

ESTIMATES COMMITTEE
(1980-81)

(SEVENTH LOK SABHA)

FIFTEENTH REPORT
ON
MINISTRY OF DEFENCE
RESETTLEMENT OF EX-SERVICEMEN



Presented in Lok Sabha on 3

LOK SABHA SECRETARIAT
NEW DELHI

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Corrigenda to 15th Report of Estimates Committee
on the Ministry of Defence - Resettlement of
Ex-Servicemen.

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			this constantly in mind. Our EX-Servicemen are	
			disciplined and trained and there is no reason why	
			many of them cannot be gainfully employed in	
			various development activities."	
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(1980-81)

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9. Shri Virbhadra Singh

INTRODUCTION

1. The Chairman of Estimates Committee, having been authorised by the Committee to submit the Report on their behalf, present this Fifteenth Report on Ministry of Defence—Resettlement of Ex-Servicemen.

2. The Sub-Committee on Defence took evidence of the representatives of the Ministry of Defence on 9 and 10 February, 1981. The Committee wish to express their thanks to the officers of the Ministry for placing before them the material and information desired in connection with the examination of the subject and giving evidence before the Sub-Committee.

3. The Committee also wish to express their thanks to Indian Ex-Services League and Air Force Association, New Delhi for furnishing memoranda and also for giving evidence before the Sub-Committee and making valuable suggestions.

4. The Committee also wish to express their thanks to all the organisations, individuals etc. who furnished memoranda on the subject.

5. The report was considered and approved by the sub-Committee on 20th April, 1981 and finally adopted by the Committee later on the same day.

6. For facility of reference the recommendations/observations of the Committee have been printed in thick type in the body of the Report. A summary of the recommendations/observations is appended to the Report (Appendix).



S. B. P. PATTABHI RAMA RAO,

*Chairman,
Estimates Committee.*

NEW DELHI

April 24, 1981.

Vaisakha 4, 1903 (Saka)

CHAPTER I

PROBLEM OF RESETTLEMENT

1.1 In India, more than 70,000 service personnel including about 900 officers, retire or are released from the three Defence Services every year. As the policy is to keep the Armed Forces young and active, the officers and men retire or are released at a fairly young age—at an age when they are physically fit, mentally alert and have many of their family commitments still to be fulfilled. Since their early retirement is because of the compulsions of service, an obligation devolves on the government to assist them in finding appropriate avenues for supplementing their income with dignity.

1.2 The Government of India has, therefore, set up an organisation called the Directorate General Resettlement, under the Ministry of Defence, to look after the problems of ex-service personnel and of their widows and dependents, particularly with regard to their resettlement.

1.3 Beside, the Headquarters establishment, there are four Zonal Directors of Resettlement attached to the four Army Commands to coordinate resettlement work with the State Governments. Another organisation, Kendriya Sainik Board (formerly known as Indian Soldiers', Sailors' and Airmens' Board) undertakes welfare work for the ex-servicemen, their families and the families of serving personnel. This Board is a part of the Directorate General Resettlement.

1.4 The Directorate General Resettlement, functioning directly under the Ministry of Defence, is responsible for the resettlement of ex-service personnel, including officers and those disabled and their widows/dependents through employment in Government service, public and private sectors, on land, industry, individually or through cooperative societies, provision of housing and other new avenues, as may be possible.

1.5 Some of the important functions are summarised below :—

- (i) The Directorate General Resettlement supervises the functions of the office of the Kendriya Sainik Board and directs and controls the activities and effective functioning of the Sainik Board Organisations with the State Governments viz., Rajya Sainik Boards and Zila Sainik Boards.
- (ii) Organization of vocational training for officers and other, both fit as well as disabled in the existing institutions, if possible, or in new ones which may be set up.
- (iii) Welfare of the ex-servicemen and families of serving/deceased personnel.
- (iv) Liaison with the Central Ministries and Departments, Service Headquarters, State Governments and public and private sector.
- (v) Maintenance and administration of various Central Welfare Funds under the guidance of Managing Committees.
- (vi) Effective publicity of the measures taken by the Government through all available means.

1.6 The twin objectives of the resettlement programme of the Directorate General are to ensure a smooth change over of the service personnel to civil life, and maximum exploitation of their skills, training and experience for the good of the community.

1.7 The Director General Resettlement (DGR) informed the Committee during evidence (Feb. 1981) that, according to a rough estimate made by them, there are 23-24 lakhs ex-servicemen in the country at present. If the families of Ex-Servicemen are included, the estimated figure would go upto 43 lakhs. The Defence Secretary stated that the method adopted for estimating the figures was not satisfactory but this figure was a kind of patch work which could have some kind of a basis for our planning. The Defence Secretary added that he had discussed with States the need for having a census of ex-servicemen by collecting accurate figures. Asked if the census of ex-servicemen could not be made as part of the general census, the Director General Resettlement replied that they had approached the authority concerned but they refused to include this matter in the current census (1981). He added that at a recent meeting of the Kendriya Sainik Board held on 29 October, 1980 a decision was taken that the States should carry out this census of ex-servicemen through their revenue authorities. Some States had done it while others were in the process of doing it. At the meeting of the Kendriya Sainik Board, the Chief Ministers were requested to expedite this census.

1.8 In a memorandum to the Committee it has been stated that "there are signs of discontentment unhappiness, resentment among ex-servicemen. There are indications that they are being approached befriended and patronised by undesirable elements. It will be a sad day when these trained gallant men through lack of funds and occupation join these elements and engage in undesirable pursuits".

1.9 The dissatisfaction among ex-servicemen has been the theme of a large number of memoranda received from ex-servicemen and their organisations. In an article appearing in a leading paper (Nov. 1980), it has been stated that....."it is essential, that national policy is evolved to utilise their (Ex-servicemen's) services. If this is not done then these men will undoubtedly get frustrated, turn bitter and swell the ranks of discontented and the unruly thus adding to the law and order problems which are already grave".

1.10 During evidence, the Defence Secretary stated "There is a good deal of truth in the comment that there is bound to be discontentment and unhappiness if things are not properly done for these people who have served the country and who are now in difficulties having lot of problems. Government is very much aware of this. I could assure you that there is a good deal of thinking on the subject in the policy-makers and in the senior officers who have to give suggestions and advice in this regard and those who are to implement them. It is entirely true that these gallant men who fought for the country, after they are out of service—in most cases at a very young age when they can do a lot of active work both for looking after themselves and for looking after the country's development programme should not be left in the lurch". He added that without going into details of our thinking subject-wise, Government were wanting to

evolve a national policy in this regard. They had to consider how to satisfy the legitimate expectation of Servicemen who could not be continued in Armed Forces because of certain physical standards, to have a chance to work like others upto reasonable age limit of 58.

1.11 The Committee draw attention to the following percentages of preferences of retiring servicemen given in the introduction to the official publication "Guide to Resettlement of Ex-Servicemen" issued by DG Resettlement on Jan., 79,

- (a) 40% prefer to go back on agricultural occupations,
- (b) 15% prefer to go for self-employment,
- (c) 20% seek employment in skilled trades,
- (d) 25% go to other fields.

1.12 When the attention of the Ministry was invited during evidence to the views of non-official organisations that these figures were "extremely misleading and inaccurate", and that 90% of the ex-servicemen would prefer to look for jobs or self-employment avenues on retirement, Defence Secretary stated that, frankly speaking, their Ministry did not have accurate figures in regard to preferences or placements. Director-General, Resettlement stated that the aforesaid figures had been derived from the data with Statistical Survey of the Army Headquarters carried out in 1971. When asked to comment on the view expressed vide Memorandum to the Committee that about 90% of Ex-Servicemen looked for jobs or self-employment avenues on retirement, the Defence Secretary stated "I think this figure of 90% is a realistic figure."

