

Force Structure Adjustment of All-out Defense

A. Evolving challenges across the regions and the globe

Global political and economic situation has changed dramatically. The authoritarian regimes of Russia, China and others have been using their military, political, and economic powers to challenges existing world order and expand the scope of their influence at their will. This is creating serious impact on geostrategic stability around the globe, including the Indo-Pacific region, and causing apprehension across the international society.

(A) Authoritarianism's expansion causing tension in the Indo-Pacific region

China still refuses to renounce the option of using force on Taiwan. Chinese expansionist behaviors are not just aiming at Taiwan, but across the Indo-Pacific region, and becoming the main source of threat against the region's geostrategic security.

The PLA, which is rapidly building up its capabilities, is sending warplanes and warships to harass and coerce Indo-Pacific countries, resulting in worrisome tension in the region. China is not only projecting forces to critical locations west of the First Island Chain, including the Taiwan Strait, the East China Sea, and the South China Sea, but also attempting to expand the reach of their military activities to the Second Island Chain.

Eastward to the West Pacific, the PLA warplanes and warships has passed through the Tsushima Strait, circumnavigated Japan, and operated together with Russian fleets through the Tsugaru Strait, triggering heightened alarm of Japan and the Republic of Korea.

In the South China Sea, China continues to make sovereignty claims and militarize the islands and reefs to expand its force projection. China is also using the coast guards and maritime militia to conduct gray zone activities. ASEAN countries, including the Philippines and Vietnam, are concerned by China's intent to completely control the South China Sea

(B) Facing increased threats, democratic countries' adjustments for their strategic postures

The First Island China, with Taiwan at the center, holds a critical position for global trade and industrial links. Besides Russia-Ukraine war, countries are also looking seriously at the outward expansion of China and Russia and therefore adjusting their strategic postures and substantially increasing defense spending.

The 2022 US National Defense Strategy stressed integrated deterrence capabilities against China's pacing threat. The DoD's budget request is also reaching a new height. Japanese defense budgets of the next 5 years will increase by 50%. Australian defense budget will also increase by 8% in June 2023 and the

Philippines's 2023 budget by 9%.

B. Constructing and strengthening a new and powerful all-out defense

The foundation of war prevention is building a defensive force sufficient to resist the enemy. National defense is powered by whole-of-society capabilities. Safeguarding the homeland is never only the military's responsibility. Every citizen is a guardian of the nation. It is must that we integrate whole-of-society capabilities to safeguard national security. The lessons from Russia-Ukraine war is also making us further realize the criticality of all-out defense and reserves mobilization in national defensive operations.

(A) A two-year review on military service

Given the challenging and volatile regional situation, Taiwan's National Security Council and Ministry of National Defense in the past two years have been reviewing the armed forces' warfighting capabilities through in-depth studies of the force size, force structure, realistic training, operational patterns, weapons and equipment against the requirements of defensive operations. We intend to build an all-out defense mechanism and a reserve system to better address the changes and challenges in the Taiwan Strait.

The PLA has a guiding principle of fighting rapidly and decisively. Once in wartime, Taiwan can no longer differentiate

frontline and rear. We must recognize that every corner of the society could be a battlefield and adopt measures to ensure all capabilities to be effectively brought to bear to defend the homeland.

(B) Building an all-out defense structure composed of primary warfighter/garrison defense/reserve/civil defense

