

Chapter V

Recommendations of Various Committees for Improving Second Career Opportunities of Ex-Servicemen

5.1. The question of welfare of Ex-Servicemen and providing re-employment avenues for them is not new. It has got discussed either in a dedicated manner as in 'High Level Committee on Problems of Ex-Servicemen' of 1984 under chairmanship of Shri KP Singh Deo or by Committees or Commissions constituted not dedicatedly for the purpose, but on related issues. Notable among these are 'Kargil Review Committee' under Shri K Subrahmanyam in 1999 and 'Sixth Central Pay Commission' which submitted its report in Mar 2008. KP Singh Deo High Level Committee has viewed the whole issue of Ex-Servicemen welfare essentially from compassionate point of view, Kargil Review from the Military operations and coordination between Armed Forces and Para Military Forces perspective and Sixth CPC from the economic point of view. It can be seen that despite different points of views, the analysis of each Committee/ Commission ultimately points out to the gaping holes that need to be plugged to make the provisions of Ex-Servicemen reemployment more meaningful. However, recommendations of none of these Committees and Commissions have got implemented in their entirety and the gaps continue to exist. Recommendations of these Committees will be discussed in the succeeding paragraphs.

5.2. *High Level Committee on Problems of Ex-Servicemen*

5.2.1. The Government of India, appointed a High Level Committee for going into the problems of Ex-Servicemen on the 10 Mar 1984 headed by Shri KP Singh Deo, then Raksha Rajya Mantri with Ministers of State from Ministries of Home Affairs, Labour, Finance and Commerce as members alongside ministers from various State governments and retired senior Defence officers of the three Services. Terms of reference of the Committee stipulated following:-

(a) The Committee to review the work done so far for the rehabilitation, resettlement and welfare of Ex-Servicemen and suggest to Government additional measures to be taken in these fields, and make suitable recommendations to increase the employment of ex-servicemen in all sectors including the private sectors

(b) To examine the reasons why reservations made for Ex-Servicemen are not fully subscribed to and to suggest measures to ensure that reservations in Government and Public Sector Organisations- State and Central are fully utilised.

(c) To examine the terms and conditions of employment of Ex-Servicemen and in particular those applicable to employment in banks and Public Sector Undertakings and to make recommendations in connection therewith.

5.2. 2. While analysing the various reservation and relaxations available to Ex-Servicemen for second career options in central and state government jobs, the Committee noted that even though the Ex-Servicemen have been provided reservations, age and educational relaxations, by the Government of India, their placement against reserved vacancies in Group 'C' and 'D' posts have not really been quite satisfactory. It was pointed out by the Committee that the reporting (*of vacancies*) and monitoring system (*of filling of such vacancies*) were highly ineffective. From whatever data they could obtain, it was inferred by the Committee that the average percentage achieved is approximately 30% of the total reserved quota in Group 'C' and 'D' posts. Major reasons for this shortfall were summarized as follows:-

(a) There is no roster system in the case of Ex-Servicemen reservations both at the Central and State Government levels, as in the case of the Scheduled Castes and Scheduled Tribes.

(b) There is no synergy between employment organisations and Directorate General Resettlement/ Rajya/ Zila Sainik Boards.

(c) Generally, organisations and officials responsible for personnel matters are not aware of the availability of Ex-Servicemen in various trades as also other facilities extended to them.

(d) Unlike the reservations for the Scheduled Castes and the scheduled Tribes, which are effectively monitored, there is no monitoring system in the case of Ex-Servicemen for overseeing the implementation of reservations. In 1981, at the Central Government level a monitoring system was introduced for the first time. Each Ministry was required to nominate an official of the Deputy Secretary level as liaison officer for overseeing the placement of Ex-Servicemen against the reserved vacancies in his/ her Ministry in addition to his normal duties. One Army officer was authorised as Liaison Officer (part of DGR) to the Director General of Employment & Training. His duty was to collect and collate data pertaining to Ex-Servicemen placements. All offices, departments, units, undertakings were supposed to forward bi-annual statements to this Liaison Officer. It was noted by the Committee that except a few cases, such returns had not been sent for years. The Deputy Secretary liaison officers had not been able to do justice to their work for reasons like postings, transfers and inadequate staff a also, to some extent lack of interest in the subject.