1.13 In a written reply the Ministry have stated that according to the records maintained by the Employment Exchanges all over India 1,49,689 ex-servicemen were on their live register at the end of December 1978 and the number of ex-servicemen increased to 1,59,824 at the end of December 1979. Apparently the number of ex-servicemen seeking re-employment is on the increase. However, exact percentage of Servicemen seeking jobs cannot to be determined unless an All India Survey is carried out.

1.14 While replying to the debate on Demands for Grants of Defence Ministry in Lok Sabha on 9 April, 1981, Prime Minister stated :

"Of course there are problems. The forces have to be kept always in a fit and fighting condition. A youthful profile has, therefore, to be maintained and because of this, as many as 70,000 personnel are retired annually at a comparatively young age. Finding alternative occupations for them is a national responsibility. We do treat this question with a sense of urgency. A series of measures have been taken for the welfare and rehabilitation of ex-servicemen. The State Governments and the private sector industries have been urged to keep this constantly in mind. Our ex-servicemen are disciplined and trained, and there is no reason why many of them cannot be gainfully employed in various developmental activities."

1.15 According to a rough estimate made by the Director General Resettlement there are 23-24 lakh ex-servicemen in the country at present. Every year more than 70,000 service personnel (including about 900 officers) retire or are released from three Defence Services. This is a body

of gallant and disciplined men whose patriotism, dedication, spirit of sacrifice have been tested more than once and acknowledged by high and low in glowing terms. They go out of active service at a much younger age as compared to their counterparts in other Government organisations not on their own but because they are released or retired at a comparatively early age to keep the armed forces young and active in national interest even when they are physically fit mentally alert and have many of the family commitments still to be fulfilled.

1.16 From the large number of memoranda received from ex-servicemen and their organisations, the Committee are pained to find that there is great discontentment, bitterness and resentment among ex-servicemen over, what they think, Government's indifference to their plight and inadequacies of Government measures for their rehabilitation. Their problems are not new; their competence, calibre, dedication to duty, habitual discipline they are accustomed to, capability are not unknown; the Defence Ministry's concern for them is also not in doubt. Then, why is it that enough has not been done for them and they feel let down.

1.17 The Committee have gone into the ex-servicemen's problems and the performance of Defence Ministry in this regard. The Committee feel that though a lot has been done for them, they deserve much more. The Committee feel that what is lacking is, not sincerity and sympathy in the Defence Ministry which is in fact writ large in each action that they take but corporate planning, a systematic, concerted and conclusive action, effective coordination and regular feed-back. What is, therefore, needed is a hard look at the system as a whole with a view to making it methodical, dynamic and result-oriented. If this is done, individual problems will get automatically sorted out.

1.18 The Committee cannot be better than inviting attention in the observations made by Prime Minister in Lok Sabha on 9 April, 1981 on the question of resettlement of ex-servicemen. She stated : "Finding alternative occupations for them (ex-servicemen) is a national responsibility. We do treat this question with a sense of urgency. A series of measures have been taken for the welfare and rehabilitation of ex-servicemen. The State Government and the private sector industries have been urged to have been taken for the welfare and rehabilitation of ex-servicemen. They are trained and there is no reason why many of them cannot be gainfully employed in various development activities." The Committee would like the Defence Ministry to apprise the State Government, public and private sector undertakings of the Prime Minister's observations and urge them to deem it a national responsibility to help the ex-servicemen in settling down in jobs and occupations with a sense of urgency. (S. No. 2)

1.19 The Committee feel that absence of a comprehensive national policy for ex-servicemen is a major reason for their unsatisfactory rehabilitation. They would, recommend that a national policy dealing with all aspects of rehabilitation of ex-servicemen and based on the approach outlined by Prime Minister in her speech in Lok Sabha on 9 April, 1981 should be evolved, and laid before Parliament at an early date and adopted for implementation at national scale. (S. No. 3)

1.20 The Committee have, in this report, gone into some of the important problems concerning, ex-servicemen as a class and made recommendations in the hope that the Defence Ministry will view them in the spirit in which they have been made and implement them with a sense of seriousness to achieve satisfactory and speedy rehabilitation of ex-servicemen about whom not only the Ministry or the Committee but the whole country, is feeling concerned; and which is necessary not only for the economic well being of the ex-servicemen alone but also for keeping up the morale of the serving personnel of the Defence Services. (S. No. 4)

1.21 Defence Secretary has informed the Committee that the method adopted to arrive at the figure of 23-24 lakh as the total number of ex-servicemen in the country was not satisfactory, it was a kind of patch work to have some basis for planning. This, in the Committee's view, is the first lacuna in the system. Unless the magnitude of a problem is known fair accurate solutions cannot be properly planned. The decision now carry out a census of ex-servicemen in the country through the State agencies is a welcome decision. The census is stated to be under way. The Committee would expect the Defence Ministry to ensure speedy completion of the census work and use the census figures for a more methodical planning of rehabilitation work. (S. No. 5)

1.22 The Committee would expect that the figures arrived at in the census of ex-servicemen, which is underway, would be updated from time to time. For this purpose the Defence Ministry may evolve a suitable formula or system. (S. No. 6)

1.23 The Committee do not see any reason why the authorities concerned with the decennial census could not agree to do census of ex-servicemen also along with the countrywide enumeration of population done earlier this year (1981). The Defence Ministry should arrange with the census authorities to do so in future. (S. No. 7)

1.24 The official figures published in the introduction to "Guide to Resettlement of Ex-servicemen (Jan. 1979)" according to which 35 p.c. of ex-servicemen preferred to go in for self employment or employment in skilled trade are not accurate. The Defence Secretary admitted in evidence that about 90 per cent of the ex-servicemen looking for jobs or self-employment avenues on retirement would be a realistic figure. The Committee would like that official publications should give accurate figures to avoid any distortion in the appreciation of the problem (S. No. 8)

CHAPTER II

RESETTLEMENT TRAINING FACILITIES

(a) Training of Defence Personnel (other than officers)

2.1 It has been stated in a memorandum that at present the facility provided for pre-release training is very limited. Hardly 10 per cent of the retiring soldiers are given such training and that too for a limited period and in a limited number of trades or profession. The Ministry have stated that pre-release training is arranged for retiring Defence Services personnel (JCOs & ORs) in technical, non-technical and agro-based vocations covering 57 trades for approximately 3,450 personnel per annum.

2.2 Retiring servicemen volunteering for training are selected by the Services Hqrs. for various courses. The courses are included in the annual training programme, keeping in view the recommendations made by the Services Hqrs. for inclusion/exclusion of a particular type of training.

2.3 A statement showing the details of the training capacity, number of personnel (JCOs & ORs) trained and shortfalls since last five years, is given below (1980) :—

Year	Total Trg. Capacity	No. of personnel trained	Shortfall
1976-77	2656	1376	1280
1977-78	2801	2110	691
1978-79	3239	2125	1114
1979-80	3084	2477	607
1980-81	3458	1965*	..

2.4. The training capacity includes 1000 seats secured in various ITIs scattered throughout the country. The total allotment of seats and the seats utilised for the last five years, are as under :

Year	Seats Allotted				Seats Utilised			
	Army	Navy	A.F.	Total	Army	Navy	A.F.	Total
1976	700	100	200	1000	136	7	142	285
1977	550	50	400	1000	506	15	294	815
1978	650	50	300	1000	353	10	231	594
1979	600	15	385	1000	597	3	264	864
1980	700	25	275	1000	377	19	355	751

*Figures from army training institutes awaited.