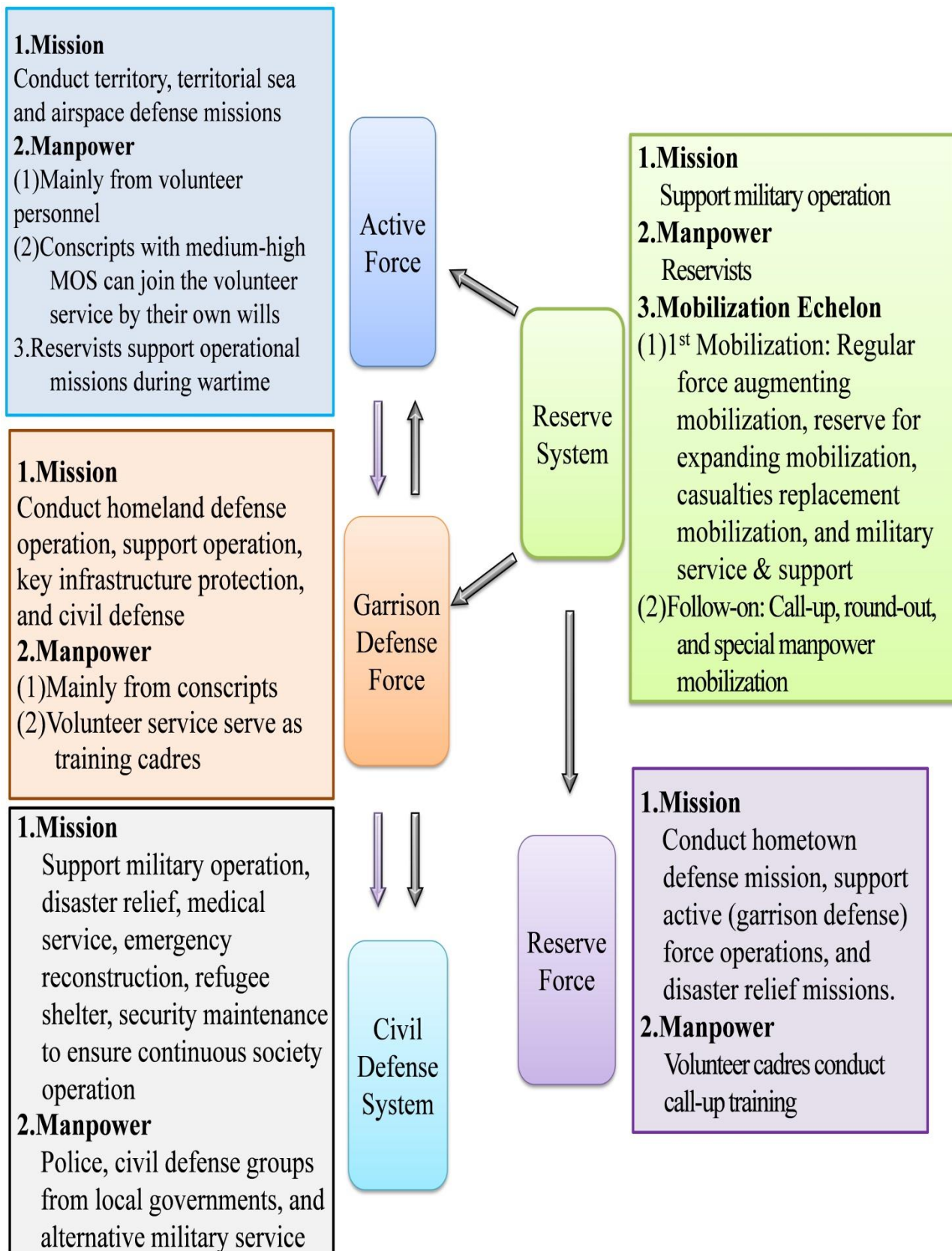
To build a resilient all-out-defense mechanism, Taiwan's defensive forces are in 4 major categories: first, active force: volunteers and discharged volunteers responsible for defending territory, territorial sea, and air space; second, garrison defense force: it was consist of reserve force currently however, it takes time to mobilize to become combat force, which is not able to cope with enemy's threat in time. After reinstating 1-year conscription, we can enhance the amount of standing force and establish standing garrison defense force. The standing garrison defense force, consists of volunteers cadres and other conscripts, will conduct homeland defense, combat support, key infrastructure protection, and civil task defense missions, etc; third, civil defense system: primarily local civil defense groups responsible for supporting military operations, disaster relief, medical cares, engineering repair, refugee sheltering, and social order maintenance; fourth, reserve system and reserve force: maintained certain level of volunteer cadres in peacetime and filled by mobilized reservists in wartime to support homeland

defense, active force/garrison defense operations, disaster relief as needed. In addition, the reserve system with a great number of reservists will list future reservists before they are discharged and automatically replenish personnel to regular/garrison defense/reserve forces in wartime.

After careful assessment, the future structure of the ROC Armed Forces will be composed of volunteers and conscripts. Its planning is as followed:

- 1.Volunteer component will maintain its current scale and increase its number when necessary. It will take of primary missions of our military and continue to acquire new weapons and enhance modernization and realistic training.
- 2.The current mandatory service will be to 1 year with stronger training, take the role of garrison defense, civil defense support, sustain social continuity, and ensure the security of homeland.
- 3.Enhancing reserve system, higher intensity of training will be given to reservists to enable quick mobilization, shorten the combat training time required, and support operations.

All-out Defense System



C. Military service system review and strengthening combat capabilities of conscription

Given advanced technologies, digitization, and accuracy of future battles and higher performance weapons, Taiwan's military service policy shifted to recruit volunteers of longer service terms to maintain higher warfighting strength. Meanwhile, conscripts only serve 4 months for basic training. The force composition is primarily volunteers to be supported by conscripts.

The current 4-month conscript training is not enough for the mobilized reservists to quickly become battlefield ready. In a minimum-warning attack scenario, the current standing force capacity would not be sufficient to provide coverage to the garrison force for them to complete mobilization and form instant combat capabilities. We should therefore make adjustment of the past concept of standing force for combat missions and reserve force for homeland defense missions. We must build greater deterrence capabilities by incorporating interagency and local government resources in an all-out defense force, which can perform disaster relief mission in peacetime and maintain societal functions in wartime—water, electricity, transportation, etc.—and increase homeland defense resiliency, so that the enemy is forced to rethink their timing of invasion.