(e) Only few State Governments had established monitoring cells to oversee implementation of placement of Ex-Servicemen against reserved quota allotted by them. Few states like Bihar, Kerala, Meghalaya, Nagaland and Orissa had not made any reservation for ex-servicemen. It was, however, noted that even in States and Union Territories where Monitoring Cells had been established, the placement of ex-servicemen in reserved vacancies continued to be poor.

5.2.3. The High Level Committee noted that lateral induction of Armed Forces personnel into other Central and State Government posts including Para Military Forces and Public Sector undertaking had been under examination for past few years as this would not only provide these forces a hard core of disciplined and trained manpower, but also effect reduction in training costs, and help resettle the "would be" Ex-Servicemen. In case of Jawans and JCOs, it was felt by the Committee that since the Ministry of Home affairs was limiting it to 10 to 15% for CISF and that too against the vacancies of ex-servicemen only and because most of them would not like to continue wearing a uniform and again undergo similar hardships of service, only 15 to 20% of retirees from the Army would volunteer for lateral induction into Para Military Forces that too from non-technical cadres only. It was further brought out that a similar scheme for the officers was also considered by a Working Group of Officers constituted by Ministry of Home Affairs in 1976. One of the recommendations of this Group was that the Ministries/ Departments as well as Public Sector Undertakings should identify posts which can be advantageously held by Ex-Servicemen by virtue of their experience in the Armed Forces. The Ministry of Home Affairs, Department of Personnel and Administrative Reforms had also issued instructions vide their OM 39016/9/78/Estt (C) dated 10/19 May 1969 for filling up of Group 'A' and 'B' posts in various Ministries/ Departments of Government of India by deputation of suitable Defence Service officers in the last year of their service. Relevant extracts of this Office Memorandum are enumerated below:-

"In respect of Group 'A' and 'B' posts required to be filled by transfer or deputation of Government servants belonging to more than one service in the Ministries/Departments of the Government of India including civilian posts under the Ministry of Defence, a provision should be made in the recruitment rules whereby Armed Forces personnel due to retire or to be transferred to reserve within a period of one year and having requisite experience and qualifications can also be considered for appointment to such posts. Such persons should be given deputation terms up to the date on which they are due for release from

the Armed Forces, thereafter they may be absorbed either on transfer or short term contract.”

It was observed by the Committee that as far as the officers were concerned, the identification of suitable posts had yet to commence in most Ministries. Even in the Ministry of Defence, which is the nodal Ministry for ex-servicemen in the Government of India, the Committee was constrained to note that this exercise had not made any appreciable headway.

5.2.4. The Committee also discussed certain specific fields where maximum ex-servicemen could be employed in new projects and schemes. They are discussed as under:-

(a) **Ecological Task Force.** In 1980, a proposal was made to employ ex-servicemen for environment work in the Country. Accordingly, first ever Infantry Battalion, Territorial Army (Ecological) was raised in 1982 in Uttar Pradesh and deployed in Shahjahanpur Block near Dehradun for ecological tasks. Department of Environment had highly appreciated their work (mainly of forestation of Garhwal Hills). The second unit of the similar type was raised in Rajasthan and deployed for tree planting along the Rajasthan Canal in Bikaner district. It was observed by the Committee that raising of such task forces met the requirement of ex-servicemen to remain near their homes.

(b) **Special Peacekeeping Forces.** It was brought out by the Report that Bihar was in the process of raising a Special Police Battalion consisting entirely of ex-servicemen from Bihar and few neighbouring states.

(c) **National Highway Patrolling Scheme.** It was further recommended by the Committee that as and when 'National Highway Patrolling Scheme' was launched by Ministry of Shipping and Transport, ex-servicemen should be absorbed in it because they have

the requisite experience of recovery of vehicles, control of traffic columns, first aid, evacuation of casualties while in service.

(d) **Land Reclamation Projects.** It was informed that Government of Rajasthan had allotted 50,000 bighas to ex-servicemen in the Rajasthan Canal Project Phase II. It was envisaged that with the progress of the Canal and availability of water, it would be possible to reclaim the desert for agricultural purposes and National development. In addition, it was also brought out that where ex-servicemen are settled in groups, near the border, they could also be expected to discharge some civil-defence functions effectively.

5.2.5. The Committee also mentions feasibility of utilisation of ex-servicemen in private sector without elaborating much apart from bringing out that those who are awarded contracts for public works could be prevailed upon to employ a minimum percentage of ex-servicemen.

