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UNITED STATES ARMY TRAINING BOARD
ALLIED ARMY TRAINING STUDY
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JAPAN

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Prepared by the
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JAPAN

1. Philosophy

a. The philosophy of individual service to the nation and the nation's responsibilities to each citizen has its roots in Japan's experiences of World War II. As a result of this war, Japan adopted a substantially reoriented philosophy of military structure, mission, and military service. The structure and mission has evolved into one of a small self-defense force, oriented on containing limited aggression. The division of Japanese controlled territory among the allies of World War II, however, resulted in Japan taking on a new strategic importance as the Soviet Union became the main threat. An understanding of Japan's geography is important to illustrate how their post World War II military aligns with the threat they face.

b. Japan is an island nation of more than 1000 islands and islets. It is in proximity to the Soviet Union, North and South Korea, and China and is situated in a position which separates the Sea of Japan from the Sea of Okhotsk, the Pacific Ocean, and the Philippine Sea (Tab A). There are three passages around the Japanese islands from the Sea of Japan. In the north, the SOYA Strait, also called La Perouse Strait, separates Sakhalin island, which is Soviet territory, from the northernmost of the main Japanese islands, Hokkaido. The distance across the Soya strait is about 45 kilometers. The Tsugaru strait separates the island of Hokkaido from the largest of the Japanese islands, Honshu. The third strait is the Tsushima strait, also called the Korean strait, which separates the Korean peninsula from the Japanese islands. On the eastern side of Hokkaido are the Japanese claimed but Soviet occupied Kurile islands. The nearest point of Soviet occupied territory is Kunashiri island which is 12.7 kilometers from Hokkaido. Japan is surrounded in the north by the Soviet Union and controls land masses on at least one side of all of the critical straits necessary for access to the Pacific Ocean. Japan, therefore, is in a vital strategic position which does not altogether synchronize with the social factors that shape the military establishment.

c. The armed forces of Japan are called the Japanese Self-Defense Forces (JSDF). There is not a separate army, navy, or air force but rather there are three branches of the JSDF. The branches of the JSDF are the Ground Self-Defense Force (GSDF), the Maritime Self-Defense Force (MSDF), and the Air Self-Defense Force (ASDF). The title of the Self-Defense Forces reflects a significant departure from the more aggressive philosophy embodied in former historical concepts.

d. The Japanese adopted a constitutional system of government in 1946. The constitution prohibits Japan from projecting power outside of the territorial islands and mandates that the nation maintain the least amount of military strength necessary to contain limited aggression. The spirit and intent of the law is strictly followed by all branches of the Japanese military. For example, aircraft purchased for the ASDF are limited in range. The Japanese make a clear distinction between the ways of the army of World

War II and the present Self-Defense Forces. This distinction is incorporated into concepts about the authority of the government and the armed forces over an individual, and the rights of an individual as an individual. Today service is based on voluntary entry of an individual into a contract with the government, with both the individual and the government recognizing the limits as to what they can and cannot do. The contract is much like a civilian Japanese worker's contract with a firm such as Honda Corporation. As with Honda, the soldier may resign at anytime if he no longer wishes to honor the contract. A subordinate may sue his superior in civil court should the superior overstep the limits of his authority. The contractual agreement is sacrosanct. It is here, however, that the Japanese sense of honor and duty, ingrained from birth, comes into play. The Japanese believe that once they have entered into a contract they must honor their commitment to it, as long as the other party honors his. This is evidenced by the fact that less than 2 percent of the new recruits each year exercise their right to resign. The freedom to quit when they wish is seen as one of the things that ensures that the GSDF is a force based on democratic principles. There is no Uniform Code of Military Justice and no military police. Infractions of the rules that are not civilian crimes are usually handled by the company commander, normally by a reprimand as a punishment. Any violation of civil law is handled by civilian police and a civilian court.

e. Despite procedures which might appear to be awkward, it works in Japan and has produced a professional and disciplined Self-Defense Force based solidly on post World War II democratic ideals.

2. History

a. The history of the GSDF dates to the end of World War II. In August 1945 the Japanese Empire was in ruins, the home islands were occupied and the Imperial Japanese Armed Forces, the Army and Navy, were completely disbanded. A new constitution for a democratic government was drafted under the auspices of the American Military Governor, General of the Army Douglas MacArthur. The new constitution, in Article IX, rejected war as a basic right of a nation and rejected all means of pursuing war. As a result of this Article, the legality of the JSDF has been debated in the Diet, the Japanese Parliament, since before its creation.

b. In 1951, General MacArthur authorized the Japanese prime minister to establish a National Police Reserve (NPR). This organization was used by the government to secure internal law and order. Japan was still an occupied country and the U.S. was primarily responsible for its internal and external security; however, demands for U.S. troops in Korea increased the need for the Japanese to take more responsibility for their own internal security. The creation of this force was opposed by many elements of the Japanese government and people as a violation of Article IX of the constitution. Proponents for the NPR successfully argued that the NPR was not capable of fighting a modern war and so was not a violation of the constitution. This was the opening battle for the right to existence of the Japanese Armed Forces. The same argument was also used in 1952 when the NPR was merged with the Coast Guard of the Maritime Safety Force.

c. In 1954 the Defense Agency Establishment Law and the Self-Defense Forces Law were passed, which officially created the Japanese Self-Defense Force (JSDF) and its civilian controlling agency, the Japanese Defense Agency (JDA). This legislation was based on Article 51 of the United Nations Charter, which states that each nation has the right of self-defense against armed attack. The legislation passed after the Diet made the decision that the right to self-defense was not inconsistent with Article IX of the constitution and by again using the argument that this new force was not capable of exporting a modern war. The creation of the JSDF was strongly endorsed by the U.S. government in the interest of an adequate balance of power and the protection of Japan. The JSDF has been the subject of continuing internal political controversy and debate since its inception.

3. Mission, Size, and Organization

a. The role of the JSDF is the defense of the Japanese islands. The mission of the GSDF is to conduct ground operations to prevent or repel small scale aggression without outside assistance. In the case that Japanese forces alone cannot contain or repel the aggression, U.S. forces are to be relied on until the United Nations can prevent or repel the aggression.

b. The Defense Agency and the JSDF are organized into the structure illustrated at Tab B. The Prime Minister of Japan is the Commander in Chief of the Armed Forces. The head of the Japanese Defense Agency (JDA) is called the Director General of the Defense Agency and must be a civilian, as is his entire agency. The military leaders of the JSDF are thus separated from the Prime Minister and so further subordinated to civilian control. The JDA, roughly the equivalent of the Department of Defense in the United States, establishes overall policy and direction. There is no equivalent of the Secretary of the Army in the Japanese military structure.

c. The three branches of the JSDF--the GSDF, the MSDF, and the ASDF--each have a staff organization with a four star equivalent Flag Officer as the Chief of Staff. The Chief of Staff of the GSDF is a general and is the senior officer in the GSDF. There is only one full general in the GSDF. The Chief of Staff of the GSDF is not the commander of the GSDF. He is rather a staff officer and advisor to the JDA and the Prime Minister, and functions in roughly the same manner as the U.S. Army Chief of Staff. The Japanese Chief of Staff is the head of the Ground Staff Office (GSO) which is the organization that directs and coordinates the GSDF. The GSO is roughly the equivalent of the U.S. Department of the Army. The GSO is organized as shown at Tab C.

d. The GSDF is organized into five regional armies. Each is commanded by a Lieutenant General. The Northern Army (NA) is on the island of Hokkaido. The Northeastern (NEA), the Eastern (EA), and the Middle or Central Armies (MA) are on the central island of Honshu. The Western Army (WA) is on the island of Kyushu. Each army is composed of from two to four divisions and various supporting units as shown at Tab D. Each division is commanded by a Lieutenant General, just as are the armies. The deployment of the ground forces, to division level, is shown at Tab E.

e. There are a total of thirteen divisions in the GSDF, twelve "Futsu-Ka," or infantry, divisions, and one Armor division. The divisions are organized into three types. The A type, or KO, division has four infantry regiments and is authorized 9000 personnel. The B type, or OTSU, division has three infantry regiments and is authorized 7000 personnel. The A and B type divisions are infantry divisions. The C type, or HEI, division is the armor division. The C type division has three tank regiments and is authorized 6500 personnel. An outline of the divisional organizations is shown at Tab F. There are also two composite brigades which, though smaller, are used in the same way as an infantry division. These composite brigades are commanded by a Major General. Other units included in the GSDF structure are: one airborne brigade, five engineer brigades, one artillery brigade, two antiaircraft artillery brigades, two artillery groups, and three antiaircraft artillery groups.

f. The size of the JSDF is regulated by the National Defense Program Outline of 1976 (NDPO 1976). This law provided for a "gradual" build up of defensive capability. The authorized strength level of all three branches of the JSDF is currently 272,162. The Ground Self-Defense Force (GSDF) is authorized a strength level of 180,000, by far the largest portion of the JSDF. The actual strength of the GSDF is about 86 percent of authorized strength. This 86 percent of authorized strength is generally distributed as follows: overall officer and NCO strength is maintained at about 98 percent of authorized, while enlisted strength is maintained at about 70 percent fill. Headquarters elements and schools are manned at near full strength while combat divisions average only about 66 percent strength. At echelons below regimental level, some units are manned at between 50 percent-60 percent strength. The actual level at which units are manned depend on their location and probable missions. For example, the units in Northern Army are manned at a slightly higher level than those in the Western Army. The 11th Division, a forward division on the island of Hokkaido, is manned at about 97 percent of officers and NCO's, and 60 percent of enlisted soldiers. The enlisted shortages are absorbed by the infantry, where it is not uncommon to have a 6-7 man squad while the armor and artillery units maintain full crews. The 1600 women in the GSDF, about 1 percent of the total GSDF strength, serve in various noncombat positions. There are about 95 women officers, 360 women NCO's, and 1200 women privates.

g. The rank structure is similar to the U.S. armed forces and is shown at Tab G. The rank titles have been changed in Japanese to sound less militaristic. For example, a Second Lieutenant is called a Company Level Officer Third Class or a Colonel is a Field Level Officer First Class. Although the rank names have been changed in Japanese, the traditional rank names are used in discussions with members of other armies.

5. The GSDF Training System

a. The Japanese training system makes a distinction between education and training. Education is taught in schools and in specialized units and is divided into basic, or common, education and Military Occupational Specialty (MOS) education for recruits, NCO's, and officers. Training, on the other

hand, is training conducted in the units to improve the basic skills acquired at the schools. Training in units is categorized as individual skill training and unit training.

b. The Training and Education Department of the Ground Staff Office exercises overall control over the training development process. There is no equivalent of TRADOC in the GSDF. The Training and Education Department executes the process through the fifteen authorized GSDF schools and the one joint school, the Physical Education School, and the training units within each of the armies (Tabs H, I, and J). Training developments consist of the development of courses that each of the branch schools and the training regiments/brigades conduct. The development of manuals to support training is a separate part of the process. The GSO also influences training in units. Its role is discussed under the section on unit training.

c. To begin the process, the need for a new course of instruction can be identified by either the GSO or the branch school; however, it is the GSO who ultimately decides whether it will actually be conducted and eventually how many courses will be conducted per year. Regardless of who identifies the need for a course, the branch school is tasked to develop the Program of Instruction (POI) for it based upon subjects that are designated by the GSO. Courses that are to be taught by the training regiments or brigades are developed by the Training and Education department of the GSO with input from both the training regiments/brigades and the branch schools. Ultimate approval of all POI's rests with the Training and Education department of the GSO. Once a POI is approved for either a branch school course or a course to be conducted in a training regiment or brigade, the appropriate school or unit develops the lesson plans.

d. The GSDF does not produce separate training and doctrinal manuals. Instead, they produce manuals that contain doctrine, training information, and equipment operational information. These manuals are the rough equivalent of merging a U.S. Army ARTEP Mission Training Plan (AMTP) manual, a doctrinal manual, and a technical manual. The development process for these multi-purpose manuals is much the same as for POI's; however, the training regiments and brigades do not participate. The Training and Education Department of the GSO also tasks the appropriate school to write manuals for their branches. The appropriate branch school is responsible for manuals pertaining to regiment and below, while the GSDF staff college is the proponent for brigade, division, and above. Ultimate approval authority rests with the GSO. The one exception to school proponentcy is the GSDF's manual of common tasks, which is written by the Training and Education department of the GSO.

e. Both of these processes can be characterized as a system of highly centralized control with decentralized execution. All decisions, with one unique exception, as to what will be taught to soldiers and what the doctrine will be for all the units of the GSDF are made at GSO level. The one unique exception involves the training of soldiers in their initial MOS. This, as will be elaborated on later, is done at the operational unit. The subjects to be taught, POI, and lesson plans for MOSQ are all developed by units. The

potential for a wide degree of nonstandardization is not considered a problem by the GSDF.

f. Combat development is centrally controlled by the GSO, with execution by the schools. The Training and Education department does not play a major role though they do control the schools. The primary players are the Plans and Operations Department and the Logistics Department of the GSO. The schools test new equipment and techniques for these departments and interact with them directly.