2.5 Explaining the reasons for shortfall in utilisation of the training facilities the Ministry have stated that at present sufficient number of servicemen are not volunteering to fill up the available vacancies arranged by Directorate General Resettlement. A special cell known as "AG Resettlement Cell" been created to detail, supervise and monitor the service personnel for the courses so that they can be fully utilised.

2.6 In an other reply, the Ministry of Defence have stated that Service Headquarters, in view of their operational commitment and also shortage of manpower have not been utilising even the vacancies OR courses offered to them. Now instructions have been issued to detail adequate number of men in the last year of their service on the course on the Job Training. The D.G.R. stated during evidence that the basic reason for under utilisation was the reluctance of the Unit Commandars to spare men for training.

2.7 Regarding courses in ITIs it has been stated that ITIs run two courses, one of one year and the second of two years. One of the reasons for under utilisation of vacancies in ITIs is that trainees are required to do the second half of these courses i.e. 6 months/one year after retirement. For the second part of the course the students receive a stipend, the amount of which varies from 100 to 200 per month. All States were requested to increase the stipend to Rs. 250 per month. Four States, Karnataka, Gujarat, Punjab and Madhya Pradesh have already increased the stipends and other States are also expected to do so.

2.8 The DGR stated during evidence that after retirement there was sudden drop in income and therefore some times, the ex-serviceman found it difficult to continue the training.

2.9 The Committee asked whether the training facilities available were not inadequate as compared to about 70,000 servicemen released every year. The Director General stated that "now the Government has accepted the responsibility to train all those who volunteer for training during the last year of their service." With the introduction of a new scheme, the number of trainees would go up. Under the new 'on-the-Job Training' Scheme, scheduled to be introduced w.e.f. 1st March, 1981, initially 2,000 personnel are proposed to be trained during 1981. The scheme would gradually cover 10,00 personnel annually. In consequence the units would have to spare a larger number of men for vocational training. But sparing of a larger number of personnel from units for vocational training would affect their operational efficiency. This aspect would have to be examined in depth. In case the scheme affected the operational efficiency of units, Government might have to be approached to provide replacements. The witness added that "so far due emphasis had not been laid on vocational training and hence the problem of sparing a large number of men in the last year of their service has not arisen."

2.10 The Committee desired to be furnished with a note on the new training scheme. In a note, the Ministry of Defence have stated that based on the recommendations of the Working Group constituted by the Department of Personnel and Administrative Reforms, a comprehensive training plan was drawn up with the prime intention of offering training facilities

to all the retiring service personnel from the three Services. Under this scheme, training is proposed to be given to the retiring servicemen as under :—

	No. proposed to be trained
(a) Training in non-technical trades like Fire Fighting, Catering, Health Assistants, Teaching, Driving, Stenography, Typing, PTIs, Industrial Security, Forestry, etc.	12,500
(b) Training in agricultural vocations like Tractor Mechanic, Farm Machinery Utilisation, Poultry Farming, Dairying Scientific, Agriculture, Fruit & Vegetable Growing, Crop Production, Bee Keeping, etc.	20,000
(c) Training for self-employment like TV Technology, Tyre Retreading, Motor/Scooter Repairing/Serviceing, Industrial Entrepreneurship, LIC Trg., Bakery, Fisheries, Bicycle Repairing, Typewriter Repairing, Tannery, etc.	7,500
(d) Training in technical trades like, 'On the Job Training' engineering trades available in ITIs, etc.	10,000
	----- 50,000 -----

2.11 On the Job Training Scheme, which formed a part of technical training has now been delinked from it and Government sanction has been accorded for starting it with effect from March 1981. Under this scheme, 9 months training is proposed to be given to retiring servicemen during the last year of this service in 10 selected technical trades at various Public Sector Undertakings spread over throughout the country. Under the scheme 2000 personnel will be trained during 1981. The scheme is to be expanded gradually so as to train 10,000 servicemen annually in the next five years. Besides, 1000 seats are reserved for retiring servicemen for training in various engineering and non-engineering trades in Industrial Training Institutes (ITIs) in the country.

2.12 After successful completion of the training, service personnel will be considered for absorption in these Public Sector Undertakings/Ordnance Factories. Necessary Government directive has been issued in this regard by the Ministry and the Bureau of Public Enterprises to the Departmental and Public Sector Undertakings under their respective control. The Department of personnel & A.R. have also issued similar instructions to the Ministry of Railways and Post and Telegraph Department for implementation of the Government directive.

Agriculture Vocations

2.13 For agriculture and farm-based training, A Task Force of the Ministry of Agriculture submitted its report to the Ministry of Agriculture

on 29th October, 1980, suggesting provision of training facilities to retiring servicemen as under :—

First Year	.	.	.	.	4,000
Second Year	.	.	.	.	8,000
Third Year	.	.	.	.	12,000
Fourth Year	.	.	.	.	18,000
Fifth Year	.	.	.	.	20,000

2.14 The total cost estimated by the Task Force for provision of training facilities to 20,000 servicemen, comes to Rs. 500 lakhs over a period of five years. Since the Ministry of Agriculture had not projected this requirement to the Planning Commission while making plan allocations for that Ministry, the scheme has been shelved for want of funds. However, a fresh proposal to impart training initially to 2,000 personnel has since been taken up with the Ministry of Agriculture.

2.15 It has been suggested in a memorandum that in order to stop exodus to cities in search of employment, ex-Servicemen coming from villages must be given vocational training to undertake jobs in village industries, sanitation, basic health, roads and house construction and as primary teachers. With this and their basic and disciplined training they can collectively improve village life.

2.16 In a written reply, the Ministry have stated that under the existing agro-based training scheme, approximately 1200 personnel are being trained in various vocational trades to undertake jobs in village industries. Another proposal for training 4,000 additional servicemen in agriculture and farm based vocations is under consideration.

2.17 During evidence, the Defence Secretary informed the Committee that a training scheme, called National Scheme of Training Rural Youth for Self Employment (TRYSEM), had also been evolved by Department of Rural Reconstruction which would help ex-Servicemen to settle in villages.

2.18 In August 1979, Directorate General Resettlement asked Secretaries Rajya Sainik Board to approach State Governments to reserve certain quota exclusively for ex-servicemen under the training schemes for Intensive Rural Development Programme and TRYSEM. The matter is under consideration by them. Punjab Dairy Development Board have, reserved 20 per cent of seats for ex-servicemen for training in the field of dairying and animal husbandry.

Crash Programme

2.19 During the tour of the Study Group II of the Estimates Committee they were informed by Government of Haryana that in Haryana the main reason for not filling the reserved vacancies is due to non-availability of professionally trained ex-servicemen Action has been initiated by Haryana Government for organising crash training programme of ex-servicemen under Director, Industrial Training.

2.20 The Defence Secretary agreed during evidence that there was need for such a 'Crash Programme' and added that the matter was engaging the attention of the Ministry of Defence.

2.21 In a Memorandum to the Committee it has been suggested the training schemes should be business oriented and the training scheme for Gorkhas at Raiwala has been commended. Asked about his views on the scheme the D.G.R. stated during evidence the training there was confined only to Nepali Gorkhas and was being organised under the aegis of the Army Headquarters. The Ministry had given some funds for the Raiwala centre from Welfare funds. Other centres were also conducting vocational training on a small scale. Artillery centre and signal centre were also organising some vocational training. Asked whether this facility could not be extended to other centres, the D.G.R. stated that it was a question whether the regimental centre should take up this task.

2.22 D.G.R. it was stated organised training courses as an on-going exercise depending on the demand and scrapped those courses which were not popular.