5.2.6. The Committee mentions that many ex-servicemen organisations and ex-servicemen themselves have suggested that when an individual joins the Armed Forces, he must be assured employment up to the age of 58 years (*retirement age for central government civilian employees at that time was 58 years, subsequently raised to 60 years*) as is the case with other Central Government employees. This suggestion envisages that every individual joining the Army, Navy or Air Force should, on completion of terms of engagement, be absorbed in a suitable civilian post, after completing his pensionable service without a break. The value and benefit of the enormous amount of money, time and effort spent on their training in the Defence Services would, in such a case, accrue to The State as these personnel would be working up to the age of 58 years in suitable jobs. The report of the Committee had suggested following organisations where induction could be made for such an assured job up to the age of 58 years:-

(a) All Para Military Forces

- (b) Percentage of posts in Central Government Ministries/ Departments and offices
- (c) Percentage of posts in State Government Ministries/ Departments and offices
- (d) All Central Government and State Government PSUs
- (e) Various civil posts in static units, establishments and institutions of the Army, Navy and Air Force
- (f) Departmental undertakings, factories, depots and other such institutions both at the Centre and State levels
- (g) Organisations and institutions in receipt of grants-in aid from the Central and State Governments
- (h) Private Sector organisations and joint sector ventures who have obtained institutional finance
- (j) Voluntary Organisations with financial assistance from the Government

5.3. **Kargil Review Committee**

5.3.1. Against the backdrop of an animated public discussion on Pakistan's aggression in Kargil, the Union Government vide its order dated July 29, 1999 constituted a Committee to look into the episode with the following Terms of Reference:-

- (a) To review the events leading up to the Pakistani aggression in the Kargil district of Ladakh in Jammu and Kashmir; and
- (b) To recommended such measures as are considered necessary to safeguard national security against such armed intrusions.

5.3.2. The Committee comprised of four members namely K Subrahmanyam (Chairman), Lieutenant General (Retd) K K Hazari, B G Verghese and Satish Chandra, Secretary, National Security Council Secretariat who was also designated as Member-Secretary.

5.3.3. Apart from other recommendations, the Committee observed that, "There is general agreement that in the light of the new situation of proxy war

and large scale terrorism that the country faces, the role and the tasks of the paramilitary forces have to be restructured particularly with reference to command and control and leadership functions. They need to be trained to much higher standards of performance and better equipped to deal with terrorist threats. The possibility of adopting an integrated manpower policy for the Armed Forces, paramilitary forces and the Central Police Forces merits examination. The Army must be young and fit at all times. Therefore, instead of the present practice of having 17 years of colour service (as has been the policy since 1976), it would be advisable to reduce the colour service to a period of seven to ten years and, thereafter, release these officers and men for service here, older cadres might be further streamed into the regular police forces or absorbed in a National Service Corps (or a National Conservation Corps), as provided for under Article 51A(d) of the Constitution, to spearhead a range of land and water conservation and physical and social infrastructure development on the model of some eco-development battalions that have been raised with a fair measure of success. This would reduce the age profile of the Army and the para-military forces, and also reduce pension costs and other entitlements such as married quarter and educational facilities. The Army pension bill has risen exponentially since the 1960s and is becoming an increasing burden on the national exchequer. Army pensions rose from Rs 1,568 crore in 1990-91 to Rs 6,932 crore (budgeted) in 1999-2000, the equivalent of almost two-thirds of the current Army salary bill. The para-military and police forces have their own ethos and traditions and might well be chary of such lateral induction as has been proposed. This objection might be overcome were the para-military forces to undertake recruitment on the basis of certain common national military standards and then send those selected for training and absorption in the Army for a period of colour service before reverting to their parent para-military formations. The Committee is aware of the complexities and sensitivities involved in any such security manpower reorganisation. Nevertheless, national security dictates certain imperatives which the country may ignore only at its peril. The proposed reorganisation would make a career in the armed forces attractive on the basis of the lifetime employment offered by the two or three-tiered secondment formula." Thus, the Committee proposed a unified policy of

recruitment in Para Military Forces and reduction in coloured service and justified it in terms of reduction of pension bill and better trained Para Military Forces due to this one action.

