



## Chapter 4. National Defense Policy Implementation

The MND has been vigorously promoting the Volunteer Military System to recruit quality personnel and achieve the goal of building small but superb, strong, and smart ROC Armed Forces. To build a modern and professional military, the MND has been implementing a series of policy actions, such as defensive capability buildup, disaster prevention and relief, military justice reforms, protection of service members' rights and interests, and provision of welfare and care for their families.



Proper  
force size



High quality



Strong  
warfighting  
capabilities

## ***Section 1. Enhance Force Buildup Efforts***

By referring to enemy threats, evaluating domestic and overseas security environments, and assessing the country's financial status, the MND has adopted the innovative / asymmetric concepts to formulate force buildup objectives and structure. With optimal cost performance in mind, the MND has been planning to procure necessary weapon systems in order to create a lean military force capable of deterring threats and preventing wars.

### ***I. Continue Force Restructuring***

#### ***(I) Concepts for Restructuring***

The ROC Armed Forces Jingtsui force streamlining program was concluded by the end of 2014 to reach the goal of the total number of military personnel at 215,000. The MND will follow the concepts of resources integration, and adopting new technology and equipment to replace conventional labor, so as to create a military force with optimal structure and size for combat performance.

#### ***(II) Directions for Organizational Fine-tuning***

The MND is heading to flatten organizational hierarchy in order to optimize command and control capacities, accelerate decision making and command processes, and strengthen joint operational capabilities for all service branches. In addition, low efficient and labor-intensive equipment shall also be replaced with high efficient weapon equipment and systems to reduce requirements on manpower.

## ***II. Build Modernized National Defense Force***

#### ***(I) Planning Principles***

Guided by top-down force buildup and resources allocation concept, and the

cost-effective principle that one equipment with multiple functions fits all service branches, the MND has been instilling systematic management and one-fits-all thinking in building up its joint operational capabilities. Attentions shall be paid accordingly to the establishment of fundamental capabilities, innovative / asymmetric capabilities, force preservation, as well as disaster prevention and relief capacities.

## **(II) Key Focuses for Force Buildup**

### **1. Fundamental capabilities**

Procure new weapons and equipment, such as diesel-electric submarines, high performance surface vessels (boats), new utility helicopters, ship-borne multi-role helicopters, and advanced fighters with stealth, long-range, and beyond visual range (BVR) combat capabilities.

### **2. Innovative / asymmetric capabilities**

Establish air-dropped sea mines and enhance mine-laying capabilities. In addition, develop crucial items, such as precision strike weapons, unmanned aerial systems (UAS), and electronic surveillance countermeasure systems.

### **3. Force preservation**

Establish installations by transforming them to be mobile, subterranean, or into fortified tunnels and bunkers. Enhance camouflage and deception measures for critical facilities and strengthen survivability of joint command, control, communications, and computer installations.

### **4. Disaster prevention and relief**

Procure fire fighting vehicles, heavy sterilization equipment, medical logistics and medical equipment, meteorological equipment and other related disaster relief equipment.

## ***Section 2. Devise Well-planned Transformation of Military Service***

The adoption of the Volunteer Military System represents a key reform to our military service, and it will determine the successful transformation of ROC national defense. The Volunteer Military System is expected to be beneficial for improving ROC Armed Forces operational capacity, allowing rational personnel deployment, and reducing social costs. To effectively improve ROC Armed Forces operational capacities, we have been recruiting and cultivating highly motivated and experienced candidates to join long-term volunteer service so as to reduce training costs, make the best of their expertise, and resolve inherent weaknesses of the conscription system such as high turnover and difficulties in accumulating military competences.

### ***I. Dedicate to the Volunteer Military System***

In order to carry out the policy of the Volunteer Military System, the MND is focusing on implementation of transitional conscription mechanism, recruitment for volunteer service members, and improvement on professional training. Under the leadership of Executive Yuan's Volunteer Military Program Task Force, the MND has been coordinating other governmental agencies to carefully implement the policy stepwise, so as to ensure the successful transition of the current military service.