6. The Enlisted Accession and Training System

a. The Recruiting System

(1) The JSDF is an all volunteer force and faces stiff competition from business and universities in attracting top candidates. This requires the GSDF to actively seek recruits to fill the ranks. To perform this function, and some others, the JSDF has an office in each prefecture called a Liaison Office (LO) and an office in each village and town called a Subliaison Office (SLO). A Prefecture is a political subdivision of a country or an area, much like a county in a state. There are 47 Prefectures in Japan and are 50 LO's. The additional three LO's are in Hokkaido which, while only one prefecture, is so large that the additional LO's are needed to cover the area. The LO's are divided into three sections: the Administrative Section, the Placement Section, and the Recruiting Section. The Administrative Section takes care of general administration in the LO. The Placement Section handles reserve matters and helps former members of the GSDF find civilian jobs. The Recruiting Section deals with JSDF recruiting.

(2) Recruiters of all three branches of the Self-Defense Forces, Ground, Air, or Maritime, and a supervisor, are stationed in each office. The supervisor may be from any of the three branches of service or be a civilian. These recruiters call themselves "Salesmen." Each branch of service has a monthly quota and recruiting is conducted year round. The biggest recruiting push is in the March through May time period, as this is just before and during the civilian school year break which comes when the high schools graduate in April. Many enlistees are "persuaded" volunteers who enlist after having been visited by a "Salesmen" at their home. Each year approximately 20,000 young men and women between the ages of 18 and 23 enlist for a two year term of service.

(3) There is one enlistment option for two years. Nothing else is guaranteed to the enlistee. Their job skill will be determined in basic training. To be able to enlist the individual must be:

- (a) a Japanese citizen
- (b) a high school graduate (or soon will graduate)
- (c) between the ages of 18 and 23

(d) not married

The potential enlistees must also pass a written test, a medical/physical examination by a military doctor, and undergo a background investigation by the police services.

b. Initial entry training for those who join consists of two phases: the basic training phase and the initial skill training phase.

(1) Basic training is normally conducted at permanent training units, which are under command of armies. Within the GSDF, there are two separate Training Regiments and three Training Brigades. Each Training Regiment consists of three Training Companies and each Training Brigade consists of three Training Battalions, of three training companies. One Training Regiment is assigned to the Northern Army and one to the Northeastern Army. The three training brigades are assigned one each to the Eastern, Middle, and Western Armies. The Eastern Army, around Tokyo, also commands the Women's Personnel Training Unit, the Airborne Training Unit, the Band Training Unit, and the Tank Training Unit. The locations of the training units are shown at Tab J.

(2) Assignment of new enlistees is based on the area from which they are recruited. The number recruited, therefore, is based on how many replacements are needed for a given regional army. New enlistees attend basic training, called the Recruits Course, at the training brigade or training regiment of the army to which they are assigned.

c. Basic training is 10 weeks long. An outline of the POI is found at Tab K. The main emphasis during basic training is on physical training and marksmanship. The objective of Phase one training is to produce a soldier who has basic infantry and survival skills for a nonnuclear/nonchemical battlefield.

(1) The Training and Education Department of the GSO establishes the subjects to be taught and the number of hours and standards for each subject and provides this to the Training Regiments and Brigades. The Training Regiment or Brigade then writes the POI based on this guidance. Actual lesson plans for each subject are developed by the training unit Company Commander.

(2) Instruction in basic training is primarily small group instruction with the squad as the basic group. A platoon may have up to 39 privates in three squads of up to 13 each. The ideal squad size, according to the Japanese, is about 10 men. Unlike the U.S. Army where subjects are taught primarily through a committee group concept, in the GSDF the platoon leader has the basic responsibility for instruction, with the trainees' squad leader as the secondary instructor who provides instruction not given by the platoon leader.

(3) The typical training day of a 5 day week begins at 0600 in the summer and 0630 in the winter. Lights out is at 2200 hours. Each training day is about eight hours long with some free time and time to study or conduct extra training as needed. Very little night training is conducted.

(4) At the end of the basic training cycle, there is a written and hands-on performance test that each recruit must pass. Most recruits who go through the entire cycle pass the end of cycle test without a problem. If a recruit misses more than one-third of the training, he is recycled.

(5) The Recruit Course is started 11 times each year. The largest class is in April, as civilian high schools graduate at that time and hence the biggest influx of new recruits occurs. The recruit course may be as large as 400-500 at this time. At other times of the year classes average about 60 recruits. This produces a large number of new soldiers in the June-July time frame, and an unpredictable number of replacements at other times of the year. During the April time period, there may be more recruits than training units can handle. If this occurs, the additional recruits are sent to the operational divisions and regiments to receive their training. The training unit provides the POI to the division and provides information assistance as requested by the division. The regiments within the division form special training companies and use them to handle their basic training responsibilities.

(6) During Phase I training, a job skill is chosen for each soldier based on aptitude tests and interviews with the training cadre.

d. Phase II training, during which the soldier undergoes MOS specific training, is conducted at the first unit of assignment. Each regiment designates officers and NCO's to conduct Phase II training through an ad hoc training company. This training company may be retained on a permanent basis or disbanded at the end of each Phase II training cycle and reformed as needed, according to the wishes of the Regimental Commander. The Regimental Commander has overall responsibility for Phase II training of new soldiers. They will serve in his regiment for the entire time they are privates.

The ad hoc Training Company Commander is responsible for the preparation of MOS specific lesson plans and the conduct of training. The primary trainer is the platoon leader and the squad leader is the principal supervisor. There is no common Army POI for each MOS. Units use the army manuals and GSO regulations to prepare their POI's and lesson plans. There are, however, army wide standards for all tasks. The GSO develops these standards and publishes them in the form of training regulations. As units select the tasks for their MOSQ POI, they refer to these training regulations to obtain the standards for each selected task. Phase II is designed to produce job skill qualification for most soldiers after 12 to 24 weeks. Soldiers in some specialized MOS's, such as armor, airborne, and accounting, require further technical training which is conducted at special training units or at branch schools. Phase II training is designed to provide a continuing transition period into the GSDF and basic job knowledge.

e. The normal enlistment grade for recruits is Private Second Class. A soldier spends about one year as a Private Second Class, and about one year as a Private First Class before being promoted to Leading Private. Therefore, soldiers in the GSDF who are promoted to Leading Private (E-4) or higher are all in their second or subsequent enlistments. The soldier may spend up to 4 years as a Leading Private, but the normal time is no more than two years.

Promotion to the grade of Private Second Class, Private First Class, and Leading Private are automatic, unless the commander intervenes to deny promotion. The promotion authority for these grades is the Regimental Commander. Only recruits who are being trained at the Youth Technical School, to be NCO's, will serve as Privates Third Class. This category is covered under the NCO education system.

f. The maximum length of time a soldier normally may remain a private is six years, or until age 27, whichever comes first. At that time if he has not advanced to sergeant he will normally not be allowed to reenlist.

g. Women's training is executed using the same basic system as for men, but is conducted at the Women's Personnel Training Unit, located at Camp Asaka (Nerima, Tokyo). The Women's Training Unit provides six courses of training including basic training, MOS training, and an NCO development course.

7. The NCO Education System

a. In the GSDF, there are three ways to become an NCO: through the Youth Technical School, the General NCO Course, or the NCO Candidate Course. All three of these include successful completion of a competitive examination and attendance at one of the aforementioned courses of instruction. The Enlisted/NCO Educational System is diagramed at Tab L. With the exception of the Youth Technical School, NCO courses are conducted in one of two places: either in the Sergeant Training Units, one of which is assigned to each army, or at the branch schools.

b. The Youth Technical School is a special school which trains high school age students, 15 to 18 years old, to be sergeants in the GSDF. It was established in 1959, and is open to male Japanese citizens who have completed or are scheduled to complete Junior High School, grade 9. The Youth Technical School provides four years of high school, technical and military instruction for the selected students.

(1) About 250 students are selected by competitive examination each year from applicants nationwide. This is a rigorous examination and only about 5 percent of the students who take it pass. The students, called Youth Cadets, are enrolled as members of the GSDF when they enter the Youth Technical School. They are paid and hold rank. First year students are Privates Third Class. In the second half of their second year, cadets are promoted to Private Second Class. Third year students are Private First Class and fourth year students hold the rank of Leading Private.

(2) The first three years of the Youth Technical School are termed the Basic Phase and provide an education similar to other Japanese high schools, as well as some basic military training. The first seven to nine months of the fourth year are spent in a GSDF branch school. The cadet attends the branch school of the branch he will ultimately be assigned to. This is called the Intermediate Phase. The last three to four months, called the Final Phase, are spent in the unit to which they will be assigned. The Youth Cadet NCO's are normally assigned in the armor, field artillery, ordnance, signal, aviation, or engineers. Upon completion of this phase, the cadets graduate and are appointed as a Sergeant Third Class (E-5).

c. A second method of becoming an NCO is attendance at the General NCO Cadet Course. Students to attend this course are selected by competitive examination from high school graduates nationwide. About 400 NCO cadets are selected each year. These NCO cadets do not attend the standard Recruits Course. Instead they attend a 16 week course which consists of a basic training course similar to the one given to other new recruits and special training to give them the basic skills they will need as a junior NCO. The course is conducted in the Sergeant Training Units of the regional army to which they will be assigned. Upon completion of this course, they are appointed as Sergeant Third Class.

d. The third method of becoming a NCO is up through the ranks. Each year about 4000 NCO candidates are selected by examination from the ranks. After three years of service a private may take the test to apply for the NCO Candidate Course. If he passes the test he is rank ordered with all of the other privates who passed the test in his Army area according to the score he attained on the test. To be selected to attend the NCO Candidate Course, the private must have his commander's recommendation, and be ranked within the number of candidates that his army area needs at that time to fill NCO vacancies, by regiment and by MOS. The NCO Candidate Course, taught in the Sergeant Training Units of each Army area, is 10 weeks in length and designed to teach the prospective NCO basic leadership skills for a junior NCO. Those who pass the course are then appointed as Sergeant Third Class.

e. After completing the NCO Candidate or Cadet Course, NCO's return to their unit to await the start of the Primary NCO MOS Course, roughly equivalent to BNCOC, held at their branch school. The course length varies with the MOS to be trained. After completion of this MOS qualification course, the new sergeant returns either as an instructor with the training company of his regiment or as a squad leader in his company. The Sergeant Third Class will spend two years in grade before he becomes eligible for promotion to Sergeant Second Class. The division commander is the promotion authority for NCO promotions above Sergeant Third Class to include Warrant Officer, equivalent of Sergeant Major in the U.S. Army.

f. As a Sergeant Second Class (E-6), the NCO performs duties as a section sergeant leading 6-15 men, or he may be an instructor at the army training Regiment or Brigade. He must spend two years in grade before being eligible for promotion to Sergeant First Class (E-7). Upon promotion, the SFC becomes eligible to attend the Senior NCO MOS course, roughly equivalent to ANCOC, conducted at each branch school. Selection for attendance at this school is made by the Regimental commander. The course is designed to provide advanced MOS specific skills for the SFC. The course lengths vary according to MOS. The SFC will remain a SFC for about 2 years before promotion to Master Sergeant (E-8). Upon promotion to MSG the NCO is automatically programmed to attend the 8 week long NCO Course (roughly equivalent to First Sergeant/Sergeant Major Academy) conducted at each army's Sergeant Training unit. All Master Sergeants must attend the course within one year of his promotion. This course is designed to teach the NCO advanced leadership skills.

g. The highest grade of NCO is the Warrant Officer. The Warrant Officer is equivalent to the U.S. Sergeant Major in rank, but is the senior NCO at company level as well as battalion, regimental, division, and higher levels. NCO's who are Warrant Officers and Master Sergeants may remain in service until age 53, while Sergeants First Class and lower must retire at age 50.