(A) Four-month conscript training not sufficient

Since the 4-month service term was implemented, multiple

rounds of wargames, simulations, and Han Kuang exercises have been testing the efficacy. The limited training time of 4 months can only allow basic specialty training and observation of unit training and exercises. There is no time for specialty training, collective training, rotation training, and joint exercise/Han Kuang exercise or learning to operate the newly acquired weapons. The level of military skills or training intensity obviously cannot meet the requirement of modernized warfare. Also, Taiwan's reservists will mostly be garrison force. The mobilization list comprises primarily those 4-month trained conscripts with basic rifle, rocket, and mortar skills. The mobilized manpower and skills will therefore be limited. There is increasing concern that the goal of forming instant combat capabilities through wartime mobilization could not be attained.

(B) Comparison of military service systems in different countries

Democratic countries set their national military service terms based on threat levels and armament availability. It is a critical part of defense policy. There are 3 types of national service. First, mandatory service: written in laws the obligation of citizens to serve military terms. Second, voluntary service: the military contracts with volunteers on service terms and compensations. Third, hybrid service: mandatory and voluntary service both in place.

According to our studies, countries implementing mandatory military service will continuously review their strategic environment and warfighting requirements to develop proper training regimes and appropriate military service terms. The ROK, which faces clear geostrategic danger, implements a service term of 18-21 months, Singapore of 2 years, and Israel of 24-30 months. In comparison, the 4-month service of Taiwan is a sharp difference.

Military service system across the globe	
Military service	Nation
Conscription	Singapore (2 years), ROK (23 months), Israel (24-30 months)
Volunteer	US, UK, Germany, France, Japan
Hybrid	ROC (4months), Sweden (1 year), Norway (1 year)

(C) Adjustment of military service time

Considering the change of global strategic environment, escalation of regional tension, the practical need of all-out defense, training/combat experiences and military service system of advanced countries, interagency discussions, the collection of suggestions from the society, we learned from the examples of many democratic countries for their 1 year minimum mandatory military service and assessed that 1 year mandatory service (1-year conscription will start from 1/1/2025.) can better meet our future requirement. It can enhance our

garrison defense units, critical infrastructure protection, and military training. It can also help to quickly form mobilization force, facilitate whole of society power, strengthen overall combat capabilities, and improve deterrence in Taiwan-Penghu defense operations to prevent enemy from launching attacks.

D. Conscription Enhancement, with the new objectives of territorial defense, hometown defense, homeland defense

Nation security and interests as well as cross-Strait peace and stability have always been an important responsibility for MND. Our objective is to enhance all-out defense capabilities. Our mission is to enhance our homeland defense. Strengthening our training is the core for conscription reform. These are keys of our conscription. In the future, we will use challenging trainings and higher training intensity to set the foundation for combat capabilities. We hope to achieve the goal of building a strong territory defense force to protect hometown, homeland, and homes and maintain the social resilience.

In order to build a strong defense force, we learn from the training models of America and other advanced countries. In term of novelty, we add new trainings such as new weapon operations, critical military and civilian infrastructure protection. In terms of quality, we add realistic trainings such as close-quarters combat and conditional shooting. In terms of quantity, we increase training capacity for

simulated battlefield pressure training, live-fire shooting, tactical marching, and joint exercises/trainings. The new training will be different from the previous 1-year service.

The training cycle of 1-year mandatory service and 4-month military training service, consisting of “recruit training” and “specialty training”, adjust training hours and refine the training design, aiming to form a credible deterrence and to adapt to future mission requirements. Mandatory service training cycle is as follows:

1-year conscription VS 4-month conscription, 2025

1-year conscription		4-month military training	
Joint Exercise(6wks)			
Rotation Training(13wks)			
Collective Training(7wks)			
Specialty and Basic Training (18wks)			
Recruit Training(8wks)			
		Specialty Training(8wks)	
		Recruit Training(8wks)	
Notes	● 1-year conscription: Recruiting Training(8wks), Specialty Training(18wks), Collective Training(7wks), Rotation Training(13wks), Joint Exercise(6wks). Total:52wks		
	● 4-months conscription: Recruit Training(8wks), Specialty Training(8wks). Total:16wks		

(A) Recruit training

A recruit training is a key phase for a civilian to turn into a soldier. It focuses on military ethics and individual basic combat skills. The training items are as follows:

1. The following courses will be include into original recruit training (5 weeks) to enhance the strength of

4-month conscription trainings since 2023. We will conduct more live fire trainings (increase from 86 rds to 104 rds/conscript), weapons malfunction elimination to make conscript familiarize with the weapons and to enhance their shooting skills. We will integrate composite combat drill with shell shock tolerance and conduct field tactical march (3 days) as well as camp training course for the final assessment test. The adjustment of the training is not only to enhance the combat capability but also to connect with the 2024 Recruit Training Course (8 weeks) for 4-month conscription and 1-year conscription. The training syllabus of 2023 recruit training course is as the appendix 1.