#### ***(I) Transition Conscription Mechanism for Successful Transformation of Military Service***

In accordance with the *Act of Military Service System*, the Executive Yuan has prescribed that from 1 January 2013, male adults born after 1 January 1994 shall undergo 4 months of regular military service training. For male adults born on 31 December 1993 or earlier without prior records of conscription, they shall serve in substitute service for 1 year. However, in light of current

threats, increased tensions in the region, commissioning of highly capable new equipment, and the need to ensure national security, we are conscripting male adults born in 1993 or before and revising the verification schedule for the volunteer military system, so as to ensure a smooth and successful transformation of military service.

## **(II) Continue Recruiting for Securing Manpower Sources**

Recruitment target for 2014 was to recruit 16,069 individuals to attend all opening classes, and the result was 19,355 individuals recruited for an achievement rate of 120.5%. Among those recruited, there were 15,024 individuals for volunteer enlistee vacancies with an achievement rate of 142.3%. In comparison with 11,069 individuals recruited in 2012 and 10,942 in 2013, our recruitment is growing steadily. Following the recruitment success



By recruiting individuals to serve as highly motivated and experienced members in volunteer service with long service terms, the ROC Armed Forces may thus have an edge to exert their potential of professionalism to effectively enhance our force performance.



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1.2. To acquire stable recruitment resources and retain needed personnel, the MND has been taking steps to construct incentives, host events to elaborate policy, strengthen recruitment advertisements, make reasonable wage increases, renovate living quarters, encourage advanced education during off-hours, and improve systems for veteran affairs.

in 2014, we have set the recruitment target for 2015 at 14,000 individuals, and have recruited 11,901 individuals by the end of August. The ROC Armed Forces shall continue to provide thoughtful incentives to achieve the recruitment targets for 2015 and 2016.

### **( III ) Strengthen Professional Training and Enhance Force Performance**

To achieve the advantage of quality over quantity, we have to recruit individuals to join the volunteer service with long service terms, and train them with extensive professional skill sets because they are the key to improve our force performance through the Volunteer Military System. Volunteer enlistees shall undergo improved professional military education in basic training and military occupational specialty (MOS) training to enhance their operational competences. It is hoped that they can assume duty positions in their designated units after graduation. When they join the active force, they shall receive advanced combat and composite training to further transform them into versatile combatants so as to help improve overall force performance.

## ***II. Provide Comprehensive Incentives for Recruiting***

To acquire stable recruitment sources and retain needed personnel, the MND, guided by the Executive Yuan and assisted by other governmental agencies, has been taking steps to construct complete legal basis for recruiting incentives, host events to elaborate policies, strengthen recruitment advertisements, make reasonable wage increases, renovate living quarters, encourage advanced education during off-hours, and improve systems for veteran affairs.

### ***( I ) Construct Complete Legal Basis for Incentives and Improve Care for Service Members***

To construct complete legal basis for increasing wage, improving dignity, and exploring career opportunities after separation from the military for personnel recruited from the Volunteer Military System, the MND, working with the Ministry of the Interior and the Republic of China Veterans Affairs Council (VAC), has been proposing for the stipulation of the *Provisional Act for the Implementation of the Volunteer Military System* and amendments to the *Statute of Welfare for Service members and Dependents* and the *ROC Veterans Assistance Act*, so as to finish all legal processes, and establish a systemic guarantee for the protection of welfare for both active and retired personnel to whom we shall provide multi-faceted care.

### ***( II ) Host Events to Elaborate Policies and Acquire Public Recognition***

To earn public recognition to the benefits of the Volunteer Military System policy, the MND has been making full use of the timings of major annual exercises and training sessions, all-out defense education activities, open house events, Midshipman Cruise Training, and local reservist sports events, to host recruiting events in local communities. By hosting these events, we may invite

local people, students, and reservist counseling organizations to participate, and elaborate our recruiting policy to them in order to encourage young adults to pursue a military career.

### **( III ) Strengthen Recruitment Advertisements and Promote Military Service**

To encourage perspective young adults to sign up, the MND has designed and issued brochures and video promotion through multiple channels to disseminate recruitment information. Moreover, we have constructed an interactive guided-tour section titled *Starting a Military Career* on the official website of the Recruitment Center of the ROC Armed Forces, using online real-time interaction to keep young adults informed, and help them to choose a military career track that meets their expertise and ideals. In addition, we have adopted diverse recruitment means, including producing realistic promotional films, such as *homeland guardians*, *elite armed forces*, and *uniform of glory*, to help young adults and the public to gain a better understanding on the real life and training in the ROC Armed Forces so as to encourage them willingly join the service.