8. The Officer Accession and Education System

a. Officers are recruited from three sources: the Japanese Defense Academy, graduates of civilian universities, and the ranks of the GSDF. Japan does not have a Reserve Officers Training Corps program or any military education courses in its secondary schools. The GSDF accepts about 800 new officers each year. The Defense Academy provides about 300, about 400 come from the ranks, and about 100 are recruited from civilian universities. All Japanese Officers have similar military professional schooling for about the first six years of service, but there are four slightly different tracks in the educational process depending on the source of recruitment. A diagram of the Officer Educational System is at Tab M.

b. Officer Accessions

(1) The Defense Academy is somewhat similar to the U.S. Military Academy. The course of study is four years long and yields a baccalaureate degree. However, unlike the USMA, the Defense Academy has a president, who is a civilian, and two vice presidents, one a civilian, for administration, and one military, a Lieutenant General of the JGSDF, for training. The primary emphasis is on the education of the students in scientific or engineering studies, but military studies are also considered important.

(2) The Academy is multiservice and has an authorized class level of 530 per year group: 300 for the GSDF, 100 for the MSDF, and 130 for the ASDF. Competition for admission is high, with approximately 40 applicants for each position. After their first year, cadets, based on personnel preference and the needs of each service are designated as prospective officers for the Ground, Maritime, and Air SDF. Overall attrition for the four year course of instruction averages 16 percent.

(3) The eligibility requirements for an applicant are that he must:

- (a) be a Japanese citizen
- (b) be between the ages of 18-21 (or if a member of the JSDF 18-23)
- (c) be in good health and have no criminal record
- (d) be a high school graduate
- (e) pass a nationwide written entrance examination, followed by a personal interview and physical examination.

(4) Unlike the U.S. Military Academy where graduates are commissioned officers in the U.S. Army, the Defense Academy Cadets only become officer candidates upon graduation. The democratic ideals upon which service is based reappears here, as graduates also have the opportunity to decline attendance at the Officer Candidate School and may pursue a civilian career. If the cadet declines to attend OCS there is no penalty which may be imposed because of the voluntary nature of the service.

(5) Those who are graduates of civilian universities and wish to become officers, are selected by passing a nationwide competitive examination and a personal interview. Those who pass the examination and are selected then have a ten day period in which to decide whether they wish to enter the service and attend the OCC.

(6) Enlisted soldiers in the grade of Sergeant Third Class through Sergeant First Class, who have served for four years in that grade, may compete to become an officer by taking a comprehensive written and oral examination which is given in November of each year.

(7) Additionally, senior NCO's who are Master Sergeant or Warrant Officer may also apply to be officers of the GSDF. They too must pass a competitive examination to be selected.

c. Officer Entry Level Training

(1) After selection as a GSDF officer Candidate, all potential officers attend the Officer Candidate Course (OCC). This course is conducted at one location, in the Western Army area. All of these candidates do not attend the same type of course. Those candidates who are graduates of the civilian universities and the Defense Academy attend a 23 week course. Those Sergeants Third Class who were selected as officer candidates also attend a 23 week course, but first must complete a six month correspondence course to prepare them for the residents course. For those Master Sergeants and Warrant Officers who are officer candidates, the course is only eight weeks in length and there is only one class per year. OCC is designed to teach the officer candidate basic leadership skills, administrative skills, and small unit tactics.

(2) Upon completion of OCC only those who were selected from the ranks receive their commissions. The University and Defense Academy graduates are still considered to be candidates and must undergo further training before commissioning. This training consists of 12 weeks of On-the-Job Training (OJT), as an assistant Platoon leader, in the unit to which they will ultimately be assigned. After this 12 weeks of OJT, university graduates must also attend a Primary Officers Course at the same location as the OCC. This course further prepares the university graduate candidate for life as an officer in the GSDF. This course is to partially compensate for the exposure to the military that Defense Academy graduates and former NCO's received prior to being officer candidates.

d. Officer Basic and Mid-Level Courses

(1) Basic Officer Course (BOC)

(a) At this point, the next level of education for all officers, except those who were Master Sergeants or Warrant Officers, is the BOC given at each of the branch schools. This course begins the junior officers progression through the mid-level education system. The Second Lieutenant will attend this course after he has been in his unit for a short while, up to about one year. The BOC courses vary from 14 to 35 weeks in length. The purpose of BOC is to train officers and officer candidates to lead a platoon in his respective branch. Those officers who were Master Sergeants or Warrant Officers attend an abbreviated branch officers basic course called the Second Lieutenants Course (SLC). Those officers who attend the SLC usually serve in the Aviation, Military Police, Finance, Chemical, or Band fields.

(b) After the Basic Officer Course, the young officer returns to his unit. If he is a former NCO, it is generally the same regiment where he was serving. If he is a university or Defense Academy graduate it will be the same unit in which he performed his 12 week OJT. The Second Lieutenant will serve for 2 years in grade if he is a university graduate or a Defense Academy graduate and 3 years if he is a former NCO before he is eligible for promotion.

(c) Upon promotion to First Lieutenant, the officer will serve in that grade for 3 years, if a university or Defense Academy Graduate, or 4 years, if a former NCO. Most Lieutenants serve as platoon leaders, with a very few serving as a staff assistant at regimental or division level.

(3) Promotions for officers in the GSDF for grades up to Lieutenant General all follow the same procedure: A recommendation for promotion begins with the unit commander and is forwarded through the division to army headquarters and up to the GSO. The Chief of Staff of the GSDF is the promotion authority for all officers, up to Lieutenant General. The GSO Personnel section will check the records and give the Chief of Staff a prioritized list which the Chief of Staff will approve. The GSO manages how many promotions are allowed each year for all officers, up to Lieutenant General, based on how many vacancies per grade there will be. The Prime Minister is the Promotion authority for the Chief of Staff, but the selection of the Chief of Staff must be approved by the JDA and the Diet.

(4) Advanced Officer Course (AOC)

(a) The officer attends AOC as a senior First Lieutenant or a junior Captain. The selection for the AOC course is automatic in the officer's fifth to sixth year of commissioned service but attendance is not mandatory. An officer may elect not to attend.

(b) The AOC courses are conducted at the branch schools and are from 17 to 25 weeks in length. About 75 percent of the subjects taught in these courses are on tactics and unit administration. Tactics instruction is taught by the small group method with an instructor acting as a facilitator.

Students discuss possible solutions with the instructor. At the end of the session, the instructor presents a discussion of the school solution. Leadership, strategy, military history, and physical training are also taught. Although this course is not a requirement for promotion to Captain, it is expected and those who do not take it are lower on the promotion list than those who do.

(5) Upon completion of AOC, officers may serve in a variety of assignments, which include company command, assistant company commander, and assistant staff officer. Unlike the U.S. Army, most company commanders in the GSDP are majors, with a Captain as the assistant company commander. In some units where the company units are small, only about 100 men, such as the field artillery or the air defense artillery, a Captain may be a company/battery commander. A Major may also be an assistant Battalion commander or a staff officer at battalion level.

(6) Just as with completion of AOC and promotion to Captain, there is no requirement for schooling above the level of AOC in order for officers to be promoted. However, those who do not compete successfully for some form of the advanced schools will usually not be promoted above the rank of Major.

(7) Officers who were former Master Sergeants and Warrant Officers are seldom promoted above the rank of Major, as they usually already have between 18 and 22 years of service at commissioning. By the time they are eligible to compete as an officer for advanced schooling, they are also close to the mandatory retirement age. Mandatory retirement ages vary with rank. For Captains and Lieutenants the retirement age is 53 years old. Majors and Lieutenant Colonels must retire at 54 years old. Colonels may remain in service until age 55. Major Generals must retire at age 56. The retirement age for Lieutenant Generals is 58. The Chief of Staff may remain on active duty until age 60.

e. Officer Advanced Training Courses

(1) This level of schooling is the most important level for the GSDP officers. It is at this level where those officers who will advance to the highest levels of command in the GSDP are identified. The advanced training consists of one of the following four courses: the Command and General Staff Course (CGSC), the Technical Administration Course (TAC), the Functional Officer Course (FOC) and the Command and Staff Correspondence Course (CSCC). All officers who meet eligibility requirements may take the examinations for one or all of the three resident courses; however, they may attend only one course. The course they attend will chart their future careers. These courses are characterized by very limited slots and are highly selective.

(2) The CGSC, the TAC, and the CSCC are given at or through the GSDP Staff College and the FOC is given at the Branch school. CGSC, TAC, and FOC students are selected by competitive examination and personal interview. The CSCC students apply for the course if they are not selected for one of the other three courses. CGSC is the most important of these courses, as the graduates of this course are those who will eventually command at the highest

levels of the GSDF. TAC graduates will be the commanders and staff officers of the Research and Development (R and D) programs. FOC graduates are trained to be staff officers at regimental level and eventually achieve battalion commands.

(3) The GSDF Staff College and Course

(a) Two years after an officer completes his AOC schooling, providing that he meets certain basic requirements, he becomes eligible to take the Command and General Staff College (CGSC) course entrance examination. The basic requirements for entrance to JGSDF CGSC are that an applicant must:

- be less than 36 years old.
- have more than three years service at unit level (Company, Battalion, or Regiment) which is computed after graduation from BOC. Duty with division or higher staff cannot be used to meet the three year minimum service requirement.
- be a graduate of the Advanced Officer Course.
- not have any punishment more severe than a temporary suspension from duty.

(b) The Command and General Staff College entrance examination is an extensive and rigorous examination. This competitive examination is administered four times each year and consists of two parts. Usually from 1000 to 1500 officers each year compete for appointment to the CGSC, but only 80 officers will be chosen to attend the course. Unsuccessful candidates may retry the examination, until the age cutoff of 36. Part I of the examination is a three day written test which includes questions on tactics, war history, JGSDF regulations and a foreign language (English, French, German, Russian, Chinese, or Korean). The 160 officers with the highest Part I test scores are selected to continue competing on Part II. Part II is an oral examination covering tactics, map exercises, principles of combat and JGSDF regulations. Additionally, the candidates undergo a physical conditioning test and a health examination. The oral tests are administered by instructors at the Staff College and by selected officers of the Ground Staff Office. It is given at an examiner-examinee ratio of three to one. After the tests are scored the 80 officers with the highest scores are selected for entrance into the CGSC.

(c) The CGSC is a 90 week course and consists of some 3690 hours of instruction. Only one class begins each year.

(d) Those officers who attend the CGSC are virtually assured of being promoted to Colonel and being selected for the most advanced schools available to senior officers in the GSDF.

(e) After completion of the resident CGSC the officer if he is a Major may be assigned as a staff officer at battalion level or staff assistant

at division and higher level, or he may be an assistant battalion commander. The Lieutenant Colonel may be a battalion commander or a primary staff officer at division level.