2. In 2024, recruit training period for 4-months military conscripts and 1-year conscript will both adjust to 8 weeks (5 days/week, 8hrs/day including night training). The new system focuses on realistic training and introduces civilian technology and science. Recruit training syllabus in 2024 refers the practice of America & advanced countries. The training syllabus is as the appendix 2

2024 Recruit Training Course Training Chart		
Types	8 Weeks	
	5 Weeks	Add 3 Weeks
General course	Equipment maintenance, basic drill, medical education, military discipline education, law education	Pressure-resistance training in battle-simulated scenes, psychological health, and liberal education so soldiers can deal with real-life battle environment (16 hours added.)
Tactical Skills	Basic physical training, basic grenade throwing training, 500 meters obstacle course, and CQC	Health management, sport science, and physical strength and stamina for requirement of realistic combat to equip soldiers with necessary combat skills(10 hours added)
Weapon Drill	Instruction on weapons and test on firearm shooting with 104 bullets in prone position	Firearms shooting in all position and increasing the bullets to 160 so soldiers nurture their marksmanship(72 hours added)
Combat Drill	Combat drills, NBC training, and shell shock tolerance training	Combat medic and survival training, tactical maneuver, and camp training to teach soldiers to survive on their own or as a team(52 hours added)
Notes	The new 8-weeks training (Extra 150 hours) will train soldiers to adapt real-life battle environment and conduct tactical training as well as marksmanship to be capable of basic combat capability	

(B) Military occupational specialty (MOS) training

The 4-month conscripts will conduct MOS training (11

weeks) after recruit training (5 weeks) in 2023. We will enhance the strength of MOS training quarterly, focusing on live fire training, physical fitness training, civil task defense and disaster prevention and rescue training. Conscripts will be trained to fire in multiple positions and shoot more rounds (increase from 113 rds to 183 rds per conscript). Physical fitness training includes upper-body, core, cardiovascular muscles, and flexibility trainings. Civil defense task training includes general knowledge, civil-defense specialties, first aid training, disaster search and rescue. The MOS training is to enhance conscripts firing capability and individual combat skills in order to connect to the 2024 4-month conscription-training syllabus. Military conscript service training syllabus (11 weeks) in 2023 is as the appendix 3.

Starting from 2024, the 1-year conscripts will receive the complete training of Specialty Training, Collective training, Rotation Training, and Joint Exercise with the addition of MOS, new weapon/equipment, marksmanship, civil defense training, territory defense operations, realistic combat drills, defense operation plan exercises, HK, and Ming-An Exercises. Then marksmanship training will be increased based on the branches (Firing at least 800 ammunitions per conscript during the service

period in the example of rifle training) to enhance conscripts' shooting skills. Conscripts will also conduct civil task defense and disaster prevention & rescue trainings, focusing on general knowledge, profession, rescue trainings to make conscripts learn disaster relief, rescue, emergency recover, and collecting information of casualties skills. They will conduct Ming-AN exercise to validate their training effectiveness to be capable of conducting garrison defense and civil task defense missions. 2024 Training Course Charts for 4-months and 1-year conscript service are as Appendix 4

Advanced weapon operational training, territory defense mission training, special training for protection of key infrastructure, civil task defense mission, and joint exercises & coordinated defense mission training are included to enhance the strength of MOS training. The training details are as follows:

a. Advanced weapon operational training

MOS training considers the operational requirements and attributes, combines the position specialty of conscripts with modern technology, explains the equipment, and introduces data. Conscripts can learn how to operate new equipment, e.g. Kestrel anti-armor rocket, Stingers, Javelin, and UAVs. In addition, training simulators and laser engagement system will be applied

to enhance overall training effectiveness. MOS and live-fire marksmanship training will be used to enhance battlefield survival and combat skills.

b. Territorial defense mission training

1. With the territory defense as the core, garrison defense Force will utilize WOS from the assigned TO to conduct territory defense mission training.
2. We set up barriers and checkpoints within AOR send early warning about enemy's movement by using police's road-monitoring system and intelligence gathering by civil defense and intelligence units.
3. Garrison defense force will ensure the security of AOR and support active force operation through multiple means, such as using urban lanes and roads roadway, setting barriers, and firepower.

c. Special training for protection of key infrastructure

1. We use police's road-monitoring system around key infrastructure to track the enemy and give out early warning of enemy's movements.
2. The ground forces will be in charge of the garrison forces, reserve forces, regional MP, and police units within their area of defense responsibility. They adopt the principle of "guarding in the peripheral area of the infrastructure, keeping solid defense in the core area, and performing

interception and denial in between" to deploy their firepower and carry out defensive training.

3. Special protection groups and local maintenance units jointly carry out emergency repair mission training for key infrastructure to maintain people's livelihood and keep local governments operating, so as to maintain the resilience of social operations.

d. Civil defense mission training

During their specialty training in the base, the conscripts will be given civil defense task training, such as "general knowledge, civil-defense specialties, first aid training, disaster search and rescue," among other training items. They will acquire skills about disaster prevention and rescuing themselves and others. In Ming-An Exercise and other events, they will carry out what they learn with local governments as far as disaster prevention & mitigation, air defense evacuation, resettlement of disaster victims, rescuing mass casualties, and supporting in protection of key infrastructure. Through these events, we can ensure that the resilience of the society will be sustained during wartime and peacetime, and that the all-out defense will be strengthened.