In-Service training

2.23 Asked whether it was not possible to impart vocational training by keeping apart some time for the purpose during the week, the Defence Secretary replies "This idea has been agitating my mind also".

(b) Training of Officers

2.24 Resettlement training courses are organised primarily for officers who are below 55 years of age or due to retire during the next 18 months or have retired during the past 12 months and are not re-employed/resettled. Each application is considered on the merits of the case, allotment of vacancies is need based and due consideration is given to the date of superannuation of eligible officers. Priorities are accorded to those who have not attended any major resettlement courses. No action is taken on applications from officers who do not have minimum pensionable service.

2.25 Presently the Directorate of Training in the Directorate General Resettlement is arranging small duration courses for a duration of 4 to 6 weeks in the following disciplines :—

- (a) Personnel Management & Industrial Relations
- (b) Export Management
- (c) Hotel Management
- (d) Labour Law
- (e) Security & Safety Management
- (f) Integrated Dairy Products

2.26 This is mainly due to the limited grant available for training purposes and the officers are required to attend the courses during their leave period only.

2.27 A proposal for increasing the existing number of courses to 11 with a total estimated expenditure of Rs. 1,66,000 against the present meagre grant of Rs. 40,000 has been put up to the Government for consideration and approval. In order to cover all retiring officers under the scheme of resettlement training, the annual expenditure is likely to reach Rs. 5 lakhs.

2.28 The Defence Officers who retire every year number 900 approximately. The number of officers who were given training before retirement during the last 5 years is as follows :

	Officers volunteered	Officers actually trained
1975-76	290	290
1976-77	698*	518
1977-78	401	376
1978-79	427	379
1979-80	441	400

2.29 The Committee pointed out that training opportunities were provided to about 45 per cent of the retiring officers whereas this percentage in the case of other ranks was negligible (about 5 per cent). The Director General Resettlement stated that some of the officers had done more than one course. The Defence Secretary stated "The fact is that the number of other ranks retiring is very large. The capacity to train is very limited . . . it will be quite clear that the incidence of training is more for officers than others, the reason being the availability of opportunity and the difficulties in organising it." In a written reply, the Ministry have subsequently stated that the impression that more emphasis is being laid on training officers as compared to ORs is not correct. This is borne out from the fact that 105 courses have been planned for the O.Rs as opposed to 24 courses for officers.

2.30 It has been stated in a Memorandum that short familiarisation courses have a limited value for self-employment schemes. Retiring servicemen should be encouraged to undergo recognised courses in institutions in colleges and Universities and secure the respective degree or diploma, which would enable them to secure employment after retirement.

2.31 The Ministry have stated that short familiarisation courses are at present provided to the defence service personnel during their last 18 months of service Personnel with more than 18 months to serve are encouraged to undergo recognised courses in various institutions/universities to secure a degree or diploma.

2.32 DG Resettlement has initiated a case with 'Delhi University, Jammu University and Indian Institute of Foreign Trade for Post Graduate courses in Personnel Management and Industrial Relations, Business Management and Export Management. However, due to the non-availability of funds and the restrictions on study leave for attending such courses, these could not be further progressed. Jammu University has, however, accepted to conduct the Business Management course on correspondence basis for which defence service personnel are being sponsored. Director General Military Training is to put up proposal for study leave for officers while in service to enhance their educational/professional qualifications. The case is under consideration.

*Rejection due to MBA Correspondence Course.

2.33 In the meantime, officers are being encouraged to take up correspondence course with various institutions/universities to enhance their educational qualifications.

(c) Training of Disabled Ex-Servicemen

2.34 In a memorandum it has been stated that much more needs to be done for disabled ex-servicemen in first overcoming their disability medically/surgically and then in their training and finally their placement in industry or Government offices.

2.35 According to the Ministry Disabled ex-servicemen are given training in vocations suited to their physical capability, in Queen Mary's Technical School, Kirkee, Pune. A stipend of Rs. 150 per month is paid to each disabled servicemen during the period of training, from the War Bereved and Disabled Ex-servicemen Special Fund at the disposal of Kendriya Sainik Board. On completion of training a grant is given to buy tools for their self employment.

2.36 The strength of the students at Queen Mary's Technical School, Kirkee, was as under :—

	31 Mar. 79	31 Mar. 80
One year course	39	47
Two year course		
Junior Class	51	72
Senior Class	40	44
Total :	130	163

2.37.31 candidates were admitted for that two years course during August 1977 and 39 candidates for the one year course during August 1978 which ended in July, 1979.

2.38.71 candidates completed their training for the sessions ending 1977-78 and 1978-79.

2.39 The Ministry have not furnished the information about the number of disabled servicemen who actually applied for training during the last five years and the number actually taken.

2.40 During evidence, the DGR stated that the figures of overall number of disabled ex-servicemen would be substantially large and they would collect the figures.

2.41 Asked when the stipend of Rs. 150 per month was fixed and whether it needed revision, the Defence Secretary stated "something more remains to be done by us apart from leaving things to other people. either from the welfare fund or from the Central Scheme" . . . He agreed that, "it is the responsibility of the Government to look after them."

(d) Training of Widows of Servicemen and Dependants

2.42 Training in tailoring, cutting and embroidery is provided to widows of Servicemen and their female dependants in training-cum-production Centres at the State level. At present such training cum Production Centres are in operation in Rohtak (Haryana), Chhachhrauli (Haryana) and Pauri Garwal (U.P.) A sum of Rs. 100 is being paid to each trainee at these training centres for a period of one year, out of the War Breaved and Disabled Ex-servicemen Special Fund at the disposal of Kendriya Sainik Board.

2.43 The Committee desired to know why such training Centres had not been opened in other parts of the country. In a written reply, the Ministry have stated that to rehabilitate war widows who were left helpless at young age without sufficient means to support themselves and their children, a training scheme at Bakhtiawarpur (Delhi) was conceived and implemented in July 72. This project was discontinued in June 75 because the premises were taken over by the Kasturba Gandhi National Memorial Trust. The then Raksha Mantri had directed that war widows training scheme should be taken up by the State Governments. The training has been discontinued at the Central level and recognising the need of war widows, the All India War Widows Association established War Widows Home and Training-cum-Production Centres at Rohtak, Chhachhrauli and Pauri-Garwal. DGR is in contact with Rajya Sainik Boards in the various States to work out expansion plans for such centres. However, no response for such requirements has been projected by any of the States and therefore no new centres have been initiated by the DGR.

2.44 During evidence, the DGR stated that the Centres had been opened in those States/areas in which there was concentration of war-widows. In other States where war widows were not many, some small scale industries and some courses like type-writing, tailoring etc. had been started. This was being done in Madras. They would like to analyse in which areas there was requirement of Training-cum-Production Centres on a permanent basis.

(e) Survey of Job Opportunities

2.45 It has been stated in a memorandum that training in the trades and professions or employment is not related to the opportunities available as there are no statistics/forecast available with regard to the requirement for different trades. It is, therefore, necessary to evolve a system of feed back from the potential employers—Government and Public/private sector undertakings as to the likely requirement in various types of jobs/trades. The Ministry of Defence have stated that the feasibility of the suggestion is being examined.

2.46 It has subsequently been stated by the Ministry that opportunities for career in civilian life are surveyed and assessed. The Committee desired to know the details of such surveys made. The Ministry of Defence have stated in their reply that a study team of the Institute of Applied Manpower Research, Ministry of Home Affairs, had gone into the details and assessed/surveyed the prospective job opportunities and requirement of associated training facilities for rehabilitation of Defence Services Personnel, during 1977. They have made an analysis of employment opportunities for ex-service

personnel, reviewed the employment market situation and also reviewed the facilities for training. Based on this review, Directorate General Resettlement has introduced the 'On the Job Training' scheme for service personnel during the last year of service.