(4) The Functional Officers Course (FOC)

Officers who reach age 36 without being selected for CGSC usually take the entrance examination for the Functional Officers Course. Although officers may take this examination prior to reaching age 36, if they do and are selected, they automatically eliminate themselves from competition for the CGSC resident course. Therefore most officers don't take the examination for FOC until they are no longer eligible for CGSC. The FOC examination also is a rigorous examination, and only 150 officers per year are selected to attend the course from the 450 or so applicants each year who take the test. While unsuccessful applicants may retake the test, there is an age cutoff for the FOC of 40 years of age. The FOC is 37 to 43 weeks long and is conducted at the Branch Schools. The officers who attend the Functional Officer Course may be selected for promotion and possibly regimental command; however, their highest command is usually at battalion level as their potential for command and promotion is considered not to be as high as for those who attend CGSC.

(5) Technical Administration Course (TAC)

A special course given at the GSDP Staff college is the Technical Administration course (TAC). The TAC is to prepare a select few students to be commanders and staff officers of organizations which deal with research and development, such as the Technical Research and Development Institute (TRDI). This course is designed for those officers who hold a masters or doctorate degree, or those who have been deemed as having equivalent ability. Selection is also by a competitive examination which is given four times a year. Only 15 students, captains or majors, are chosen per year. The average age of the students is 34 years old. The TAC is 45 weeks long and has 1980 hours of instruction. The course breakdown is general defense education 3 percent, military technical subjects 34 percent, strategy and tactics 3 percent, military history 22 percent, and other subjects 38 percent. The course includes one map maneuver, one large scale field tactical problem, and a thesis type paper. Upon completion of this course the officer will usually serve as a staff officer in a research organization.

(6) The Command and Staff Correspondence Course (CSCC)

The CSCC is for officers who were not selected for either CGSC, TAC, or FOC. This course is primarily for captains through lieutenant colonel (normally about age 42 upon entry to the course). Officers enter this course by applying to the GSDP Staff College. Officers who apply are automatically enrolled. The course consists of 60 credit units of instruction, each equivalent to ten hours of work, and takes about 24 months to complete. Class materials arrive once a month and a circuit instructor will come around once a year to give about 10 hours of instruction to a group of officers in the area who are taking the course. There is also a large scale field problem during the course. The course breakdown is general military studies 13 percent,

strategy and tactics 66 percent, military history 14 percent, and other subjects 7 percent.

f. Senior Officer Courses

(1) Those officers who are resident CGSC graduates are primarily the ones who attend the highest levels of military education. The possibility for attendance is available to other officers who have graduated from one of the other three advanced courses, but the probability for their attendance is not great. There are 40 openings each year for the most advanced of the JSDF military courses. Twenty of the selected officers attend the Advanced Command and Staff Course; 10 will attend the Joint Staff Officers Course; and the remaining 10 attend the National Defense College Course. Selection to attend one of these courses is by GSO and JDA selection. These three courses are, at present, of equal status, and groom Japanese officers for the highest leadership positions in the GSDF. This system produces an elite group of officers who expect, and are expected, to become the future GSDF leaders.

(2) Advanced General Staff Course (AGSC)

The AGSC is a 29 week course with some 1276 hours of instruction. The students selected for this course are Colonels and Lieutenant Colonels who have completed CGSC or have been deemed as having equivalent ability. The course has a breakdown as follows: strategy and tactics 68 percent, military history 8 percent, general defense 5 percent, and other subjects (physical training, management, etc. 19 percent). There are two map maneuvers and a trip to Korea.

(3) Joint Staff Officers Course (JSOC)

The Joint Staff College is located at Camp Ichigaya, where the GSDF Staff College is located. The JSOC is a 10 month course. This course is for those officers who will be commanders and staff officers in combined and joint operations. The class size is about 30 officers, 10 each from the GSDF; the MSDF; and the ASDF.

(4) National Defense Course (NDC)

The NDC is taught at the Japanese National Defense College located at Camp Meguro in Tokyo. The mission of the college is to conduct study and research in administration and operation of the JSDF and to provide selected senior officers of the JSDF and senior officials of government departments and agencies the opportunity to study problems of national defense. The college also researches, studies, and publishes works on military history. The college is for all branches of the JSDF and civilian government officials. The college is headed by a President who is a senior official of the Defense Agency. The college Vice President is a Lieutenant General of the GSDF. The National Defense College conducts two courses each year, a regular course and a special course. The regular course is attended by both officers and civilians (O5-O6 equivalents) who are selected on the basis of past performance and "future potential." The class is normally composed of 20

officer students and 18 civilian students. The course duration is ten months (September to July). The subjects taught are: Domestic Affairs, Economics, Foundations of National Security, International Affairs, Joint Trips, Military Affairs, National Policies, Science and Technology, and a Research project (Thesis). The special course is attended by both military and civilians (O8-O9 equivalent) selected based on past performance. The course is two weeks long and usually consists of 40 students. This course is to provide instruction and discussion on current national defense policy matters.

9. The Reserve System

a. General

(1) The GSDP is authorized only a small reserve force, by comparison to the other reserve forces. The authorized strength of this force is about 46,000 personnel. Membership in the reserves is limited to only those personnel who have been on active duty for a period of one year or more and are in the grade of Captain or below. Enlistment in the reserves is on a completely voluntary basis, with no one incurring any reserve obligation. There are two categories of personnel in the reserves. The first are those who leave the GSDP prior to retirement and volunteer, the second are those who retire and volunteer. As with the active force, the reservist enters into a contract with the GSDP. Those who leave the active service prior to retirement contract for three years and if eligible may renew their contract every 3 three years until age 60. Those who have retired from active duty, below the rank of Major, may contract for one two year period only upon volunteering for the reserves. The reservist's MOS generally remains the same as it was while he was on active duty. There are also some 30 female members of the reserves, all of them nurses.

b. Organization and Mission

(1) The Japanese Reserves are a manpower pool. They are not organized into units. The reservists are assigned to specific active duty units for training, but these may or may not be the actual units to which they would be assigned in an actual call up. As there are no reserve units, there is no equipment assigned to the reservists, to include personal equipment.

(2) In the event of mobilization, the reserves are expected to be used in one of three ways. First, they may be formed into combat service support units, regardless of MOS as the GSDP expects to require more of these type units in an emergency. Second, they may be formed into a unit to take over the rear area defense responsibility for some areas after the active units there are moved. Third, they may be used as combat casualty replacements. Reserve personnel come on active duty for only two reasons, their yearly active duty training period or if the Prime Minister were to issue an order for defense mobilization in a national emergency. They are not to be used for disaster relief operations, as this is handled by active duty personnel.

c. Management of the Reserves

(1) The reserve force is managed in a multilevel system beginning at the GSO. The five regional army headquarters, the Prefectural Liaison Offices (LO) and the units in each army area also play a role.

(a) The GSO does not have a separate department for reserve affairs but has a section in each of the Personnel, Plans and Operations, Education and Training, and Medical departments to oversee reserve activities. The general responsibilities of the GSO are to improve and maintain the reserve system, establish and maintain the budget for the reserves, and to maintain and manage the personnel records and promotions of the reserves. The Reserve Section in the Personnel Department manages the system and procedures to: enlist personnel into the reserves or dismiss them from the reserves and promote them. This section also has the responsibility for public relations and so publishes information pamphlets and distributes them both in the GSDF and to the civilian employers through the LO's. The Education and Training Department training section is responsible for establishing the subjects that will be trained during the reservist active duty training.

(b) There is no separate reserve department at the regional army headquarters. Reserve affairs are handled by a section in the Personnel Department and the Plans, Operations, and Training Department at the Army HQ. The Army HQ is responsible for control and coordination of active duty training.

(c) The LO's of the reservists home districts are the primary means of managing the reservists themselves. The LO's are collocated with the JSDF recruiters. The Placement Section of the LO has a dual responsibility: to help find jobs for those soldiers who are retiring or resigning, and to manage reserve affairs. Managing the reserves includes helping to up date personnel records (much like a Personnel Administration Center in the U.S. Army), coordinating the call to active duty training, keeping track of where the reservists live, maintaining contact with them and acting as the liaison between the reservists and the higher echelons of command. Each LO can manage about 900 reservists. It is this office which will recruit GSDF members leaving the service for the reserves.

(d) Reserve personnel are under an obligation to obey both an order to duty in an emergency, and a call to training in peacetime. They must report where they live and where they work to the LO in their area. The penalty for not obeying an order to report to active duty in time of national emergency is stringent, including imprisonment for up to three years.

(e) If a reservist misses active duty training more than two consecutive times without a valid reason, or fails to inform the LO of his residence and office for more than three months he may be dismissed from the reserves.

d. Training

(1) Reservists take an active part in scheduling their training. The determination of dates for the reservist to train is a negotiated process between the reservist and the training unit. The unit normally establishes time frames they can take reservists to train and based on the reservists schedule, the reservist picks his training time. The go between for the process is the appropriate Prefectural Liaison Office. The reservist contacts the PLO, which then coordinates with the training unit for the exact date.

(2) Active duty training for reservists in the first year after their release from active duty, is only one day long. For the second and subsequent years the training is five days long. This five days of training need not be all at one time, in fact it usually is not, but rather is five separate days during the year. The reservist is paid for his service. The wage for the 5 days of training is 40,000 Yen paid once a year, which is about \$285. This pay level is the same for all reservists.

(3) The GSO establishes the general outline, subjects, and number of hours of reserve training, but leaves the details such as actual sequencing and development of specific lesson plans, to the Regimental Commander. There are two general tracks for the training, Combat Unit and Support training. Of the total 40 hours of training a reservist receives each year, those assigned to a combat arms branch must receive 20 hours of combat unit training. Reserve personnel assigned to a combat service support branch will receive 12 hours of combat unit training and must receive 8 hours of support training by the supporting units of the division to which they are assigned. An outline of a standard yearly active duty training period is at Tab N. This outline indicates the standard training plan for combat arms personnel and the variations of training for support personnel.

(4) As there are no separate training facilities set up for the reserves or a separate training cadre, the reservists train using the same facilities as the active duty personnel. In the case of combat arms units who train reservists, they do so by establishing a training cadre and organizing the reservists into squads and platoons for the training. For other type units the reservists are integrated into the unit structure to perform the training.

(5) Although the reservist trains with the type of unit for the MOS he holds, the GSDF intent is to train the reservist to be a general purpose replacement for times of national emergency. This type of training allows the reservist to be utilized in a number of ways at a minimum expense. As can be expected the GSDF, because of the very short, non-consecutive training the reservists receive, does not expect the reserves to initially play much of a significant role in any national emergency. The brunt will be carried by the active GSDF.

10. Unit Training

a. Guidance

(1) Units in the GSDF receive their training guidance in two forms: standing training regulations, the primary one called Training Standards, and yearly training guidance. Regulations concerning training are written at the Ground Staff Office in the Training and Education Department. These regulations contain general information for the unit commander on training standards and tasks required of him. The GSDF is a firm believer in establishing definitive standards for various aspects of individual training and unit training. For individual training, the GSO has published the equivalent of the U.S. Army's Soldiers' Manual for Common Tasks. This manual is used in both recruit training, described earlier, and in training of individuals in units. It contains tasks and standards, with emphasis on standards. Soldiers must buy this manual, and each soldier does. For MOS specific tasks, there is no equivalent of the U.S. Army's Soldiers Training Publication (STP), "Soldiers Manuals by MOS." Various schools have published manuals like STP's, but they have not been approved by the GSO and therefore are not recognized as official publications. Standards for unit training are contained in the various branch doctrinal manuals. There is no equivalent of the U.S. Army Training and Evaluation Program document.

(2) The annual training guidance also originates at the GSO. This guidance is sent to the five armies and contains information on such things as major exercises such as the joint U.S./Japanese Yama Sakura exercise, that each army will participate in for the next year, as well as information on the allocation of resources to support training. This guidance is sent to each Army, which adds specific tasks for their subordinate units, designate which units will participate in the major exercises, and further allocate resources.