5.4. **Sixth Central Pay Commission Report**

5.4.1. In Chapter 2.4 of the Report of the Sixth Central Pay Commission, titled '*Lateral Movement of Defence Forces Personnel*', the report brings out that. "*Resettlement of retired Personnel Below Officers Ranks (PBORs) is also an issue that has been engaging deep attention of the Government. The short tenure of Short Service Commissioned Officers (SSCOs) and PBORs in Defence Forces acts as a disincentive for many eligible candidates joining the Defence Forces. The Commission is also of the view that while a good compensation package is essential for the morale and quality of officers and men in the Defence Forces, the same will also, to a large extent, depend on those personnel being provided a life time career.*" Elaborating further on this issue, the Commission said that, "*The problem of short tenure in Defence Forces has to be viewed in the context of ever increasing role of the Defence Forces in anti-terrorist and counter insurgency/related duties. These functions primarily lie with Central Para Military orces (CPMFs) that have been specifically raised for performing duties relating to maintenance of law and order, carrying out anti-terrorists/counter insurgency operations, etc. However, help of the Defence Forces is also enlisted frequently for these duties.*"

5.4.2. It was brought out by the Report that in recent years, the size of CPMFs has increased by a large percentage to meet the increased internal security threat to the nation. The Government is presently recruiting a large number of personnel in various CPMFs and training them before they can be utilized for security related duties in the various Para Military forces. At the same time, a large number of personnel from the Defence Forces retire at a relatively young age when they are fit enough to discharge duties in CPMFs that are slightly less arduous than those required in Defence Forces. Further, these retired personnel are likely to have performed anti-terrorist and counterinsurgency duties while working in the Defence Forces. The

Government is faced with an increased pension burden for these retired Defence Forces personnel who are still in their prime. It also has a responsibility of rehabilitating these trained personnel who still have a long, productive working life and are too young to take complete retirement from all work. The Commission very succinctly explained that the twin problems of locating suitable trained manpower for induction in various Central Para Military Forces and providing sufficiently long tenure for the Defence Forces personnel can be addressed in case the recruitment to Central Para Military Forces is done by lateral shift of the Defence Forces personnel. It was conceded by the Report that this was not a new concept. Even at present, 10% of the posts of Assistant Commandant in various Para Military forces are reserved for ex-servicemen. All posts in defence security corps are exclusively reserved for ex-servicemen. The Fifth CPC had recommended increase in percentage of posts reserved for the retired service personnel in Group 'C' and 'D' in Central Police Organizations (CPOs) to 25% that were recommended to be filled by lateral transfer of the retiring service personnel to CPOs. The Commission had also recommended filling up of 25% posts of Assistant Commandant in CPOs by lateral shift of Defence Forces personnel with this facility being made available in particular to the Short Service Commissioned Officers. The Fifth Pay Commission had also suggested setting up a joint recruitment board comprising representatives of CPOs and Defence Forces headquarters that would jointly select officers/men who would render 7 years service in Defence Forces to be followed by lateral shift to CPOs.

5.4.3. Sixth CPC Report agreed with the earlier recommendations of Fifth CPC Report and went a step ahead to say that the recommendations of the Fifth Central Pay Commission were even more relevant now and needed to be further extended so that all posts in different CPOs are filled by lateral shift of Defence Forces personnel. A similar dispensation needs to be extended for filling up the civilian posts in Ministry of Defence which should also be filled by lateral shift of the Defence Forces personnel. CPC Report said that the average yearly discharge from the Defence Forces personnel was approximately 40,000 (in 2008). Assuming that a majority of these personnel

would opt for lateral shift, around 35000 posts would be required annually to accommodate these personnel in CPOs/ defence civilian organizations. The size of the various CPOs is approximately 7,00,000. The number of defence civilians in Ministry of Defence is around 4,00,000. The total number of average annual vacancies in CPOs and the various cadres of defence civilians would be around 35,000. Thus, the potential to allow lateral shift of nearly all Defence Forces personnel to CPOs and various cadres of defence civilians existed. The situation is exactly the same now as was brought out by the report of Sixth CPC. The Commission therefore was of the view that a scheme needed to be introduced for lateral shift of Defence Forces personnel to CPOs (including CPMFs) and defence civilian organizations. It was, accordingly, recommended that in future, all recruitments to the posts of Short Service Commissioned Officers and Personnel Below Officers Ranks in the Defence Forces, CPOs and various defence civilian organisations should be made with the selected candidates serving initially in the Defence Forces for some period before being laterally shifted to CPOs/defence civilian organizations. It recommended that *"The lateral shift of the Defence Forces personnel to CPOs shall be operationalised in the following manner:-*

(i) Common recruitment shall henceforth be made to all the posts in Defence Forces, CPOs and defence civilians in Ministry of Defence.