Civil Defense Mission Training Course		
Title	Content and Focus	Training Objectives
General Knowledge	Basic Knowledge about All-out Defense and Civil Defense	Establish the Concept of National Defense & Civil Defense Mobilization, and Understand Civil Defense Organizations and Tasks
Civil Defense Profession	Basic Defense Skills, Air Defense Evacuation, and Essentials of Collecting Information of Casualties	Familiar Themselves with Civil Defense Skills, Evacuation Guidance, Essentials and Track on Information
Rescue Training	Basic and Intermediate Medical Service Courses, CPR, Ways of Bandage, and Casualty Evacuation	Learn how to Recuse Themselves and Others, and to Increase their Survivability in Wartime
Disaster Search and Rescue	Basic Search And Rescue, Emergency Rescue, Disaster Rescue & Disaster Prevention and Other Rescue Training	Improve Capabilities of Disaster Prevention and Response, Collaborating with the Society to Maintain People's Livelihood Intact during Disasters and Wartime

e. Joint exercises and coordinated defense mission training

1. In order to strengthen the overall operational effectiveness of "Homeland Defense," we connect basic military and civil defense mission training. During HK Exercises, Ming-An Exercises, and combat planning exercises, local governments, civil defense groups, police agencies, and the ground forces in each TO will jointly carry out training on

subjects such as force preservation, key target protection, and in-depth operations in urban area, so as to execute coordinated defensive operations.

2. Each TO organizes task teams according to their operation plans, and conducts a "Joint Homeland Defense Operation Exercise" quarterly. They integrate troops taking part in "HK Exercise" with reserve troops to verify the all-out defense mobilization mechanism and joint operation capabilities.
3. Combined with Ming-An Exercise held by county/city governments, Garrison Defense Force will work with police, fire fighters, civil defense groups, civil/government enterprises, charities, and civilian groups to exercise war disaster, earthquake, wind disaster, flood, and major disaster relief, enhancing mechanism integration, mil-civil infusion, pol-mil integration between local governments and military, so as to demonstrate the whole of society defense and to reach the objective of peacetime/wartime combination.

E. Supporting measures

In order to balance national security and personal rights, we take service time, reserve management capacity, and household income into consideration and introduce supporting

measures of selection/assignment, reserve officers and NCOs examination, and salary adjustment for conscripts. Elaboration is as bellowed:

(A) Selection and assignments

1. After completing the 8-week recruit training, conscripts can use their civilian specialties and certificates to participate in medium and advanced specialty selection and to be assigned to specialty units to serve. They can connect the civilian career after being discharged to continue the profession. Specialty Demands in the Armed Forces are as appendix 5.
2. Conscripts who did not join the specialty selection can follow their willingness to choose main/offshore island service or garrison defense units in their household registration. Garrison Defense Force will be the primary and regular units will be the secondary arrangement for conscripts to enable them to protect the security of fellow citizens and homeland.
3. Conscripts who follow their willingness or civilian specialty for their unit assignment can receive extra service pay or bonus with the fixed salary

Conscript Specialty Pay Chart	
Extra Pay Categories	Extra Pay Assignment
Service Pay	Maintenance, Tactical Control, Maritime Service, Airborne/SOP, Flight, Foreign Affairs, Instructor, medical, Legal, Information
Oil and ammunition security bonus pay	Petroleum Analysis, Ammo Re-supply, Ammo Technics, Ammo disposal, and repair bonus pay.

(B) Examination for reserve officers and NCOs

In order to let troops have enough cadres and increase the manning ratio, we have recruited 1-year volunteer reserve officers. Additionally, the selection process for volunteer reserve 1-year officers and NCOs will be available for those who were born in 2005 as most of them will graduate in 2027. The standard of the selection will be in line with the one of the examination for volunteer officers and NCOs. In this way, not only will those who have the will to serve in the military have their opportunities to be assigned to troops and learn the practices of how things work, but also troops will be replenished with quality new comers. After they are discharged, they become reservists, which will meet the need of mobilizing cadres for reserve forces when necessary.

(C) Payment adjustment

To enable conscripts to cover their family living expense and fulfill the serve obligation at the same time, we adjust 1-year conscript payment based on the payment of volunteer ranks and conscripts will receive specialty pay. The aim of the adjustment is to let them serve without worries. The payment of 4-months military training service will still be what it currently is: 6,510 NTD. The following diagram demonstrates the details of the adjustment. Payment of conscripts is as Appendix 6.

Volunteer PV1 V.S Conscript PV1 Payment Chart			
Item	Volunteer	4-month conscript	1-year conscript
Pay	10,130 NTD	6,510 NTD	10,130 NTD
Specialty Pay	15,190 NTD	—	10,190 NTD
Volunteer Pay	10,000 NTD	—	—
Total	35,320 NTD	6,510 NTD	20,320 NTD
Notes	Government will cover conscript's allowance of military insurance (1,240NTD), health insurance (1,839NTD), and food (2,908NTD) with total 5,987NTD.		