(3) The division is the level where specific training tasks for units are refined and training checked. In the GSDF, responsibility for unit training lies with the division commander, not the army commander. With this in mind, the division takes a very active role in designating what will be trained and then checking to ensure it happens. A training schedule for a division of the GSDF, indicating the types of tasks for units and who designated them, is at Tab O.

b. Training

(1) Due to a number of factors, which include weather, time of the year when most replacements arrive in operational units, availability of resources, and time of the year the perceived threat is the greatest, the GSDF uses a system of training to annual peak readiness. The time of year for units to "peak" is designated by the individual division commander. The GSO establishes the requirement for units to peak.

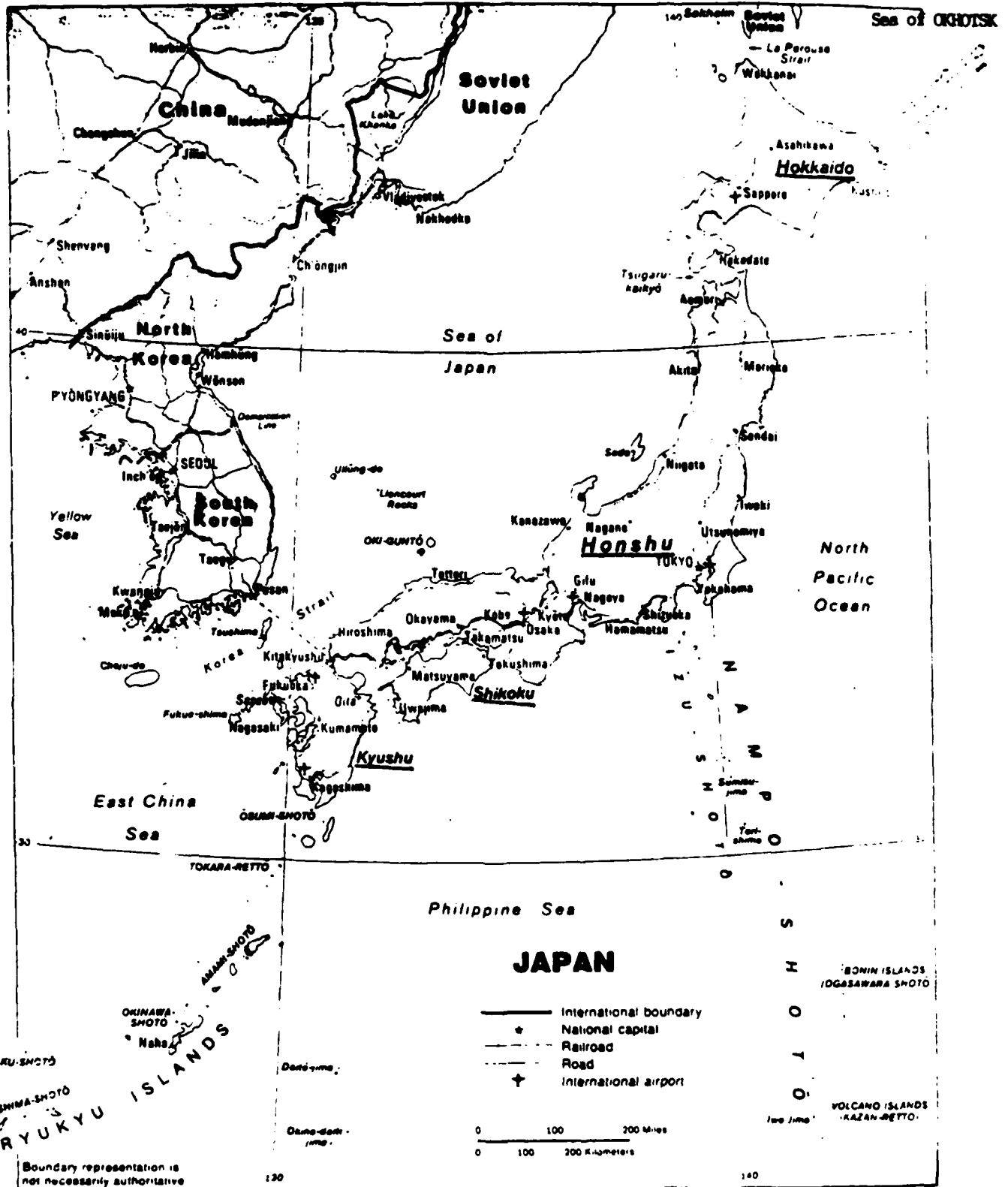
(2) The training year begins in April, which coincides with the beginning of the Japanese fiscal year. Divisions begin with small unit training at the company level and below and build to regimental/battalion level training. Units are given ample opportunity for field training with each regiment conducting three field exercises prior to the peak period (see Tab O for example).

(3) The division commander conducts his field inspection during one of the regimental/battalion field exercises, which are roughly equivalent to U.S. Army external evaluations. Typically, a regiment/battalion uses one of the other exercises to prepare for their field inspection and one to act as the OPFOR for another regiment or battalion during their field inspection. After this peak period, regiments/battalions in the division concentrate on special subjects or may participate in combined exercises. A regiment will usually either participate in a special subject or a combined exercise, but not both. During the winter months the pace of training slows with concentration on individual skills. In the 11th Division in Hokkaido, for example, where the winter weather is harsh, the division concentrates on cold weather training, culminating in cold weather skill competitions in skiing and a biathlon.

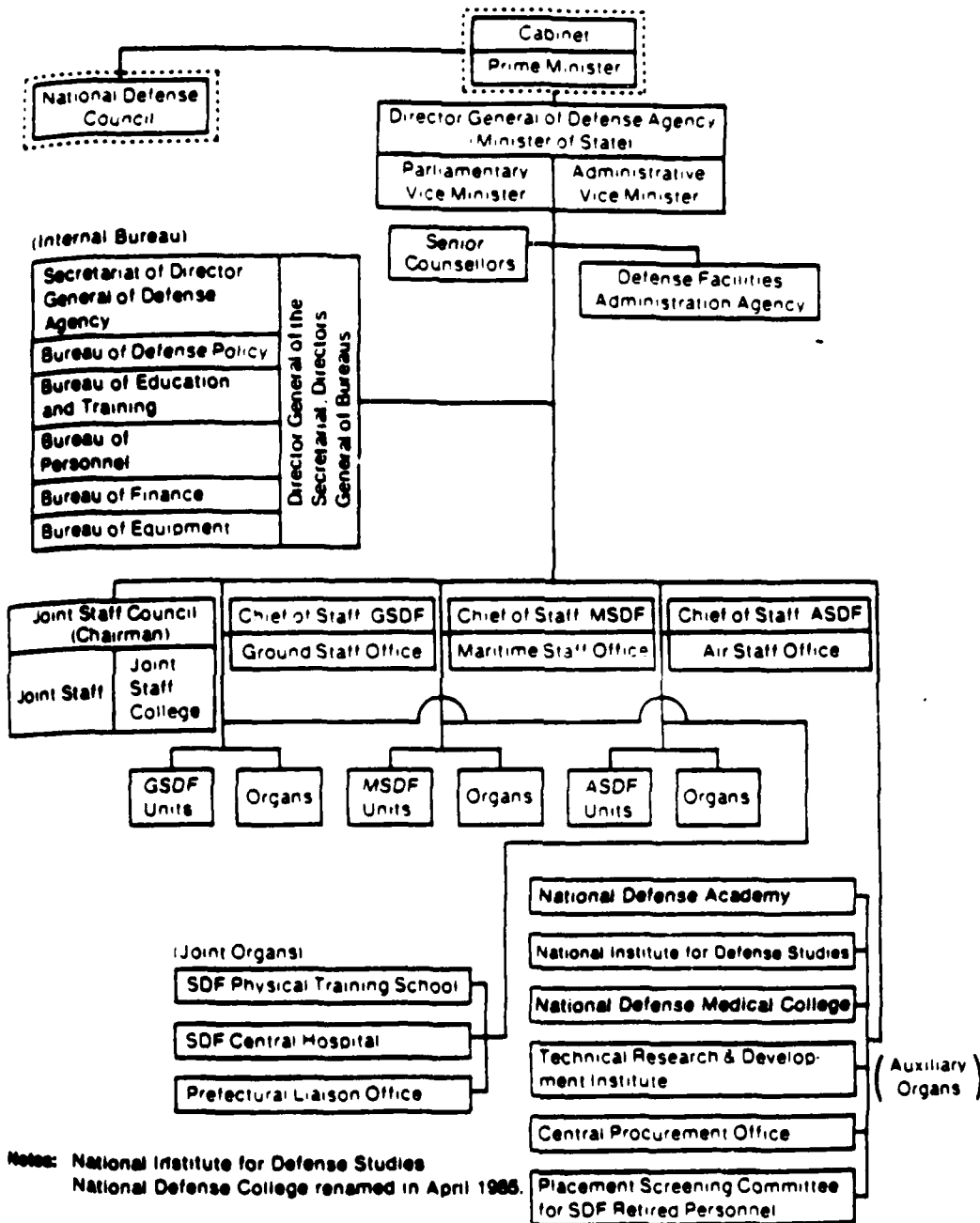
(4) The Japanese use an evaluate-train-evaluate training approach within a building block training program to train a step at a time. Multi-echelon training is not a fundamental concept in the GSDF. Multi-echelon training is used when time does not permit the GSDF to follow the building block approach, such as when units receive an influx of new soldiers at the same time they are training for their annual peak readiness evaluation.

(5) The GSDF faces the common problems of limited maneuver space and complaints from the local populace, particularly concerning noise and environmental pollution. While they have not solved the problem, they have realized that one way to help mitigate it is through a reliance on training aids, devices, and simulations. Both in schools and units, the presence of very simple to very sophisticated training aids, devices, and simulation is evident. Virtually every weapon and weapons system has some sort of training device. The concept of embedded training devices is a viable part of policy on training devices. An example is Air Defense radar used to detect targets for the Short Range Surface to Air Missile which can also be programmed to display numerous scenarios for operators to practice on. In the training regiment where recruit training is conducted, recruits use inexpensive training aids and devices to teach marksmanship basics, such as a light source attached to end of the rifle that when fired shows up on a target, to teach the trainee correct aiming procedures. These devices are used extensively before actual firing. The use of training aids, devices, and simulations is also evident in field units. Field units use all types of training aids, ranging from sophisticated hi tech aids to the simple map exercise. The GSDF recognizes the need to derive the maximum training value possible from these aids and has discovered ways to do it. One technique used is as follows. A basic map exercise is conducted in a force on force mode, with personal computers used to assess losses. However, during division level exercises, where regiments oppose each other, each regimental headquarters has not only a controller, but also a senior officer, usually an O6, that acts as an advisor. The advisor discusses different possibilities for unit employment with the regimental team, thereby gaining additional training value for the subordinate commander and his staff.