(ii) The recruitment shall be made by Recruitment Boards in Defence Forces.

(iii) All the successful candidates recruited by this Board will initially render minimum 7 years of service in the Defence Forces. The span could, however, be extended to 17 years depending upon the vacancy position in CPOs/ defence civilian organisations as well as the requirement in Defence Forces.

(iv) On completion of the tenure in the Defence Forces, the personnel shall be laterally shifted to an analogous post either in any of the CPOs or in one of the defence civilian organisation. The lateral shift to a

specific CPO or a defence civilian organisation will depend on the availability of post as well as the choice and medical fitness of the concerned Defence Forces personnel.

(v) During the lateral shift the pay fixed in the pay band and the grade pay of the employee shall be protected. Once the lateral shift is made, the military special pay will no longer be payable. However, while fixing pay in the corresponding pay band and grade pay on the civilian side, the Military Service Pay will also be taken into account so that there is no drop in the salary.

(vi) The lateral shift, whether in CPOs or in one of the defence civilian organisations, will be to a post carrying same pay band and grade pay as being drawn by the concerned person in the Defence Forces at the time of lateral shift .

(vii) The Defence Forces personnel would have the option not to opt for the lateral shift. In such a scenario, the personnel shall retire at the stipulated age prescribed for the rank held by him/her in the Defence Forces. Pension as per the normal pension rules will then be payable. Since life time appointment would be offered under the scheme, no special pensionary benefits that were being given to compensate for the short tenure in the Defence Forces would henceforth be available.

(viii) The seniority of the concerned personnel on being laterally shifted to CPOs/defence civilian organisations will be determined on the basis of the date on which they were appointed in that specific pay band and grade pay in the Defence Forces. Thus, the seniority shall be fully protected during the lateral shift to CPOs/defence civilian organisations. In accordance with the extant rules, the Defence Forces personnel laterally shifted to the CPOs/defence civilian organisations will continue to be governed by the pension scheme which governed them during their tenure in the Defence Forces. Consequently, they will fall outside the purview of the New Pension Scheme".

5.4.4. Elaborating on the financial and social benefits of the proposed scheme, the Report said that *"This scheme will not only make available sufficient number of trained manpower for CPOs as well as defence civilian organisations but will also curtail the pension bill of the Government significantly. It is estimated that the Government spends nearly Rs.100 crore per annum on recruitment and training of personnel for CPOs and defence civilian organisations. This expenditure will be completely saved. Further the Government will have to pay pension to the retiring Defence Forces personnel only after 30/33 years of service as against 17 years of service at present. This will result in a further saving of Rs.700 crore per year. These savings will grow cumulatively for a period of 13 years. Therefore, at the end of 13 years the annual savings on this account will be to the tune of Rs.7800 crore at constant price index. The Government will also not have to provide for special measures and find means of providing rehabilitation of ex-Defence Forces personnel. This will have other side benefits because the trained manpower of the Defence Forces will be engaged in a life time employment and no subversive elements will be able to misguide them for anti social activities."* Finally concluding on the issue, the Sixth CPC Report said that *"Discussions in preceding paragraphs would clearly show that the scheme of lateral shift of Defence Forces personnel in CPOs/various defence civilian organisations is extremely viable, beneficial and no real drawbacks exist in effective implementation of this scheme. This will not only result in substantial financial savings for the Government but will also guarantee a life time employment to the Defence Forces personnel. The Government will also benefit by getting an abundant supply of trained manpower for induction into various posts in CPOs/defence civilian organizations. The scheme, therefore, should be implemented in its entirety without any delay."* However, despite all the foreseeable advantages in terms of financial benefits, morale boosting for Ex Servicemen, and also ready availability of trained and experienced manpower to Para Military Forces, the scheme was not implemented.