(D) Amending the law of combined seniority

Given the fact that the current conscription seniority can only be linked with military, civilian servant, and education retirement system rather than labor force retirement system. Relevant government ministries will discuss and amend the law

to treat conscripts as being employed by the government, so that their seniority can also be linked with the labor retirement system, and the Ministry of National Defense will bear the responsibility for the employer's allocation. Therefore, after the adjustment of the service period is implemented, the service period of the conscripts for Taiwan will become a part of their personal career seamlessly integrated, and at the same time accumulate their career retirement pension.

(E) Taking care of both education and military service

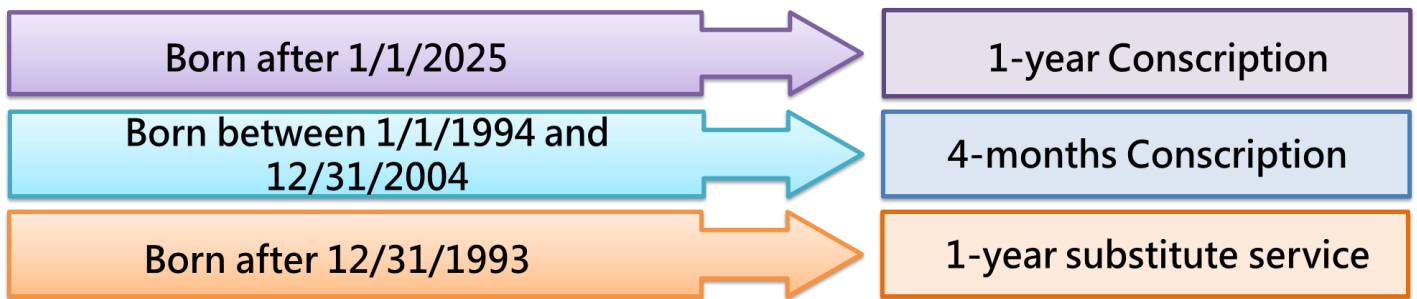
Taking into account conscripts' pursuit of education and career arrange, the Ministry of Education will roll out flexible ways for conscripts after drawing experiences from other countries and holding meetings with universities and colleges. Its aim is that there will be no delay for conscripts to continue their education or enter the workforce because of their service in the military. For example, under flexible study measure, they can complete their 4-year college or university education and their military service at the same timeline.

F. The Announcement of the Conscription Service

1. According to the Article 34 of the Military Service System Act, the conscription service will take place after it is announced one year before the starting date of the service. The MND shall report to the Executive Yuan and receive approval, and then complete the joint signing with the MOI.

Then we will send a letter to the Legislative Yuan for inspection and announce it on 29th of December 2022; it will reach 1-year mark next December; conscripts who were born in 2005 will be drafted after 1st of January 2024. The following diagram shows the service terms for conscripts born in certain years.

Conscripts Service Time



2. To ensure the service is fair to the public, when the MOI works drafting conscripts in 2023, those born in 2005 will not be drafted.

G.Objectives

To achieve the goal of protecting the homeland under contemporary international situation and the characteristics of war, as well as the needs of all-out defense operations, we build a Whole of Society defense system with the overall strength of the nation. We also refine the operational and training methods to develop adequate defense capabilities. Our expected objectives are as follows:

(A) Enhancing the all-out defense capabilities

According to MOI's numbers, the number of conscripts drafted from 2024 to 2029 is expected to grow from 9,000 to 600,000. 1-year conscripts will strengthen main, garrison defense, and reserve forces. The capabilities to engage in a short notice will be enhanced, and the capacity of all-out defense and military mobilization will be advanced. During their service, conscripts can be cultivated to become officers and NCOs after taking training of MOS and experiencing troops practices, which will be conducive for shortening the time for mobilization and battle training when they are mobilized. After they are discharged, reserve forces will have cadres with required specialties.

(B) Enhancing troop training to advance operational capabilities

After 1 year of service, conscripts have undergone complete and systematic combat training in following 5 steps: "Recruit Training, Specialty Training, Collective Training, Rotation Training, and Joint Exercise." They will learn the ways to operate organic weapons and go through firearms training in which each one of them fires somewhere between 160 and 852 bullets. Besides becoming a qualified combat soldier, they will possess different specialties in advanced equipment according to their missions, such as Kestrel anti-armor rocket, Stinger

missiles, Javelin missiles, and UAVs. Consequently, they will be more competent once being assigned to battlefield.

(C) Strengthening the resilience of the society

We enhance training for conscripts so they are capable of performing local defense, critical infrastructure defense, and disaster prevention and mitigation. In addition, through exercises such as HK and Ming-An with local governments, civil defense groups, and police agencies, they can be more experienced in civil defense. Once they are discharged, they can attend civil defensive groups, taking the responsibility of “protect their home, their hometown, and their homeland.” As a result, the resilience of the society will be strengthened.

(D) Serving with their specialties, and entering the workforce with the advanced specialties once being discharged

Conscripts can join the medium/advanced level selection according to their civilian specialties and combine their profession with military service. For example, conscripts with specialties such as law, medical, information, and finance can hone their skills as they go through military tasks. They are in better position as they bring their military service experience and specialties to the table for enter the workforce after being

discharged.