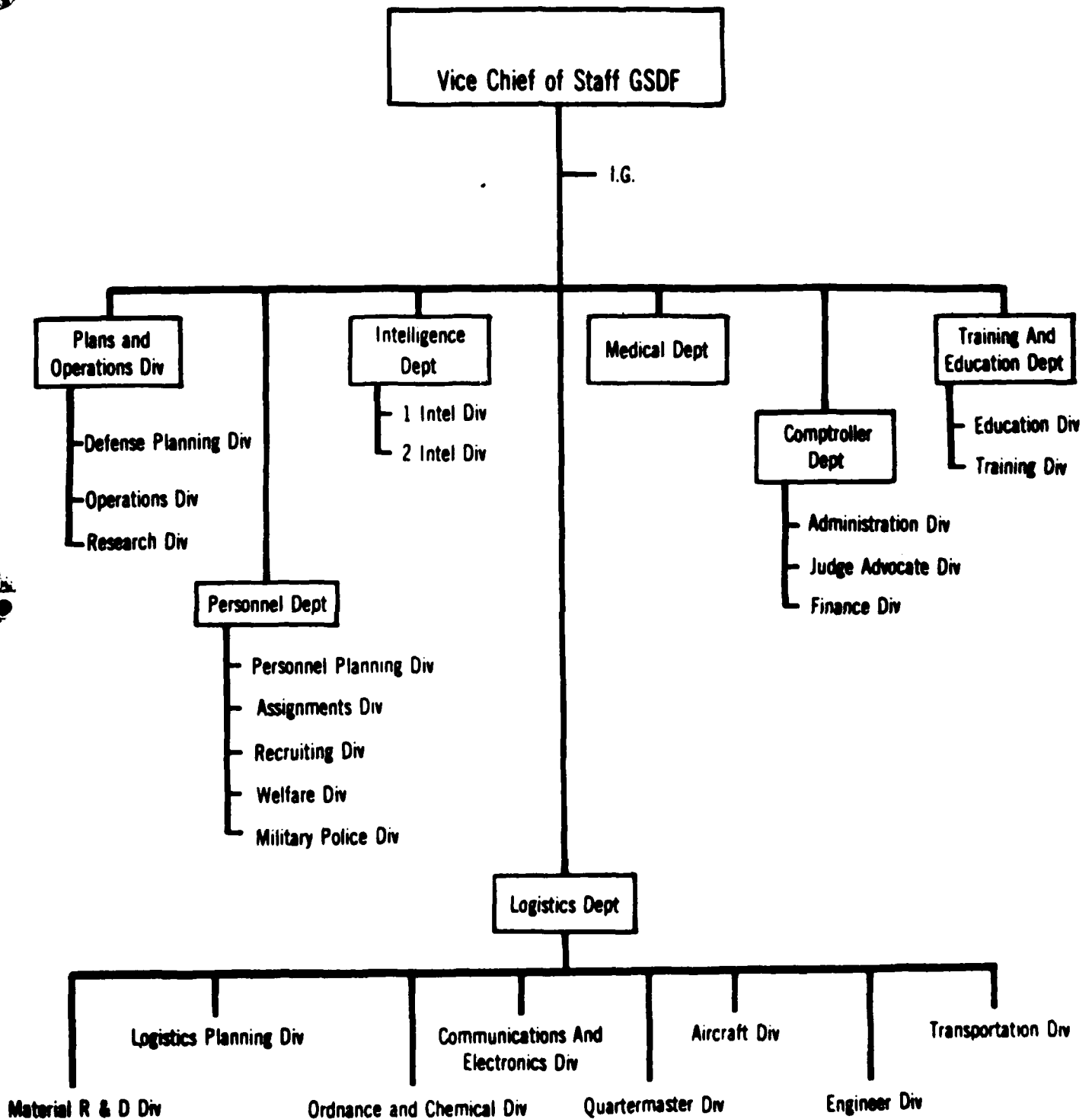
(6) The Japanese have clearly realized that to train individuals and units under the constraints they face will require them to continue to rely on training aids, devices, and simulations. They have charted a course to meet that requirement.



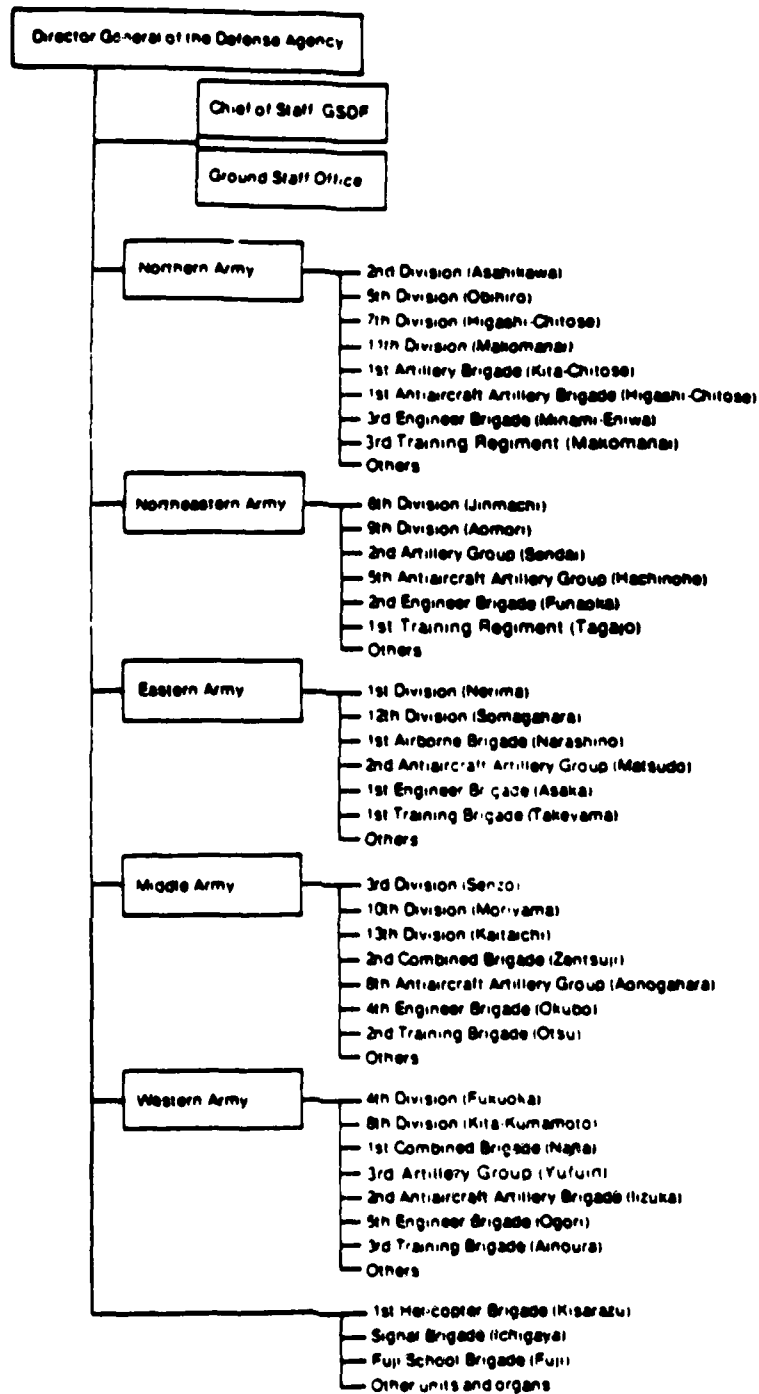
Out line of Organization of Defense Agency and SDF