5.5. **Standing Committee on Defence (2004-05), Fourteenth Lok Sabha**

5.5.1. Standing Committee on Defence (2004-05), Fourteenth Lok Sabha headed by Shri Balasaheb Vikhe Patil, Member Lok Sabha as Chairman and a large number of MPs from both houses of the Parliament as members in its fourth report, presented to Lok Sabha on 26 Apr 2005 and laid in Rajya Sabha on the same day on "*Action Taken by the Government on the Recommendations contained in the 20th Report of the Committee (Thirteenth Lok Sabha) on 'Welfare of Servicemen and Ex-Servicemen'*" has addressed large number of issues like 'National Commission for Ex-Servicemen', 'Resettlement of Ex-Servicemen', 'Reservations for Ex-Servicemen in Government Jobs' and 'Monitoring Mechanisms for same', i.e. the issues directly related to second career for Ex Servicemen.

5.5.2. **National Commission for Ex-Servicemen.** On this issue, it was observed that Ministry of Defence was not convinced about setting up of a dedicated National Commission for Ex-Servicemen, considering it as merely 'duplication of efforts' since DGR and Kendriya Sainik Board already existed. However, the Standing Committee on Defence said that "*The Committee are not convinced with the reply of the Ministry of Defence that the constitution of National Commission on Ex-Servicemen would be mere addition to the existing set-up within the Ministry tasked to look after welfare of Ex-Servicemen. The Committee also note that the existing structure of organisations for the purpose lacks accountability in their functioning and thus welfare issues not being addressed in earnest manner. The Committee, therefore, strongly reiterate their earlier demand that setting up of 'National Commission on Ex-Servicemen', with statutory rights to fix responsibility on different Sainik Boards and State Governments in regard to rehabilitation of Ex-Servicemen, should be taken up in expeditious manner by the Ministry of Defence. The Commission shall also be liable to present annual report on the subject to the Parliament every year.*"

5.5.3. **Resettlement of Ex-Servicemen.** On the issue of Resettlement of Ex-Servicemen, the Committee showed mixed response while it was happy

to note that a separate department had been created to look into the issues of Ex-Servicemen, the Committee was not very satisfied with the functioning of this department. It was said that, "The Committee are happy to note that a separate Department has been created in the Ministry of Defence to exclusively deal with problems of ex-servicemen. The Committee hope that the new Department will be able to address the needs of ex-servicemen effectively. The Committee are, however, concerned to note that Rajya Sainik Boards and Zila Sainik Boards have been facing certain constraints in their working like inadequate infrastructure support, vacancies in the Boards etc. which are to be addressed by respective State Governments. In this connection, the Committee have been informed that Central Government provides 50 per cent of the establishment expenditure of the Rajya Sainik Boards and Zila Sainik Boards and the rest is borne by the concerned State Governments. As most of the State Governments are facing resource constraints, and thus unable to provide their share, the welfare and rehabilitation programmes are suffering. Therefore, the Committee recommend that since it is the primary responsibility of Central Government to look after the welfare and rehabilitation of ex-servicemen, the Ministry should consider enhancing the share of Central Government in funding for their welfare. The Committee further desire that in addition to other welfare measures being in place, the Government should also encourage the creation of Self Help Groups (SHGs) so that the problems of ex-servicemen are addressed at the grass-root level. The newly created department for ex-servicemen should chalk out a scheme in this regard as also examine the possibility of engaging various specialised experts to help rehabilitation of ex-servicemen. The State Governments may be asked to appoint consultative and advisory Committees consisting of experts from various fields. The Committee are unhappy to note that State are not following the guidelines laid down by DGR that Rajya Sainik Board and Zila Sainik Board should be staffed by ex-servicemen and have employed civilian officers etc. to manage them thereby diluting the role of ex-servicemen in managing their own affairs. The Committee desire that the Ministry should take up the matter with State Government regarding appointment of ex-servicemen to the various posts in Rajya Sainik Boards and Zila Sainik Boards so that the multifarious to utilise

their vast experience in formulation of different programmes and policies for their welfare and also pursue the matter of State share for the better functioning of RSBs & ZSBs.”