2.47 Directorate General Resettlement carries out survey on the basis of the demands received from the private industries for various trades which gives the trend in the employment market from time to time. Further, training courses are reviewed on the basis of the demands for the courses from the applicants. Introduction of Hotel Management Course with ITDC, Dairy Product Course with NDRI, KARNAL and initiation for a Post Graduate Diploma in Business Management by Correspondence with Jammu University are the outcome of these surveys. However, the survey is fairly limited due to inadequate staff available with the DGR.

2.48 The Defence Secretary stated during evidence that the Survey done in the past did not make a complete assessment of all the job opportunities available. For example, they were unable to complete assessment of all the job opportunities available in private sector. The Ministry proposed to undertake a comprehensive survey in consultation with the Central Ministries and States concerned. Asked about the periodicity of the surveys in the past, the witness stated that there had been no survey done periodically earlier but in future, they would certainly do that.

(f) Monitoring System

2.49 According to the Ministry the number of ex-servicemen who have found jobs after training is not available as the response from ex-servicemen or feed back information is not encouraging. It is, however, presumed that the personnel with special qualifications have no difficulty in finding suitable jobs. Asked how in the absence of this information, the Ministry ensured that the training was useful, the DGR stated during evidence that "It is a sample feed back that we get on that basis, we have given the information."

2.50 In a written reply the Ministry have stated that JCOs/OR training courses are conducted as 'Pre-Release Training' as well as "Pre-cum-Post Release Training". Under the pre-release training scheme, training vacancies are offered to the Services Headquarters who in turn detail candidates considered eligible for resettlement training. Service personnel, after undergoing resettlement training, return to their units. They take up employment or self employment only after their retirement. Feedback about the benefit of training received from them is almost nil.

2.51 The Ministry are now in the process of introducing a special feed back information system by giving pre-paid printed cost cards to the trainees. The trainees would be asked to post these post cards on their finding employment or when they start self-ventures. It is hoped that feed back from the trainees would improve.

2.52 The Committee desired to be furnished with the case studies made in this regard. In a written reply, the Ministry have stated that for ex-servicemen a few short duration courses have been conducted at DELHI,

BOMBAY, MADRAS and CALCUTTA during 1977 to 1979, Feed back information from same trainees has been received. A case study has been conducted for TV Technology course. Of the 153 ex-servicemen trained in Television Technology from 1977 to 1979, 48 have found employment or self-employment. Feed back from the remaining trainees has not been received.

2.53 As regards officers, a case study was carried out for the Executive Development programme in Industrial Security and Safety Management conducted during Jan-Feb. 1980. This study revealed that out of 39 officers who attended the course, 8 officers found employment soon after the course.

2.54 The Committee are pained to find that the pre-release training of outgoing Defence personnel has so far remained almost totally neglected. As against 70,000 defence personnel of all ranks retiring every year, pre-release training was organised for less than 2900 personnel in 1979-80 (400 officers and less than 2500 JCO and jawans). The position was no better in previous years. The explanation that sufficient number of servicemen are not volunteering to fill up the available vacancies cannot exonerate the Ministry of the charge that training positions arranged by them are utterly inadequate. Even if the total vacancies arranged by Ministry which come to 3850 (3450 for JCOs/ORs plus 400 for officers), are taken into account, pre-release training facilities would be available to a maximum of 5.5 per cent of the outgoing force and more than 66000 of the retiring servicemen (94.5 per cent) would be going out in the highly competitive world without any training or special skill to help them find jobs. If, as stated during evidence, due emphasis had not so far been laid on vocational training of serving personnel, the Defence Ministry have to explain as why it was not done. The Committee are constrained to hold the Defence Ministry squarely responsible for the continuing and gross neglect of the pre-release training of Defence Personnel for which the Committee cannot too strongly deplore them. (Sl. No. 9)

2.55 The break-up of training vacancies reveals another disturbing feature of the training programmes. While 40—45 per cent of the officers get some sort of training before retirement, the number of JCOs and ORs getting such an opportunity is hardly 5 per cent. The Ministry have stated that the impression that more emphasis is being laid on training of officers as compared to ORs is not correct as 105 courses have been planned for ORs as against 24 courses for officers. This reasoning is blatantly spurious and utterly untenable as it is the number of vacancies for officers and ORs that is material for comparative study and not the number of courses. The Committee regret to observe that instead of owning a lapse and assuring to rectify the imbalance the Ministry should be straining to justify it. (Sl. No. 10)

2.56 The explanation offered by the Ministry that sufficient number of ORs are not volunteering to fill up the available vacancies does not carry conviction with the Committee especially in view of the statement made by DGR during evidence that basic reason for inadequate response was Unit Commander's reluctance to spare ORs for training due to their

operational commitments. This problem is not there in the case of officers, 441 of whom volunteered in 1979-80 as against 400 vacancies. Similar has been the position in earlier years also. The Committee are not happy at the ORs being denied training opportunities in the name of operational commitments, when they have in any case to be released within a year or so (Sl. No. 11)

2.57. The Committee would strongly recommend that a policy decision be taken at the highest level to provide adequate number of replacements for retiring personnel a year earlier than at present for the Unit Commanders to be able to relieve the outgoing personnel well in time for training without any adverse effect on their operational efficiency, and all the Unit Commanders should be directed not to stand in the way of the personnel desirous of going in for training during the last year of their service. In fact the Unit Commanders should be directed to organise a comprehensive programme of training for all the ORs, JCOs and officers, who are due for release, in the last year of their service and earn the goodwill of both outgoing and serving personnel. (Sl. No. 12).

2.58 The Committee were concerned to note that as against a reservation of 1000 seats in the Industrial Training Institutes for retiring ORs etc. only 750 seats were utilised in 1980. It is unfortunate that when ITI training is so much in demand in the employment market, seats reserved for Defence Services have gone abegging and have never been fully utilised in the last 6 years. The Committee would like the Ministry to make sample studies of those cases in which Defence Personnel have refused to volunteer to avail of the training facilities with a view to finding the reasons therefore and taking appropriate action. (Sl. No. 13).

2.59 One of the reasons for under-utilisation of vacancies is that trainees are required to do the second half of these courses after retirement when, due to sudden drop in income, the retired ORs find it difficult to continue. For the second part of the course, a stipend of Rs. 100-200 per month is paid. The amount must have been to inadequate to meet the training expenses of the outgoing personnel otherwise they would not be letting such a good training opportunity go. The Committee note the Government's move to raise the stipend to Rs. 250 p.m. Four States (Karnataka, Gujarat, Punjab and M.P.) have already done so. The Committee would like the Ministry to pursue to matter with all other States to increase the stipend. (Sl. No. 14).

2.60 The Committee are glad to learn that the Government have now accepted responsibility to train all those who volunteer for training during the last year of their service. The Committee take note of the new comprehensive training plan now drawn up with the intension of offering training facilities to 50,000 retiring personnel every year. 1,25,000 are proposed to be trained in non-technical trades, 20,000 in agricultural vocations, 7,500 for self-employment in TV technology, motor scooter repairing etc. and 10,000 in technical trades under "on the job training" programme etc.