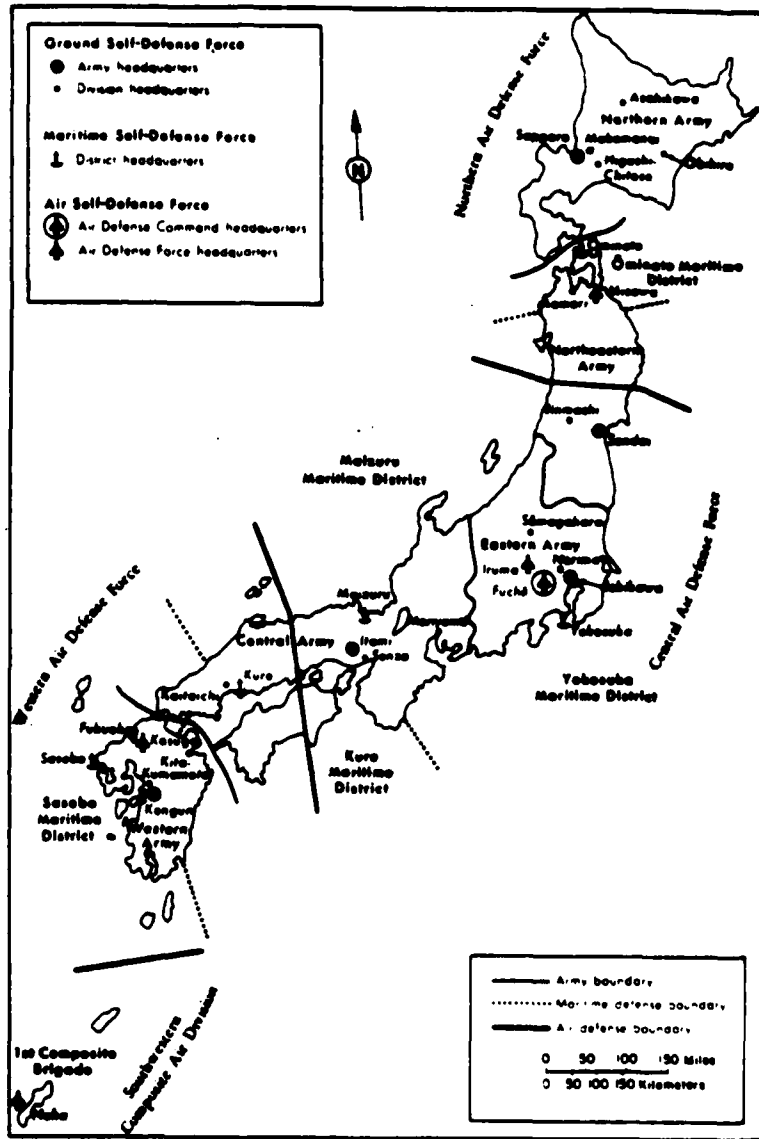


ORGANIZATION OF GROUND STAFF OFFICE

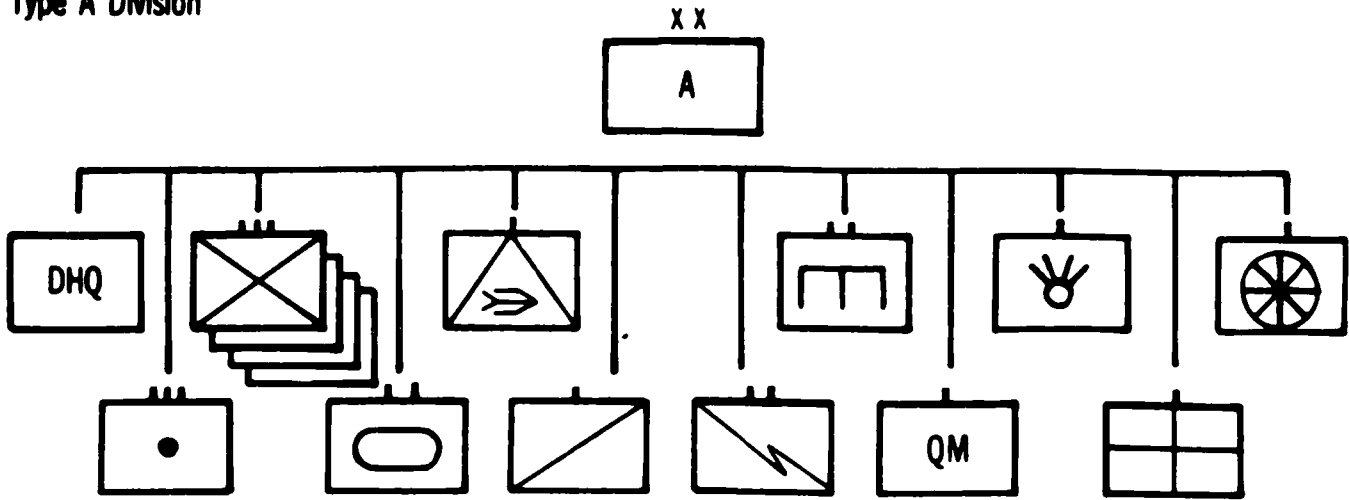


Organization of Ground Self-Defense Force

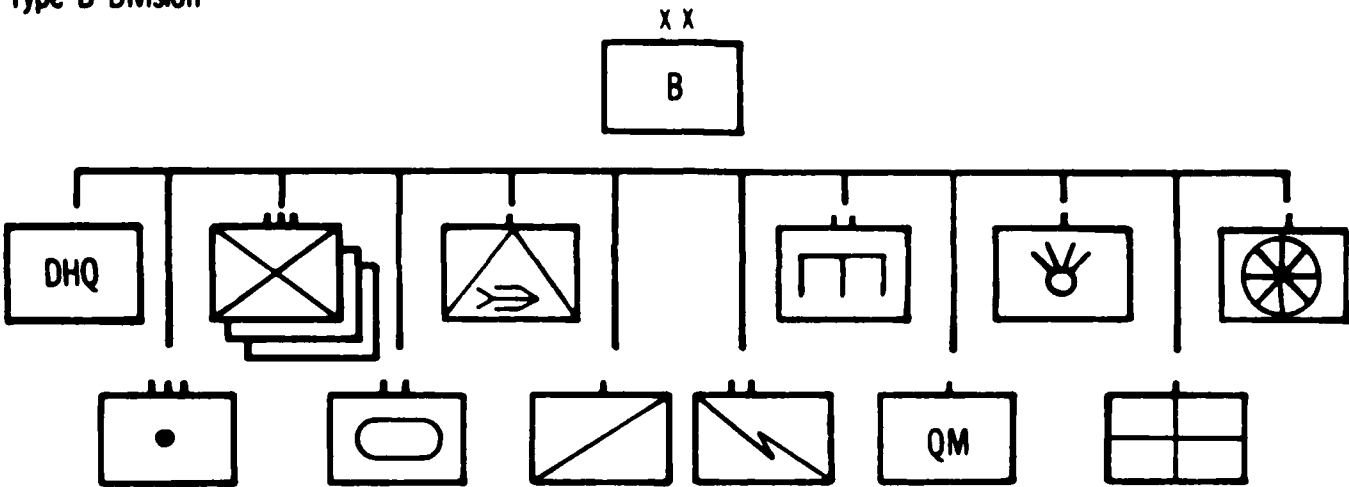




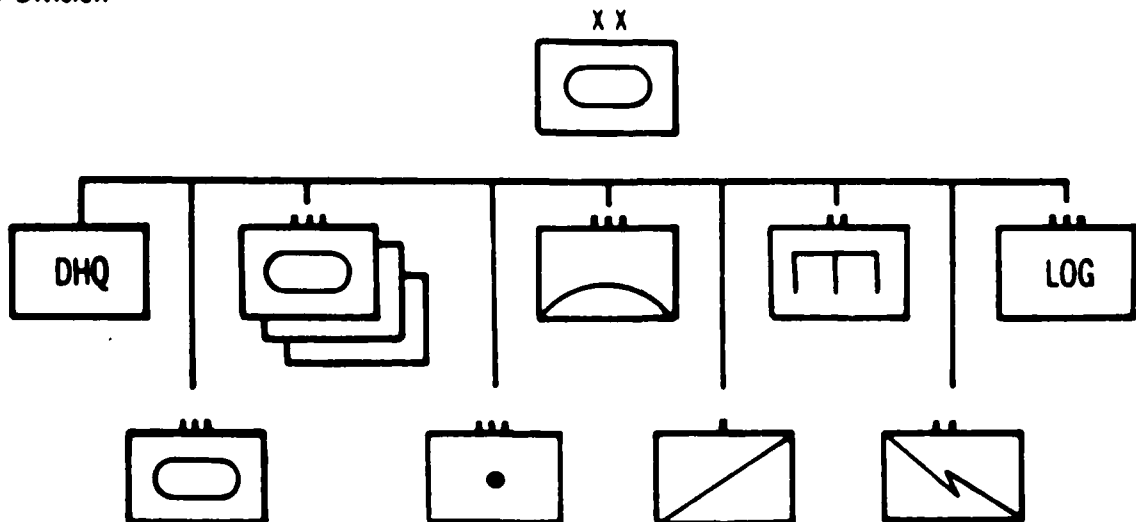
Type A Division



Type B Division



Type C Division



Japanese Insignia of Rank and United States Equivalents

ARMY RANKS

Company Level Officers (CLO)
CLO 3rd Cl. CLO 2nd Cl. CLO 1st Cl.

Field Level Officers (FLO)
FLO 3rd Cl. FLO 2nd Cl. FLO 1st Cl.

General Officers
Assistant General General Chief of Staff

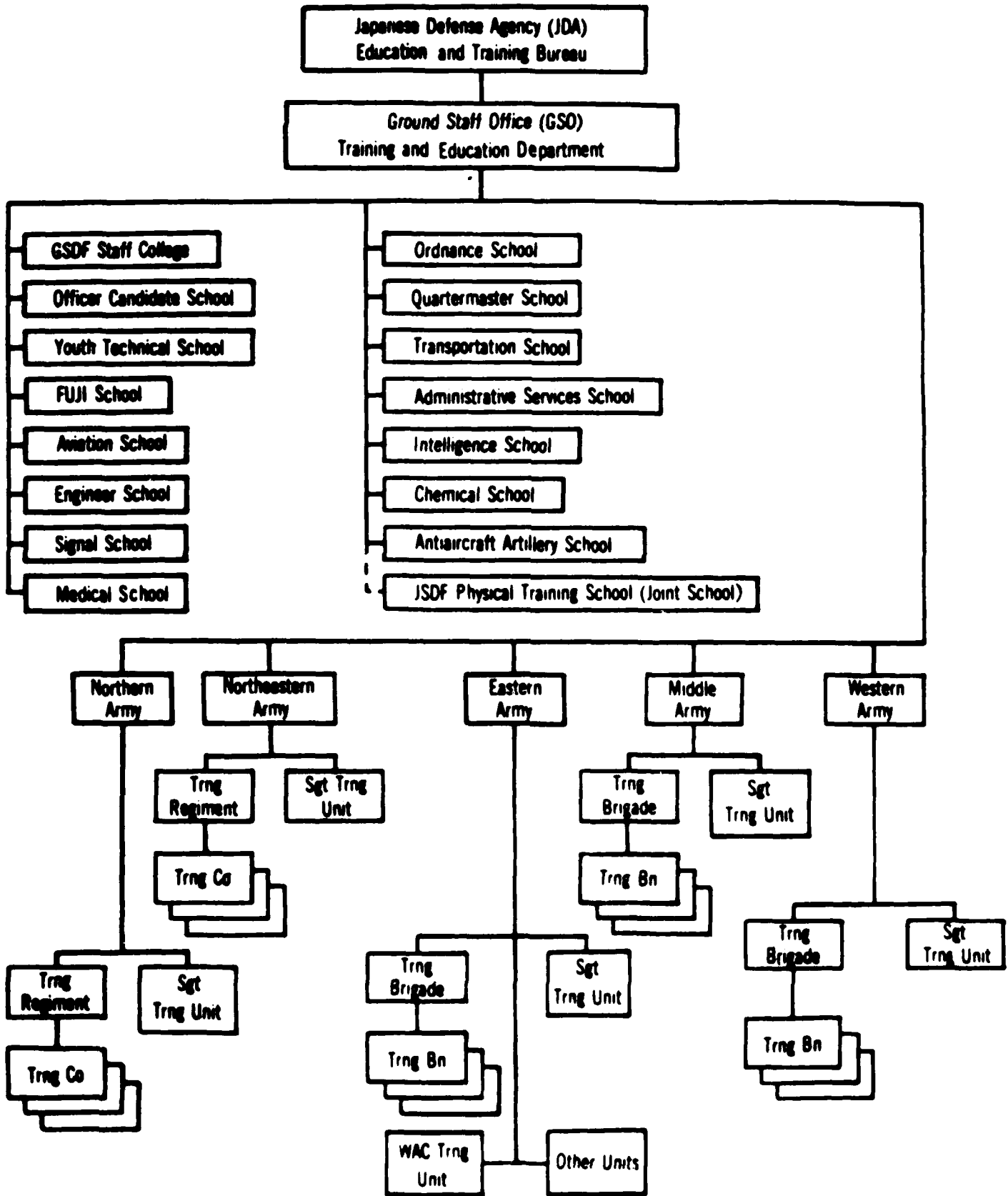
ARMY									
UNITED STATES EQUIVALENT	2d Lieutenant	1st Lieutenant	Captain	Major	Lieutenant Colonel	Colonel	Major General	Lieutenant General	General
NAVY									
UNITED STATES EQUIVALENT	Ensign	Lieutenant Junior Grade	Lieutenant	Lieutenant Commander	Commander	Captain	Rear Admiral	Vice Admiral	Admiral
AIR FORCE									
UNITED STATES EQUIVALENT	2d Lieutenant	1st Lieutenant	Captain	Major	Lieutenant Colonel	Colonel	Major General	Lieutenant General	General

ARMY RANKS

Private 3rd Cl. Private 2nd Cl. Private 1st Cl. Leading Private Sergeant 3rd Cl. Sergeant 2nd Cl. Sergeant 1st Cl. Senior Sergeant Under-Officer

ARMY									
UNITED STATES EQUIVALENT	Private E-1	Private E-2	Private First Class	Corporal	Sergeant	Staff Sergeant	Sergeant First Class	First Sergeant	Warrant Officer
NAVY									
UNITED STATES EQUIVALENT	Seaman Recruit	Seaman Apprentice	Seaman	Petty Officer Third Class	Petty Officer Second Class	Petty Officer First Class	Chief Petty Officer	Senior Chief Petty Officer	Warrant Officer
AIR FORCE									
UNITED STATES EQUIVALENT	Airman Basic	Airman	Airman First Class	Sergeant	Staff Sergeant	Technical Sergeant	Master Sergeant	Senior Master Sergeant	Warrant Officer

JAPANESE GROUND SELF DEFENSE FORCES EDUCATIONAL SYSTEM ORGANIZATION



LOCATIONS OF JOINT & JGSDF SCHOOLS



1st Sergeant Training Unit

3rd Training Regiment

1st Training Brigade:
(HQ, 104th, 105th,
117th Training Bn.)

2nd Sergeant Training Unit

1st Training Regiment

Airborne Training Unit

Womens' Training Unit
Band Training Unit

1st Tank Training Unit

3rd Sergeant Training Unit

116th Training Bn

2nd Training Brigade HQ

110th Training Bn

4th Sergeant Training Unit

112th Training Bn

3rd Training Brigade:
(HQ, 118th Training Bn,
5th Sergeant Training
Unit)

111th Training Bn

113th Training Bn



Enlistment ceremony



Rifle issuance



Preparatory Marksmanship Training



Combat training



25 kilometers march

Week	1st week	2nd week	3rd week	4th week	5th week	6th week	7th week	8th week	9th week	10th week	Completion
Term	Preparation and introduction term										
Aim of training	<ul style="list-style-type: none"> To comprehend one's makings and grounding To cause trust among recruits To quicken their life 										
Event	<ul style="list-style-type: none"> Reception and check up Issue of clothing Individual interview and oath of enlistment Guidance of billeting life Estimate of physical strength Enlistment and welcome ceremony aptitude test 										
	Environment adaptation term			Development term			Training, completion term				
	<ul style="list-style-type: none"> To make understand JSIP system and direct discipline To cause mental attitude for JSIP personnel To bring up keenly physical strength and teamwork 			<ul style="list-style-type: none"> To make understand errand thoroughly To build up independent spirit To bring up physical strength, vitality, combat skill, and so on. To enlist group members 			<ul style="list-style-type: none"> To train and fill up the spirit, skill, and body To complete all of basic combat skill To give self confidence 				
	<ul style="list-style-type: none"> Issue of rifles Historic spot studying Direction of going out 1st physical inspection Beginning of night watch practice 1st basic firing (200 meters) 			<ul style="list-style-type: none"> Hand and rifle grounds training Middle inspection Vacation for public information 10 kilometers march 2nd basic firing (200 meters) 			<ul style="list-style-type: none"> Basic firing inspection 25 kilometers march (15 kilometers during in winter) Comprehensive training with brigade Overall examination Final inspection 2nd physical inspection 				
	<ul style="list-style-type: none"> Issue of rifles Historic spot studying Direction of going out 1st physical inspection Beginning of night watch practice 1st basic firing (200 meters) 			<ul style="list-style-type: none"> Hand and rifle grounds training Middle inspection Vacation for public information 10 kilometers march 2nd basic firing (200 meters) 			<ul style="list-style-type: none"> Speech contest Announcement of recruit's branch and assignment Completion ceremony (Lunches) Farwell ceremony Assignment to each unit 				