### **( IV ) Make Reasonable Wage Increases and Raise Allowances**

As of 1 January 2014, the Executive Yuan has raised volunteer service allowance and class 1 and class 2 offshore island allowances, which are indeed beneficial to our recruitment and retention. To speed up volunteer replacements for operational forces and other strenuous units, the Executive Yuan on 1 April 2015 has approved 2 extra allowances: operational forces service allowance and retention bonus, in order to maintain a stable recruitment and retention, and provide more incentives for young talents to serve than those offered by the private sector.

### ***( V ) Renovate Living Quarters and Improving Service Environments***

The MND has introduced corporate management for 3 specialized funds, namely the ROC Armed Forces Camp and Facility Rebuilding Fund, ROC Armed Forces Fund for the Rebuilding of Old Military Dependents' Village, and ROC Armed Forces Production and Service Operations Fund. Aiming at effective integration of defense resources, and following the government policy of land use revitalization, the MND has been pouring the revenues generated from these funds in renovating old camps and living quarters, so as to improve service environments, and rid service members of worries about their families.

### ***( VI ) Encourage Advanced Education during Off-hours and Elevate Quality of Service Members***

To facilitate service members to undergo advanced education, the MND, under the assistance from the Ministry of Education (MOE), has been building strategic alliances with willing universities and colleges to open credited courses for diplomas and training courses for certificates for service members during off-hours as of 2014. We are requesting the MOE and educational institutions to which we have established alliance to further expand those courses in both Taiwan Proper and offshore islands, so as to elevate the quality and skill levels of our volunteer service members.

### ***( VII ) Improve Systems for Veteran Affairs and Assist in School Admissions and Job Employment***

Under the guidance of Executive Yuan's *Employment Promotion Policy for Youth*, the MND has been working with the VAC and the Ministry of Labor to establish a communication platform and a career counseling system to cater to the employment and training requirements of service members pending

discharge, and to improve pre-discharge training counseling and job matching programs so as to help service members acquire technical certificates and have a smooth transition to future employment after discharge. To promote the Volunteer Military System, the VAC has also proposed revisions to the *ROC Veterans Assistance Act*, which is now under review by the Legislative Yuan to provide counseling services to veterans who have served between 4 and 10 years. The revision also focuses on providing counseling services categorized by different MOSSs and ranks, with attention paid to school admissions and job employment, so as to ensure that volunteer service members after discharge are able to receive necessary counseling for future employment.

## ***Section 3. Reform to National Defense Legal System***

The MND upholds major goals of the national defense policy and the policy guideline of thorough legalization of national defense to formulate an annual revision plan for national defense laws and regulations. The MND shall follow the plan to stipulate (promulgate) and revise relevant laws and regulations according to planned schedule so as to create a democratic, legalized, modern, and professional national defense system.

### ***I. Reform to the Military Punishment System***

The MND proposed an amendment to the *Act of Punishment of the Armed Forces* to address public concerns on human rights issues in the military, maintain absolute military discipline, and ensure that human rights and interests of service members are well tended. The amendment added some additional kinds of penalty, altered confinement penalty to forcible repentance and deleted reforming training as a form of punishment. In addition, the effects of certain punishments and remedy channels are also improved in the amendment, so as to reach a balance between force management and protecting the human rights of service members. The amendment passed the third reading of the Legislative Yuan on 21 April 2015 and entered into effect on 6 May 2015.