2.61 "On the Job Training" programme starting with 200 personnel in the first year (March 1981) and going upto 10,000 in the fifth year, will be given in various Public sector undertakings throughout the country with a view to ultimately absorbing them in these public sector undertakings

and Ordnance Factories. Necessary Government directives have been issued to public sector and departmental undertakings, Ministry of Railways and Posts and Telegraphs Department to implement this programme. The Committee welcome this initiative. The Committee would advise the Defence Ministry to closely watch and monitor the implementation of this programme at all levels with a view to ensuring this programme which has the potential of producing very encouraging results does do in actual practice from year to year. (Sl. No. 15)

2.62. The Committee are disappointed to note that the scheme formulated by the Ministry of Agriculture to train 20,000 ex-servicemen annually in agricultural vocations has been shelved for want of funds. A fresh proposal to impart training initially to 2000 personnel has since been taken up with the Ministry of Agriculture. The Committee are unable to understand why, if the Ministry of Agriculture had not got funds for training 20,000 ex-servicemen, the Defence Ministry did not explore the possibility of finding resources from their own budget. After all, the training of ex-servicemen is primarily Defence Ministry's responsibility and not that of Agriculture Ministry. The Committee would like the Defence Ministry to review the matter and not allow such a fine scheme to fade away. (Sl. No. 16)

2.63 The schemes for training in agricultural vocations as above and other similar schemes for training of personnel in village industries (1200 vacancies per annum) agricultural and fram level vocations (4000 vacancies), National Scheme for Training Rural Youth for self-employment (TRYSEM) and for Intensive Rural Development Programme have an added advantage inasmuch as these schemes can stop the exodus of ex-servicemen from rural areas to cities and will result in enrichment of village life by the collective and disciplined efforts of ex-servicemen. The Committee would urge the Defence Ministry to spare no effort to make a complete success of the schemes for training ex-servicemen in agricultural vocations, village industries, sanitation, basic health programme, roads and house construction and other skills in demand in the villages. (Sl. No. 17)

2.64. The Committee would like the Defence Ministry to include the progress made in the implementation of the new comprehensive training plan for ex-servicemen in the Annual Report of the Ministry for the information of Parliament. (Sl. No. 18)

2.65. The Committee find that the training scheme being run for Gorkhas at Raiwala has been held to be very useful by ex-servicemen. The Ministry informed that such schemes are also being run by Artillery centres and signals centres. The Committee would suggest that the Ministry should explore the possibility of extending similar schemes in other regimental centres also. (Sl. No. 19)

2.66. The Committee feel that instead of postponing the vocational training towards the last year of serving personnel's careers, it may be worthwhile starting a process whereby some time is set apart every week during the entire service career of Defence Personnel for the purpose of giving vocational training within the unit itself right from the beginning so that by the time the ORs/JCOs retire they are well-equipped in the vocation of their choice. The Committee would like the Ministry to examine this matter.

2.67 The Committee see no reason why officers who do not have minimum pensionable service are not considered for any resettlement course of training. This will be subjecting them to double hardship which is unfair. (Sl. No. 21)

2.68. At present, a large number of training courses for officers and ORs are held for a short duration and these do not earn them any degree, diploma or recognised certificate without which it is difficult, if not impossible, to find a job in the civil. Directorate General Resettlement is understood to have taken up certain proposals with certain universities for regular Post-graduate courses but due to difficulties of funds and study leave for officers attendings such courses the proposals have not progressed further. The Committee are of the view that courses for officers or ORs which do not end up with a degree or diploma or a professional certificate are of no use in employment markt. The Ministry should immediately so tie up their vocational programmes with the universities and recognised training institutes that the personnel undergoing training or pursuing vocational programmes through correspondence courses or regular courses are awarded degree or diplomas, etc. at the end of their courses. This arrangement should be made not only for officers but also for other personnel and the departmental rules like those for study leave standing in the way of such courses should be suitably amended without delay. (Sl. No. 22)

2.69. The Committee learnt during their tour that in Haryana State while reserved vacancies for ex-servicemen were available in certain fields, professionally trained ex-servicemen were not available to be appointed against those vacancies. The Government of Haryana, it is stated, have initiated crash training programme for ex-servicemen to fill such vacancies. The Committee would like the Defence Ministry to liaise with the State Governments to find out the areas in which trained ex-servicemen are not available to man the reserved posts and take initiative to organise crash programmes of training in those areas. (Sl. No. 23)

2.70. The Committee feel that the training of Defence Personnel for rehabilitation after retirement should be viewed from two angles : one, how the ex-servicemen can be rehabilitated after retirement and two, whether and how they can prove to be an asset to the nation in the event of strikes and agitations in essential services which might threaten to paralyse the normal life of the nation and hold up production and transport of essential commodities to meet the people's needs. If, with this end in view, Defence personnel are given some sort of training, over and above the training which might be of immediate relevance to their jobs or self-employment avenues after retirement, it will serve a great national purpose. In order to enable the authorities to know what type of assistance an ex-serviceman can render to the nation in such eventualities, it would be necessary for the Defence authorities to issue a suitable certificate giving the nature of training imparted to him and enumerating the nature of services he can competently handle before he retires. Ex-servicemen whose services are requisitioned on such occasions should deem it a privilege to be able to come to the rescue of the people even after retirement and should be suitably rewarded for such services. (Sl. No. 24)

2.71. Disabled servicemen are given training in vocations suited to their capability in Queen Mary's Technical School, Kirkee, Pune and a stipend of Rs. 150 p. m. is paid to them during the period of training. The Committee are glad that Government squarely accept responsibility for looking after the disabled soldiers. But in the absence of complete statistics, the Committee are not in a position to judge whether all the disabled soldiers desirous of getting vocational training are able to enrol themselves for such training. The Committee would like the Ministry to study the demand and availability of training facilities for the disabled soldiers and apprise the Committee of the measures proposed to be taken to meet the demand in full. (Sl. No. 25)

2.72. The Committee recommend that the stipend of Rs. 150 p. m. fixed some years ago for payment to disabled soldiers during the period of training should be reviewed in view of general rise in cost of living and suitably raised. (Sl. No. 26)

2.73. The responsibility of the Ministry should not end with arranging training to outgoing Defence Personnel, particularly the disabled servicemen. The Ministry must also bear the responsibility of arranging placement of disabled soldiers in suitable jobs in public and private sector after training. The Committee strongly recommend that an institutional arrangement should be made in the Directorate General Resettlement to sponsor the cases of disabled ex-servicemen and pursuing them till they are rehabilitated (Sl. No. 27).

2.74. The Committee are informed that a survey was undertaken in 1977 through the Institute of Applied Man-power Research (Ministry of Home Affairs) to assess the prospective job opportunities and requirement of associated training facilities for Defence Personnel. In the light of that survey On-the Job Training programme and certain other training courses have been introduced. The Ministry have however, admitted that the survey done in 1977 was rather limited; it was not able to fully assess the job opportunities in private sector. The Defence Secretary assured that the Ministry would undertake a comprehensive survey in consultation with the Central Ministries and the States concerned and would hold such survey periodically. The Committee cannot over-emphasise the importance and usefulness of surveys of job opportunities in public and private sector as only then can the Ministry tailor their training courses to provide maximum benefit to the outgoing Defence personnel. The Committee would like to be apprised of the detailed schemes formulated by the Ministry in this regard, (Sl. No. 28)

2.75. The Committee find that the number of ex-servicemen who have found jobs after training is not available as feed-back from ex-servicemen is not encouraging. The Ministry are now in the process of introducing a special feed-back information system by giving pre-paid printed post-cards to trainees which they would be required to post on their finding employment or when they start self-ventures.