Enlistment ceremony



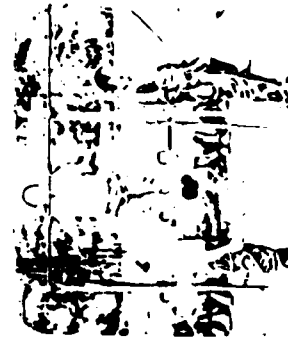
Historic spot studying



Buy room, free time



Physical inspection

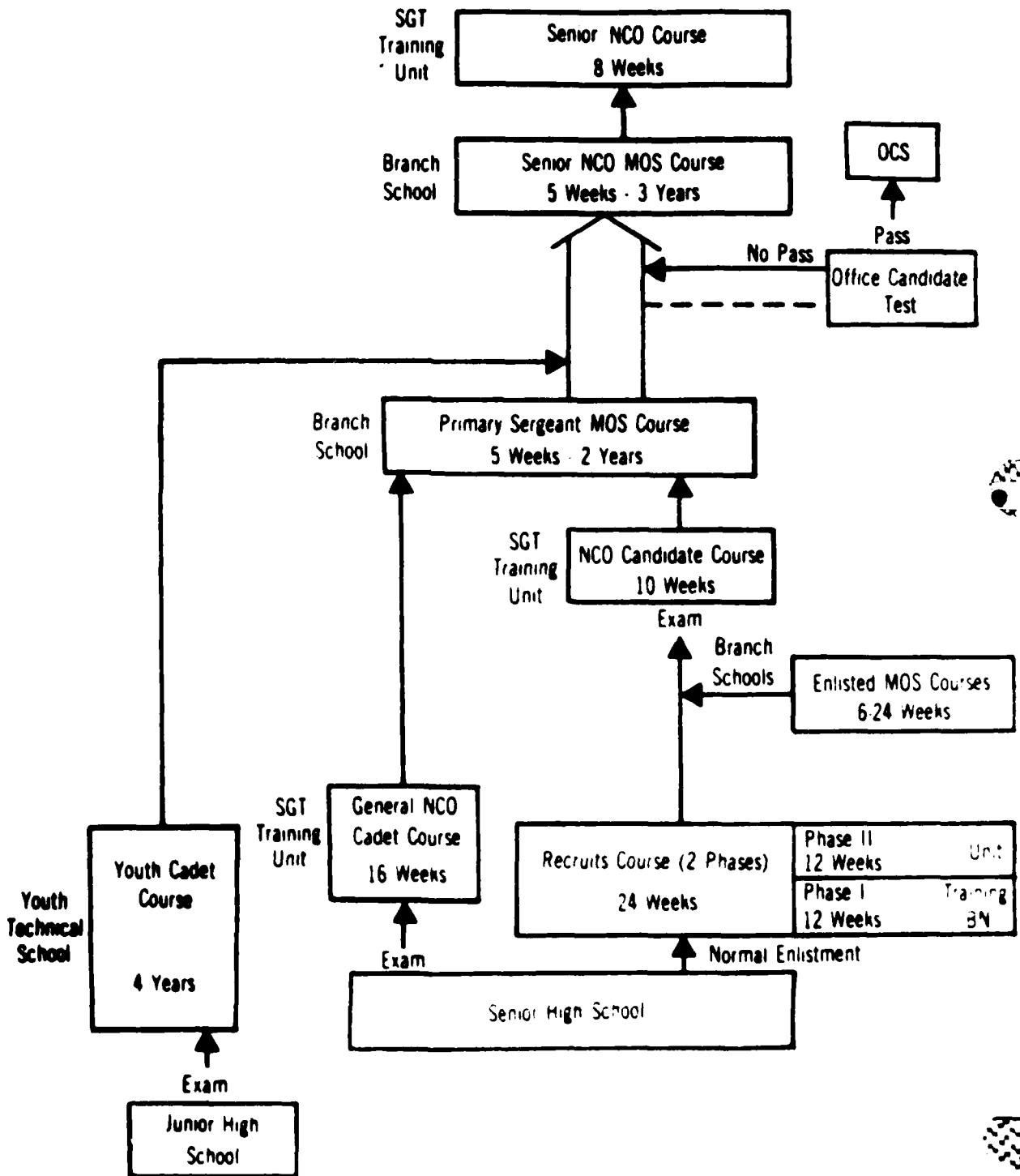


Farwell ceremony



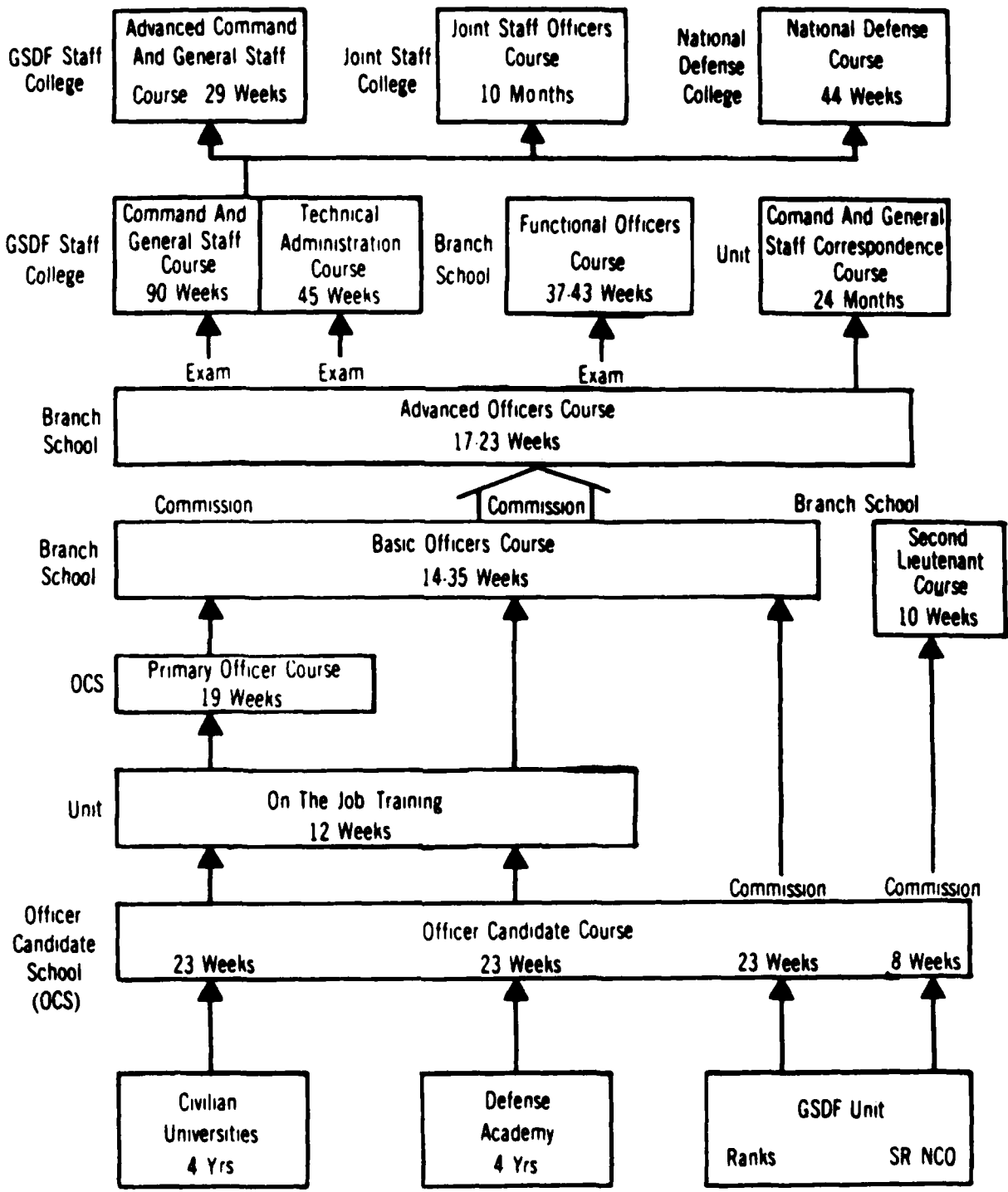
ENLISTED/NCO EDUCATIONAL SYSTEM

Rank	Average Age
SGM (Warrant Officer)	47
MSG	41
SFC	30
SGT 2nd CL	27
SGT 3rd CL	23
Leading PVT	20
PFC	19
RCT PVT (2nd CL)	18
Youth Cadet	15



OFFICER EDUCATIONAL SYSTEM

Rank	Average Age
COL	48
LTC	44
MAJ	35
CPT	32
1LT	24
2LT	28



Standard of 5 days of Active duty training

Subject	C o n t e n t s	Hour
To teach soldiering and provide for their health and welfare .	In order to realize their mission as the reserves, teach them the domestic and foreign conditions, the condition of JSDF and How national defense should be performed .	2
Weapon training	Conduct basic rifle training and proficiency .	8
Physical training	Adjust their physical condition to active duty training and conduct the physical strength test	4
Combat training	Train and teach them about attack and defense below platoon level within Light Infantry companys and field duty training .	20 (12)
Combat support or combat service support training	conduct the training based on the standard .	(8)
Others	physical exam . receive and return uniform .	4
Spare		2
Total		40

() : training time conducted by reserve personnel appointed as soldiers of combat support or combat service support units .

The standard of combat support
and combat service support training

Branch of Service	C o n t e n t s	Hour
Ordnance Corps	exercise them in setting up, managing and moving the ammunition supply and facilities .	8
Quartermaster Corps	exercise them in setting up, managing and moving of ration (fuel, others) distribution of facilities .	8
Medical Corps	exercise them in setting up, managing and moving of the collecting stations .	8
Transportation Corps	exercise them in transport operations of supplies .	8

62' 教育訓練の考え方と進捗管理

26 MARCH 1987
62.3.26
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方針	本年度前半は、「攻撃行動」を後半は「防衛行動」を重視し、夏季に部隊の能力を最大限に発揮することを主題として、部隊を編成する。														
月	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3
	DIVISION TRAINING														
GENERAL TRAINING PLAN 一般訓練	SHALL UNIT TRAINING COMPANY AND BELOW 兵連となる部隊の編成			REGIMENTAL TRAINING 旅団中の編成・練習			SPECIAL SUBJECTS 高度維持			COLD WEATHER TRAINING 冬季訓練					
COLLECTIVE TRAINING 編成訓練	訓練基礎の見直し UNIT TRAINING RESULTS REVIEW														
FIELD INSPECTION 検閲	10T 18T 28T 29T														
SUSTAINMENT TRAINING 態度維持	10T 28T 29T AT														
MISCELLANEOUS その他	CTCPX 道南防衛研究 現地研究 EDP REVIEW DIV/REGT CDRS 地団訓練(駒ヶ岳) 道南防衛研究 兵連出動準備訓練 CTCPX 28(+)(指定) 29(+)(指定) DA CPX 28(+) 29 ARMY DESIGNATED 対空情報隊訓練 特殊作戦訓練 AIR DEFENSE TRAINING DIVISION COMMAND TRAINING 司令部管理検閲 MANAGEMENT INSPECTION ESO DESIGNATED YS-13 YAMA SAKURA 13 COLD WEATHER TRAINING 冬季競技編成 INDIV SKI AND SHOOTING BIATHLON														

END

9-87

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