### ***II. Transform the National Chung-Shan Institute of Science & Technology (CSIST) into an Administrative Legal Entity***

The MND stipulated the *National Chung-Shan Institute of Science & Technology Establishment Act* in order to promote operational and management performance and competitiveness of the CSIST and achieve the objectives of self-reliant national defense. The said Act passed the third reading of the Legislative Yuan on 10 January 2014, and was promulgated on 16 April of the



- 1 | 2 1. The CSIST was fully transformed on 10 January 2014 in order to improve operational and management performance and competitiveness and achieve the objectives of self-reliant national defense. The picture shows an unmanned aerial vehicle developed by CSIST.  
2. In order to promote recruitment and provide retention incentives, the MND has drafted a *Provisional Act for the Implementation of the Volunteer Military System* for the purpose of building an excellent environment to attract young adults to serve and stay in the service.

same year. To ensure successful transformation of the CSIST, the *National Chung-Shan Institute of Science & Technology Performance Evaluation Regulations* and 5 other relevant laws have been enacted and implemented accordingly.

### **III. Reform to the Military Judicial System**

In response to the amended *Code of Court Martial Procedures* coming into force on 13 August 2013, the prosecutor office of the military supreme court activated programs to set up legal service centers in northern and southern Taiwan. As for judge advocates originally served in 8 prosecutor's offices of the military courts under the military high court, they have been reassigned to units of Combined Armed Brigade level and above, so as to fully exert their legal potentials to deal with all legal affairs concerning national defense, multiply the functions of military judicial system, and expand the results of administration by law in the ROC Armed Forces.

## ***Section 4. Safeguard Military Human Rights***

Facing shifting social environment and trends, as well as public opinions and concerns on human rights in the military, the MND has amended the *Act of Punishment of the Armed Forces*, reformed the use of confinement as a punishment, and revised its complaint and appeal systems accordingly. Education programs on military laws and justice are also adopted to strengthen service members' recognition and awareness toward the concept of administration by law.

### ***I. Promote Human Rights Reforms***

- ( I ) The ROC Armed Forces have been improving various reforms regarding human rights protection systems, such as revising military laws, reforming the confinement system, as well as realizing appeal systems. Improvements have been made to software and hardware of repentance facilities in the armed forces, and 9 of them are operational. Categories and procedures of penalty stipulated in the *Act of Punishment of the Armed Forces* have been revised. Disgruntled service members to verdicts or penalties may appeal through military hierarchy. Furthermore, one who is receiving forcible repentance education may raise objections, and the case will be dealt with the *Habeas Corpus Act* by the Court.
- ( II ) According to the newly added definition for physical abuse in the *Criminal Code of the Armed Forces*, the MND has reviewed 1,371 military training doctrines and 68 physical courses of high risks, and stipulated the *Enforcement Doctrine for ROC Armed Forces Education, Training, Service, and Combat Operations*, which came into force on 20 January 2015.

## ***II. Carry out Human Rights Education***

Past military justice education was centered on deterring service members from committing a crime. Now, we have combined current military justice education and legal system workshops into an educational session for rule of law, with topics ranging from the *International Covenant on Civil and Political Rights*, *International Covenant on Economic, Social and Cultural Rights*, protection of service members' rights and interests, to administration by law, so as to allow men and women in uniform to recognize that protection of human rights is inalienable to all our administrative actions. In addition to strengthen the concept of administration by law for cadre members, we have been providing cadre members at every level with training focused on international human rights conventions, defense laws, administration laws, and legal case studies, so as to promote the concept of human rights protection.

## ***III. Strengthen the Concept of Administration by Law***

After reform to the military judicial system, judge advocates with legal expertise are assigned positions at the Secretariat's Office of Military Personnel Rights Protection Association in various service branches with the aim of applying their legal professionalism to examining legal compliance and administrative works of all units of the ROC Armed Forces so as to safeguard human rights in the military.

## ***Section 5. Expand Military Exchanges***

The MND has been complying with the President's instruction to integrate national defense with diplomacy to promote military exchanges with friendly countries and allies while making connections with key influential think tanks with the goal of building interpersonal relations and securing friendships with other countries, thereby jointly ensuring the security of the Taiwan Strait as well as peace and stability in the Asia Pacific region. Through military and diplomatic exchanges and cooperation, we may learn new knowledge from advanced countries in areas, such as military technologies, force buildup planning concepts, operational lessons learned, as well as education and training, so as to improve the perspective of force buildup and combat readiness of the ROC Armed Forces.