2.76. This is an approach in the right direction and should have been adopted much earlier. The Committee would urge the Ministry to take active follow-up action to get the feed back from outgoing Defence service

personnel and review their training courses in the light of feed back received from them (Sl. No. 29)

2.77. The Committee feel that a systematic approach is lacking in the Armed Forces set up to ascertain preferences of outgoing Defence personnel in the matter of pre-release training well before the date of retirement. The Committee recommend that sufficiently before the date of release every member of the Defence Services should be informed of the training courses, vocational and others, which are available and asked to intimate his preferences for the courses which he would be like to undergo in the last year of his service. While sending this communication, necessary literature giving details of the courses, their duration usefulness, cost factor, place of course, educational qualifications necessary and the nature of degree, diploma or certificate that will be awarded on the completion of course should be sent to him to enable him to make a considered decision in this regard. The Committee would like the Ministry to work out a detailed system in this regard. (Sl. No. 30)

2.78 At present there are only three Training-cum-production centres in operation in Rohtak, Chhehrauli (Haryana) and Pauri Garhwal (UP) for training of war widows and their female dependents. The Ministry have stated that such centres have been opened in areas where there was concentration of war widows. The Committee would like the Ministry to review the position in other areas and consider opening such centres wherever there is need and demand for such Training-cum-Production Centres. (Sl. No. 31)

CHAPTER III

EMPLOYMENT ASSISTANCE TO EX-SERVICEMEN

3.1 (a) Reservations in Central Government/Public Undertakings

In view of the large number of unemployed ex-servicemen borne on the live registers of Employment Exchanges and also their anticipated release in considerable numbers in the coming years, Government, constituted a working Group of officers on Resettlement of Ex-Servicemen, comprising the representatives of the Department of Personnel & AR, Dir. Gen. of Resettlement (Ministry of Defence), Dir. Gen. of Employment Training (Ministry of Labour and Employment) and the Bureau of Public Enterprises (Ministry of Finance) in June, 1976 to make an in-depth study of the causes of shortfall in ex-servicemen employment and to suggest remedial measures. The working Group submitted its report in which a number of recommendations were made for accelerating the absorption of ex-servicemen in civil services/posts. After consideration of the recommendation, Department of Personnel & Administrative Reforms issued instructions in May, 1979 in this regard.

Reservations

3.2 For the purpose of employment assistance and speedy resettlement of ex-servicemen, Government of India have granted the following Reservations for ex-servicemen :—

Reservation : Central Government/Undertakings

- (a) 10% of vacancies in Group 'C' posts (formerly called Class III posts) and 20% of vacancies in Group 'D' posts (formerly called Class IV posts) in the Central Government and in the Public Sector Banks.
- (b) 10% of the posts of Assistant Commandants in Para Military Forces. (This is in addition to 10% in Group 'C' and 20% in Group 'D' posts respectively.)
- (c) *14-1/2% and *24-1/2% of vacancies have been reserved for ex-servicemen/dependents of service personnel/killed/severely disabled in action in Public Sector Undertakings for Groups C & D respectively.

3.3 Voluntary organisations receiving grants-in-aid from the Central or a State Government may be required to reserve at least 10 per cent of vacancies in the Lower and Middle level posts (comparable to Group 'C' and 'D' posts under the Central Govt.) for employment of ex-servicemen. A condition to this effect may be included in the terms and conditions under which such voluntary organisations/agencies are given grants-in-aid by the Government concerned.

3.4 In a Memorandum to the Committee, a suggestion has been made that the reservations for Ex-Servicemen should be raised from 20 per cent

* Include quota of 4½ per cent dependents of Service personnel/killed/severely disabled in Action.

to 30 per cent. During evidence the DGR stated that according to a Supreme Court Judgment the total reservation should not exceed 50 per cent. The scope for increase in reservation for Ex-Servicemen was limited, the quota for SC or ST being 22.5 per cent disabled 3 per cent and ex-servicemen 20 per cent (Group D). The witness added that in employment of Ex-Servicemen reserved quota for the disabled and SC and ST was also availed of. In this regard the working Group of officers (1976) made the following observations :—

“The percentage of reservation of vacancies in Group ‘C’ and ‘D’ (Class III and IV) posts are, under the present rules, subject to increase or decrease depending on the availability of the vacancies left within the maximum of 50 per cent of the total vacancies that can be reserved in any post in a recruitment year, after providing for reservation for Scheduled Castes, Scheduled Tribes (including the vacancies reserved for Scheduled Castes/Scheduled Tribes carried forward from the previous recruitment years) and other categories. The reservation for ex-servicemen being thus residuary in character, its quantum cannot be effectively enhanced by merely raising the percentages of reservation of vacancies for ex-servicemen at present prescribed (10 per cent in Group ‘C’ posts and 20 per cent in Group ‘D’ posts). For the same reasons, provision of carry-forward of vacancies reserved for ex-servicemen which remains unavailed of by them during a year, to the subsequent year(s) will also not be of any practical utility”.

Employment of Ex-Servicemen

3.5 Employment Exchanges are primarily concerned with registration and sponsoring of ex-servicemen for their re-employment. DGR (Directorate General Resettlement) however, sponsors disabled ex-servicemen and dependents of service personnel/killed/severely disabled in action for Groups ‘C’ and ‘D’ posts under Ministry of Defence. In case of normal ex-servicemen, DGR has got sponsoring powers as and when suitable ex-servicemen candidates are not available with the employment exchanges and a non-availability certificate is issued to that effect. This is done rarely, DGR sponsors ex-servicemen against various demands received from the Private Sector employees from time to time.

3.6 The following statement indicates the actual number of ex-servicemen placed in Employment against reserved as well as un-reserved vacancies in Group ‘C’ and ‘D’

Type of Establishments	(Through Employment Exchanges)				
	1975	1976	1977	1978	1979
1. Central Government	2196	2670	2747	2754	2402
2. Union Territories	164	113	110	64	77
3. State Governments	6199	7213	6175	6400	6536
4. Central Govt. Public Sector Undertakings	987	1820	1784	1985	1541
5. State Govt. Public Sector Undertakings	921	1195	1178	1255	1416
6. Other quasi Govt. & Local bodies	559	1033	910	1055	742
7. Private Sector	626	821	501	525	498
TOTAL	11652	14865	13405	1438	13362

3.7 The following statement shows placement of Ex-Servicemen Personnel during the last five years, Year-wise through Directorate General Resettlement.

Year	Ex-service Officers	Ex-Servicemen
1975	275	2503
1976	250	3450
1977	248	3286
1978	215	3109
1979	203	2812

Placement Service-wise

3.8 Ministry have furnished the following figures of placement of Ex-Servicemen, Service-wise, during the years 1977, 1978 and 1979 :

(I) Ex-Servicemen placed against Reserved vacancies through Employment Exchanges

Year	Army	Navy	Air Force	Total
1977	12893	110	402	13405
1978	13527	117	394	14038
1979	12800	106	386	13362

(II) Officers placed in civil jobs through Directorate General Resettlement

Service	1977	1978	1979
<i>Army</i>			
SSCOs	129	107	59
Regular	106	84	101
Navy	7	5	5
Air Force	15	19	38
Total	257	215	203

3.9 In a memorandum submitted to the Committee it has been stated that inspite of posts having been reserved for ex-servicemen in Central & State Govt. etc. vested interest and lack of interest in and sympathy for ex-servicemen have tended to nullify these concessions. It is further stated in the memorandum that only 3% to 5% of the reserved vacancies are filled by Ex-Servicemen. In his training to "Guide to Resettlement of Ex-Servicemen 1979" the Directorate General Resettlement has mentioned

that the actual employment that has been achieved against the reserved vacancies is only 1.3 per cent to the average". In a note the Ministry of Defence have stated the Director General's figures (1.3%) are based on the performance of the employment exchange in the country, as reported by the Director General Employment & Training. During evidence, the DGR stated that "These are approximate figures. We receive quarterly and half yearly returns from various Central Offices and Central Undertakings. Based on these figures which are given to us, these 1.3% must have been worked out. For the States they are a little higher. They are varying. In some places they have covered as much as 20 per cent".