(E) Taking care of both livelihood and education

With increased payment, conscripts do more with descent financial arrangement. Within the 1-year service, they can have their first sizable savings. They will not only pay their education loan, but also take care of themselves and their family financially when they are in service. That is to say, they can serve without worries.

Beside pay adjustment, conscripts service should regard as part of careers. We should guarantee their retirement benefits. If we can have support from national council to amend the law, MND will take the responsibility of allocating the budget as an employer to accumulate conscripts' retirement pension and guarantee their livelihood after discharged. This should improve the unfairness of law of retirement seniority calculation between labor force and military, civilian servant & education.

After Ministry of Education holding meetings with universities and colleges, Ministry of the Interior and Ministry of Education will enact multiple options for conscription and flexible study measure respectively. This will provide the option of serving the military earlier, which is to finish all the college courses 1 year ahead and fulfill their obligation of serving the conscription during their study period. It will help conscripts

with their career plan.

(F) Solving the problem of delayed recruitment

Due to COVID-19, we decrease the number of conscripts over the last two years. This leads to the situation where, according to the numbers from the National Conscription Agency, MOI, by the end of 2023, there will be 109,800 men waiting to be drafted for their mandatory service. To solve this problem, the MND made some adjustments. Recruit training brigades will be in charge of 5-week recruit training, and then conscripts will be distributed to standing troops in Taiwan proper or on offshore/outlying islands for 11-week further training. The gap between each period of taking new conscripts is also shortened so more echelons of new conscripts and more training can be arranged. After the adjustments, the capacity to take new conscripts expand to 139,750, which is adequate to solve the problem.

H. Conclusion

The shift of the conscription service from 4 months to one year is a big national policy. After assessing for two years, drawing experiences from conscription system of democratic countries in the world, and considering national security, we will shift to the 1-year conscription service under the Military Service System Act. Starting from January 1st 2024, men who were born

in 2005 will be drafted under the 1-year conscription service. After going through complete military training, they can take the responsibility to safeguard the homeland. We will continue to open for public opinions in order to make the adjustment perfect for the public. The shift also shows ROC's resolution to stay steadfast in holding the value of freedom and democracy. We hope that the youth realize that it is every young Taiwanese's glorious mission and obligation to protect their country. They need to rise to the challenge of military training with courage. We request every fellow citizen's support so that we may ensure the sustainable development of the ROC and the well-being of the people of Taiwan.

Appendix 1

5-Week Recruit Training Course,2023		
Term	Phase	Training items
1 st Week	Adapting Training	Set individual data, distribute equipment physical examination Military core value, fanatical management, gender relation, sexual harassment prevention, Basic military law, mental analysis, personal appearance training, basic physical briefing, individual suit, equipment maintenance briefing
2 nd week	Basic Training	Basic physical training Tactical training (CQC, Grenade throwing training) CASVAC training NBC Training Preliminary firing training Terrain identification training Objectives identification and report
3 rd week	Individual Training	Basic and Qualification marksmanship(increase from 86 rds to 104 rds/conscript) Composite combat drills Tactical Training (500 meters obstacle course, Physical fitness test)
4 th week	Composite Training	Movement to contact Obstacle elimination and bypass Team combat drill
5 th week	Final test Distribution	Composite combat drills for 3 days-tactical march, camp and scenario training. Ending droll distribution

Appendix 2

8-Week Recruit Training Course,2024		
Term	Phase	Training items
1 st Week	Adapting Training	Set individual data, distribute equipment physical examination Military core value, fanatical management, gender relation, sexual harassment prevention, Basic military law, mental analysis, personal appearance training, basic physical briefing, individual suit, equipment maintenance briefing
2 nd Week	Basic Training	Heathy management, Science of physical Composite disaster relief and all-out defense handbook briefing Basic physical training Close-Quarter combat training Grenade throwing training Weapons introduction Preliminary firing training
3 rd -4 th Week	Individual Training	Live-fire training, updated basic fire, Qualification course Conditional shooting(Day and Night) Battlefield environment familiarization Camouflage, concealment and cover, deception Casualty evacuation and survival training 500m obstacle course
5 th -7 th Week	Composite Training	Reasonable risk-taking, Battlefield mental Health NBC training MOUT training Realistic Training-combat skill training File combat drill 5 5-10 km march incremental training Physical Fitness & shooting test
8 th week	Final test Distribution	Combat composite drill for 3 days-tactical march, camp and scenario training. Ending droll distribution
notes	Defense general education courses in the evening include patriotism education, military ethic, cognitive awareness, secrecy protection, military law & regulations, sanitary education.	