### ***I. Strategic Dialogue and Security Cooperation***

#### ***(I) Policy Exchanges***

The MND has been taking opportunities of international exchanges, such as foreign visits by our ranking civilian officials and flag/general officers, foreign visits arranged by the Ministry of Foreign Affairs, receptions for important senior officials and retired ranking military officers from friendly countries and allies, to help those countries to gain a better understanding of our national defense policy while strengthening military and diplomatic bonds in between.

#### ***(II) Military Training Exchanges***

The MND has participated in HA/DR exercises with friendly countries and allies, and conferences of military topics hosted by them in order to learn their advanced disaster prevention concepts and relevant operational tactics and techniques.



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### (III) Logistics Exchanges

The MND has been trying to attend various logistics exchanges and cooperation conferences and annual meetings on military equipment with friendly countries and allies to learn the knowledge of their logistic system planning and operational statuses. The MND has also been promoting long-term professional logistics cooperation with them in order to promote logistics and maintenance capabilities of the ROC Armed Forces.

### (IV) Armament Exchanges

The MND has been exchanging policy perspectives and research findings with professional institutions around the world in different fields, such as weapon acquisition strategies, industrial cooperation and technology transfers, technology R&D, military medicine, fundamental science, and applied technologies, etc. In addition, the MND has also been working with relevant foreign defense research institutions to discuss cooperation in order to improve self-reliant defense capabilities.

## ***II. Track-Two Dialogue and Academic Exchanges***

### ***(I) Academic Exchanges***

The MND has been hosting strategic and regional security forums in tandem with domestic and foreign think tanks to broaden the international perspectives and strategic competences of both our military and civilian officers while enhancing exchanges and interactions with different think tanks to strengthen mutual communication in policies and concepts.

### ***(II) Education and Training***

Through foreign military sales (FMS) training, think tank research, Master's and Doctorate degree programs, and cadet exchange programs for service members, the MND has been improving their professional competencies, such as strategic thinking, tactics and techniques, technical skills to operate and maintain weapons and equipment, and abilities to handle international affairs and negotiations, so as to comprehensively enhance the quality of our service members.

## ***Section 6. Enhance Crisis Response***

The MND shall follow the *ROC Armed Forces Regulations on Peacetime Contingencies Response* to guide the ROC Armed Forces to conduct contingency response procedures. Additionally, to achieve the goal of preventing domestic contingencies and external attacks, the MND shall initiate a comprehensive response by asking all combat ready QRFs and specialized counter-terrorism units to handle contingencies adequately.

### ***I. Military Crisis***

Guided by the principle of prevention of war and handling crisis with prudence, the ROC Armed Forces have prescribed clear-cut operational procedures and regulations to adopt the joint operational command mechanism to closely monitor airspace and waters in the vicinity of our territories in peacetime, on the basis of not provoking incidents, not escalating conflicts, and reducing hostilities, while maintaining the posture of no show of fear, no show of backing down, and no show of timidity. Moreover, the MND has been conducting simulated exercises to help our forces to be proficient in relevant operational procedures to further sharpen their capabilities in handling contingencies. By so doing, when real contingency arises, they may quickly seize and control the situation, and mitigate possible damages.

### ***II. Counter-terrorism Operations***

Following the guidance of the Executive Yuan, the ROC Armed Forces have equipped and readied counter-terrorism forces according to their capabilities and possible nature of terrorist attacks. When authorized, they will be called upon to support contingent counter-terrorism operations. When terrorist attack occurs in the country, as per requests from Executive Yuan National Security

Response Center, the ROC Armed Forces Joint Operations Command Center will assign specialized and professional QRFs in the region to support in counter-terrorism operations.

### ***III. Disaster Relief***

With inherent duty to defend the country and the people, the ROC Armed Forces have taken disaster prevention and relief as one of their core missions. Facing the threat of complex disasters, the MND has been engaging in various disaster prevention and relief operations, and assigning forces to assist local governments in various disaster prevention works as per the *Disaster Prevention and Protection Act* and government policies, so as to protect the lives, properties, and families of the people.

## Section 7. Improve Care for Service Members

In order to provide proper care for active service members and their families, the MND has been enhancing existing mechanisms and working with Friends of Armed Forces Association to cater to actual service members' requirements.