5.5.4. On the issue of training of retiring and retired personnel, the Committee showed dissatisfaction over non opening of training institutes for the purpose by the Government and recommended full fees for such courses be borne by the Government. The Committee stressed upon suitable monitoring mechanisms for DGR to know how many personnel trained and employed in Defence establishment among the Ex-servicemen. It was said that *“The Committee are constrained to note that Ministry of Defence has not opened any training centers for ex-servicemen and they only outsource the training to private agencies. The Committee further note that most of the courses which are of too short duration and of very casual nature are not recognised by AICTE or any other University. The Committee feel that because of unsuitability of these Courses, the retiring defence personnel/ ex-servicemen are not keen on taking these training course. The Committee are of strong view that the Government should invest in opening training centres on their own for ex-servicemen which are recognised to impart them skilled training so as to facilitate them to find employment. The Committee desire that Government should play a proactive role in improving skilled training to ex-servicemen keeping in view the anticipated re-employment opportunities in the public/private sector, The Committee further desire that the full cost of various courses should be borne by the Government so that the course duly recognised by AICTE/University are available to the servicemen/ex-servicemen. The Committee also observe that DGR did not have full information about the number of ex-servicemen who were imparted training and also the number of ex-servicemen who were employed in various Defence establishments. The Committee, therefore, desire that DGR should maintain the proper data as per charter given to him and ensure that maximum ex-servicemen are re-employed in various Defence organisations. The Committee feel that this organization looked static and the Ministry should make efforts to make it more dynamic.”*

5.5.5. **Re-employment of Ex Servicemen in Government Jobs.** The Committee was unhappy with not only the number of ex servicemen being inducted in Government jobs despite the laid down reservation and Relaxation of norms policies of the Government, but also the fact that there was no monitoring mechanism in place to ensure that jobs reserved for ex servicemen get filled by ex servicemen only. Even appalling was the fact that the basic understanding of 50% ceiling on reservations was not understood by the Ministry of Defence. It was said by the Committee that *"The Committee are surprised to note that out of approximately 60,000 defence personnel retiring every year, merely 30 per cent are absorbed in Government jobs and public Sector Undertakings despite the fact that DoP&T has exclusively issued instructions to ensure reservations for ex-servicemen in Group 'C' and 'D' posts. The Committee note the efforts of DGR in regard to their placement and feel that the outcome of these efforts was unsatisfactory. The Committee feel that there is need to improve the working of this organization and monitor it closely. The Committee, therefore, recommend the Ministry of Defence to urgently evolve a monitoring mechanism so as to coordinate with Public/Private Sector Undertakings, Banks etc. for placement of retired defence personnel as per their eligibility and suitability and strictly oversee that the DoP&T instructions in this regard are implemented in letter and spirit. The Committee further recommend that the Ministry, besides constantly exploring their appropriate placement in other offices, should earnestly strive to insure their absorption in their own offices and Defence PSUs across the Country. In this connection, the Ministry should also take up the matter with the Ministry of Law so as to provide for reservation in various categories of jobs in Ministry of Defence and its Undertakings. Suitable training should be provided to PBOR so that they take advantage of these reservations. The Committee would like to know the action taken by the Government in this matter within 6 months of the presentation of this report. The Committee also note with serious concern the misconception about ceiling of 50 per cent vertical reservation to deferent strata of the society as laid down by the Supreme Court. The Committee note that it enjoins 10 per cent reservation in Group 'C' posts and 20 per cent in Group 'D' posts in Government jobs to all the ex-servicemen. The Committee, therefore, recommend that the Ministry*

should take up this issue with DoP&T and the Ministry of Law to ensure the benefit of reservation in various categories of posts so as to accommodate and address the re-employment matters of ex servicemen in justifiable perspective.”

5.6 Thus, it emerges that a number of studies have been conducted in the past with regard to second career options for Ex-Servicemen. The reports of these Committees show that it might be possible to create opportunities within government sector itself to provide re-employment to Ex-Servicemen without any additional burden to the National exchequer. The recommendations of these Committees suggest that providing second career options within government sector to retiring Armed Forces personnel may actually accrue benefits to all stakeholders – the Armed Forces, the Para Military Forces/ other Government departments where these Ex-Servicemen may get employed and the Government per se. Common entrance for Central Para Military Forces and Armed Forces and lateral inductions of prematurely retiring Armed Forces personnel to other Government departments may result in immense financial benefit to the Government in terms of decrease in pension bill as has been brought out in detail by Sixth CPC. Moreover, it may ensure availability of trained and experienced manpower for Para Military forces and also make the Armed Forces even younger than the present. In Chapter VII, it will be seen that why despite such foreseeable gains, these schemes could not be implemented.