Appendix 3

Military Training Force Course(11 Weeks),2023		
Term	Phase	Training items
1 st week	MOS Training	<ul style="list-style-type: none"> ●Personal work and rights ●secrecy protection ●Medical care ●Arms management ●Psychological counseling education ●Military discipline security ●Garrison education
2 nd -5 th week	Specialty Training	<ul style="list-style-type: none"> ●Basic physical ability(upper-body, core, cardiovascular muscles, and flexibility) ●Branch technical skill(CQC, Combat physical fitness, obstacle course, Grenade drawing) ●Marksmanship (Increase from 54 rds to 84 rds/person) ●MOUT(Guidance of opt. & Def., Combat procedure) ●Combat drill(sand table rehearsal, phases training)
6 th -7 th week	Civil defense& Disaster relief training	<ul style="list-style-type: none"> ●Civil defense training(General, Professional, rescue training) ●Disaster relief(disperse & self-rescue, disaster situations collection & report , people evacuate)
7 th -11 th week	Specialty Training	<ul style="list-style-type: none"> ●Basic physical ability(upper-body, core, cardiovascular muscles, and flexibility) ●Branch technical skill(CQC, Combat physical fitness, obstacle course, Grenade throwing) ●Marksmanship(Increase from 54 rds to 84 rds & from 15 rds to 45 rds for night time/person) ●MOUT(Composite exercise) ● platoon STX(composite training)

Appendix 4

2024 Training Course Charts for 4-months and 1-year conscript service		
Types	4-month conscription (8 weeks)	1-year conscription (44 weeks)
Specialty Training 18 weeks	Specialty, training, civil defense training, marksmanship (8 weeks)	Conduct individual MOS training at the garrison, organic weapons marksmanship, advanced weapon operation, physical fitness, civil defense, and disaster relief trainings continuously in order to execute collective training afterward.
Collective Training 7 weeks	-	Conduct MOUT training, Platoon & Squad combat drills, composite training, and the operation of heavy weapons (MK19, M2HB) based on different branch to strengthen the execution of battle by small-size troops and the operation of heavy weapons.
Rotation Training 13 weeks	-	Conduct tactical march, camp training, company/battalion composite combat drills, and all kind of weapons (artillery) live fire training as well in MOS (Infantry, Artillery) training center to make soldiers cable of executing combat mission and joint exercises.
Joint Exercise 6 weeks	-	Conduct defensive operations planning exercises in assigned AO and take part in HK and Ming-An Exercises so they will familiar with combat mission and environment as well as become capable combat soldiers for operations and civil defense.
<ul style="list-style-type: none"> ● After 1-year conscript finishing recruit, specialty, rotation, joint exercise, and ops plan training, each conscript is capable of individual combat skills and is able to establish the ability of protecting homeland through civil defense trainings. ● 4-months conscript service will conduct more live fire training to enhance military skills continuously. 		

Appendix 5

Specialty Demands in the Armed Forces	
Category	Description
Information	31 items including information (network engineering, system security), ICE (cable and wireless, multi-wave, satellites, signals, electronics), maintenance & repair, operation, combat, documenting (management, processing), etc.
Electro mechanics Maintenance & Repair	22 items including repair (missiles, weaponry, launch controls, turrets, electro optics, electronics, simulators, arresting barrier), bench work (fitter, mechanic, welding, electro mechanic), space armaments, etc.
Operation of Construction Vehicles	14 items including construction supervision (bulldozer, road-leveling, excavator, loader, roller, mobile crane) and operation (bulldozer, road-leveling, excavator, air compressor, shovel loader), etc.
General	16 items including political warfare (orchestra, visual arts, recreational activities coordination, photography), logistics & support (driving, replenishment, storage, maintenance), missile (launching and control), etc.
Medical	12 items including medicine (dentistry, aviation), medical technology (radiation, inspection, physiotherapy, nursing), medical engineering, etc.
Driver	8 items including medium tactical vehicle, Humvee, engineering (heavy duty truck, tanker, pallet truck), passenger cars, etc.
Air & Space	11 items including maintenance & repair (aircraft, missile, simulators, arresting net), combat, etc.
Chemical	8 items including technical (weaponry, ammunition), protection, maintenance & repair, chemical industry, etc.
Vehicle Maintenance & Repair	6 items including maintenance & repair (wheels,), , electro mechanics, etc.
Civil Construction	5 items including civil engineering, construction, surveying and mapping, etc.
Navigation	4 items including maintenance & repair (vessels), meteorology, surveying, etc.
Business	Finance
Gastronomy	Foodstuff
The abovementioned 139 specialties from 13 categories require National Examination, Technician Certification (Level A, B, C) by the Ministry of Labor, or a related major from a college or university. Distribution of personnel goes with accordance to priorities /vacancies.	

Appendix 6

Conscription pay rate in 2024					
Type	4-month conscription	1-year conscription			
Basic Salary	6,510	PV1	PV2	Corporal	2 nd LT
		10,130	10,910	12,470	21,200
Specialty Pay	-	10,190	11,130	13,980	14,360
Volunteer Pay	-	-	-	-	-
Total	6,510	20,320	22,040	26,450	35,560
Notes	<ol style="list-style-type: none"> 1. Active PV1 can be promoted to PV2 after six-month service. 2. Specialty PAY will be available for private, corporal, and LT. 3. Supervisory differential pay will be available for those who are leader or vice leader of squad, platoon, and others. 4. Regional Service Pay will be available for those who serve in troops on outlying islands, offshore islands, or in mountains 				