### I. Perfect Services by the Friends of the Armed Forces

The MND has been working with the existing social service platforms, such as the Friends of Armed Forces Association, which is an aggregate corporation, to pay respectful visits to veterans, give financial assistance to dependents (including conscripts' families) in urgent needs, and make bedside or condolence visits to wounded personnel or families of deceased personnel in the line of duty for the purposes of improving ROC Armed Forces morale and dignity, alleviating their worries for families and focusing their attention on their training and missions.

### II. Make Creative Services of Commissaries

In accordance with the *Management and Implementation Regulations of Commissaries of ROC Armed Forces*, the MND has set up commissaries in military installations, and procure 2 mobile commissary vehicles to provide convenient and diverse selections of daily necessities for forces undertaking operational duties, training, and disaster relief operations as well as units in remote areas, so as to expand the service coverage. In addition, we have adopted the concept of e-commerce, and improved the functions of the ROC Armed Forces Commissary Card to improve quality services to all service members.

### ***III. Refine Services for Military Families***

In order to maximize the effectiveness of military families services provided by all service branches, the ROC Armed Forces Dependents Services Management Association has been established to pool together resources and funds from all public-sector organizations under the supervision of the MND.

### ***IV. Provide Housing Solutions***

To provide housing solutions for service members and their families, and enhance recruitment incentives for the Volunteer Military System in accordance with current laws (and rules) governing the reconstruction of military families' villages, the MND has released remaining housing units from reconstructed military families' accommodation complexes for active duty service members to purchase at full prices and provided temporary and transitional accommodations for active service members in urgent needs or on short-term lease. Providing housing units in government-operated apartment complexes in Taipei City has also been considered, so as to offer more diverse solutions to fulfill the policy of taking good care of military families.

## Section 8. Promote Gender Equality

Promoting gender equality has now become a universally shared value. In response to national policies, the MND has established a gender equality task force, which hosts a regular case study meeting every 4 months. The MND is also committed to upholding the *Convention on the Elimination of All Forms of Discrimination Against Women* (CEDAW), promoting the concept of gender mainstreaming, and realizing gender equality policy and guidelines so as to achieve gender equality in both substantive and legal fashion.

### I. Comprehensively Promote Gender Equality Policy Guidelines and Implement Works on Gender Mainstreaming

In recent years, the ROC Armed Forces have increased the number of female personnel, and nurtured them to fill in some important positions. As of August 2015, the percentage of female military personnel reached 10.16% (approximately 17,000 individuals), and among them we have promoted the first female general officer leading an offshore island unit. The MND has been pouring relevant funds to improve living amenities for female military personnel. We have designed customized uniforms for pregnant personnel, and provided gender friendly facilities and measures, such as lactation rooms. Through reports on Youth Daily News, educational series on Chu-Kuang Garden TV programs, military justice legal affairs training tours, conferences on gender issues, pre-marriage seminars and other relevant activities, we may thus establish correct understanding and perspectives of gender equality amongst our service members.

## ***II. Carry out Enforcement Act of CEDAW and Realize Protection to Human Rights of Different Genders***

In concert with the government's promotion of CEDAW, the MND has reviewed 637 laws, regulations, orders, and administrative measures since 2013, and those failed to comply with CEDAW, such as some articles in the *Act of Military Service System*, have been revised and submitted to the Legislative Yuan for approval in 2014. So far, we have revised statutory regulations, such as the *Enforcement Act of Act of Military Service System, Reservists Recall Regulations, Military Academy Cadet Graduation Regulations, Academic Regulations for Cadets in Military Educational Institutions, Enrollment Regulations for Cadets and Graduate Students in Military Educational Institutions, Admission Regulations for Junior High and Senior High School Students to ROC Armed Forces Preparatory Schools, Guidelines Governing Civil Services promoted by the ROC Armed Forces, and Regulations Governing the Issuance of Retirement and Separation Allowances and other Cash Allowances and Compensations for Discharged Officers and NCOs*. The MND has been doing its utmost to remove sexist and discriminatory terms and wording, reserve the rights for pregnant students to receive education in military educational institutions, and adjust terms and conditions of deferring recalls for on-call reservists (for instance, those applicable only to male siblings who are breadwinners have now been changed to any siblings), so as to promote gender equality and realize protection to human rights of different genders.