooms, and other infrastructure) for education**

- **First nursery school was built in 2007**
- **Located in and around camps and military residences**

9. Support for Promoting Active Engagement of Female SDF personnel

3. Temporary childcare support in the event of emergent duty in support of disaster operations

In Japan, natural disasters like typhoons and earthquakes occur frequently. In the case of emergent duty requirements, it is difficult to leave children at private nursery schools.

To improve SDF response capacity, we open temporary childcare support facilities within camps. (16 March 2012 - Present)



Support Period : About **5 days** (Only for temporary use until relatives arrive to pick up)

Children's Age : **1 Year Old – 12 Years Old**



Call-up and Reception



Childcare by Garrison Support Unit



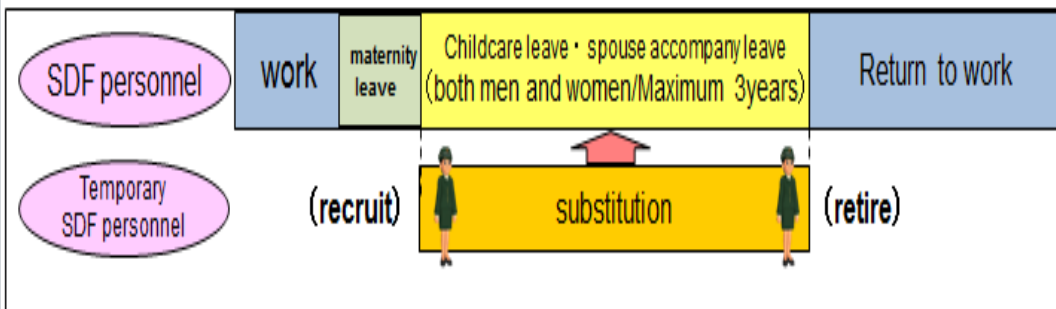
Food Brought by Parents in Advance

9. Support for Promoting Active Engagement of Female SDF personnel

4. Temporary employees and reemployment of ex-SDF personnel

Temporary employee: As a substitution for SDF personnel who are on childcare leave and spouse accompany leave, ex-SDF personnel can be employed with a designated period.

Reemployment ex-SDF personnel: Reemployment of ex-SDF personnel who retired for childcare, nursing care, and other necessary reasons

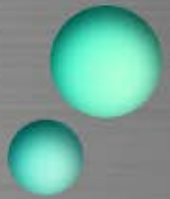


Maximum Period: 3 Years
The program will enable SDF personnel to take childcare leave easily



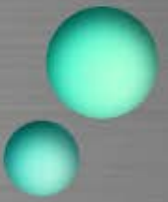
Reemployed SDF personnel (right)

10. Conclusion

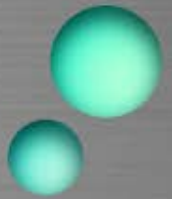


- **JGSDF takes positive actions for the promotion of both active participation by women and 'Work-Life Balance' in order to prepare for the future aging society.**
- **It is essential to ensure a warm working environment for women in order to encourage and empower female SDF personnel. This will enable the SDF to gain and maintain human resources, utilize diverse perspectives, and reflect the values of the nation.**
- **Especially considering the future aging society, the JGSDF devotes serious attention to improving systems, facilities, and environments. For time-restrained SDF personnel, including those involved in childcare or nursing care, this enables the full demonstration of service members' capabilities and enables operational unit employment.**

Questions?



References



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https://twitter.com/Japan_GSDF

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