3.10 In a memorandum it has been stated that the present arrangement of ex-servicemen being registered and sponsored by Employment Exchanges is not satisfactory due to irregularities prevalent at these exchanges.

3.11 The Defence Secretary stated that the Employment Exchanges were supposed to sponsor the Ex-Servicemen for employment but for some reason or the other that was not happening. He added that "There is a general dissatisfaction in the country about the way in which these Employment Exchanges are functioning. The witness added that if the Ministry of Defence were permitted to 'co-sponsor' candidates alongwith Employment Exchanges, here would be tremendous improvement.

Appointment of Officers sponsored by DGR

3.12 It has been stated in a memorandum that resettlement of high ranking officers is no problem; they can easily find out suitable jobs; rather it is provided by Government/Directorate General Resettlement etc. These gentlemen are released with the appointment letters in their hands. On the other hand it is very difficult for other ranks who are to move from pillar to post in search of employment and Director-General of Resettlement is of little help to other ranks. It has been further stated that the higher posts like Class I and Class II are exclusively reserved for retiring officers and based on erstwhile ranks held in service. As regards other ranks the qualifications acquired in service are not taken into account, there by depriving them of benefit.

3.13 Defence Secretary stated during evidence that "It is quite possible that there are some who are better educated, who are better equipped. Their cases do not go by default. From our side we are giving utmost consideration to help all the JCOs and other ranks."

3.14 DGR stated that so far as officers were concerned, DGR was sponsoring them to the Public and Private Sector industries. He had written to various Chambers of Commerce and Directors of various private sector organisations requesting them to absorb the service personnel of the officer rank in their organisations. There is no such complaint that the senior officers had been looked after and the junior officers were not. They were doing their best and wherever possible at their level. They were exploring new avenues and new areas for officers of all ranks irrespective of their senior or junior officers.

3.15 At the instance of the Committee the Ministry of Defence have furnished the following statement indicating placement in 1979 of Ex-Servicemen/Disabled Ex-Servicemen/Dependents of those killed in action against the reserved vacancies in the Ministry of Defence :

Name of Ministry	Total No. of vacancies filled		Reserved vacancies ought to have been filled.		Reserved vacancies actually filled		Short-fall	Remark
	'c'	'd'	'c'	'd'	'c'	'd'	'c'	'd'
Deptt. of Defence								
Production	2523	407	435	107	240	43	194	65
Min. of Defence.	1803	914	177	180	248	169	(†)71	11

3.16 Referring to shortfall in filling reserved vacancies in Public Undertakings under the Ministry of Defence, DGR stated that there were militant trade unions in Public Undertakings. There were dependents of employees and casual labour who had to be absorbed with the result that in order to keep peace in the undertakings. The management was obliged to compromise. The witness added that once "On-the-job-training" programme got going, the problem would solve itself.

(b) Para Military Forces

3.17 The Ministry of Defence had originally informed the Committee that the number of ex-servicemen employed in para-military forces was not available with them and that the Ministries of Home Affairs & Railways had been approached to furnish the information.

3.18 The Committee asked why such statistics were not kept in the Ministry of Defence. In a note the Ministry of Defence have stated that the Ministries/Departments of the Central Government are required to forward quarterly returns to the Department of Personnel and Administrative Reforms, Ministry of Home Affairs with a copy to the Directorate General Resettlement Statistics have been received by the Directorate General Resettlement in respect of para-military forces except in case of BSF which have not been sending returns since 1976. In view of the low absorption of ex-servicemen, a meeting of Para Military Force representatives was convened the Office of the Additional Home Secretary on 20th January 1981. The problems and lacunae in the absorption of ex-servicemen against reserved vacancies was discussed. The following decisions were taken :—

- (i) Para Military Forces will periodically forward regionwise projections of vacancies to enable Directorate General Resettlement to plan sponsoring of suitable ex-servicemen candidates
- (ii) Regular quarterly returns of placement of ex-servicemen will be forwarded to the DGR.
- (iii) Information about conditions of service and emoluments of personnel in Group 'C' and 'D' posts in various para-military forces will also be forwarded to the Director General Resettlement.

3.19 During evidence, the DGR stated that the Para-Military Forces were not giving regular returns. At the meeting with the Additional Home Secretary, they were advised to give information even on regional basis, so that the DGR could go into the problem of a region and coordinate.

3.20 Ministry of Defence subsequently furnished the following figures of placements of Ex-Servicemen including officers from 1975 to 1979 in para-military forces :

(i) *Ex-Servicemen*

Name of the Force	Year		Year		Year		Year		Year	
	1975		1976		1977		1978		1979	
	'c'	'd'	'c'	'd'	'c'	'd'	'c'	'd'	'c'	'd'
C.R.P.F.	26	2	29	1	4	..	1	..	4	..
C.I.S.F.	517	..	98	..	264	..	32	10	27	4
I.T.B.P.	13	..	12	..	7	15	..	1	1	..
B.S.F.	4	..	1	..	No returns received after 1976.					

(ii) *Officers*

B.S.F.	56	33	36	50	23 (including 8 Asstt. Commandants)
C.I.S.F.		5	4	2	..

(Note : Other Para Military Forces have not furnished)

3.21 The Defence Secretary stated during evidence that the present and past position of employment of Ex-Servicemen in the Para-military force had been unsatisfactory. This was brought to their notice and all of them are very conscious of it.

3.22 In a memorandum to the Committee, it has been suggested that the reservation for ex-servicemen in para-military forces should be 70 per cent. During evidence the DGR stated that the para-military forces (BSF, Assam Rifles and CRP) also require to keep young profile as they have to operate at the borders. He stated that he had prepared a 'paper' on the subject in which he had recommended that 50 per cent of personnel in para-military forces should be taken from Ex-Servicemen and the balance by fresh recruitment. The Defence Secretary stated that the Ministry sincerely and strongly felt that a large majority of the personnel in para-military forces should be taken from the retiring Defence personnel. The Ministry had taken up the matter.

(c) **Employment of Ex-Sailors in Merchant Navy**

3.23 It has been stated in a memorandum that Naval Headquarters continues to receive many representations from ex-sailors especially of the Seamen Branch regarding difficulties experienced by them in joining the Merchant Navy.

3.24 The Ministry of Defence have stated that the Seamen's Employment Board at its 43rd Meeting held on 19 March 1980 adopted the following resolution regarding the absorption of ex-naval ratings in the Merchant Navy : —

“After some discussion it was agreed that only those Ex-Naval ratings may be considered for absorption in the Merchant Navy who may be demobilised after completing their term of service satisfactorily. Such of those who may be released due to unsatisfactory service or before the end of their term, will not be considered. The cases of eligible candidates will be considered by the Selection Committee of the Seamen's Employment Office and they will be selected and absorbed on their individual merit, subject to vacancies being available.”

3.25 In pursuance of the above resolution, the matter has been taken up by the DGR with the DG Shipping (Seamen's Employment Office) but the response has so far not been encouraging.

During evidence, Defence Secretary stated that at present there was no reservation quota for Ex-Naval sailors in the Merchant Navy. But the Ministry of Defence were in favour of reservation. The witness added that employment position of ex-Naval sailors was better than ex-Airmen.

3.26 In this connection the Ministry of Shipping and Transport have stated (March 1981) that no reservation exists for ex-naval sailors in seeking employment in Merchant Navy. So far as employment of officers in the Merchant Navy is concerned, the officers are directly appointed by the Shipping Companies concerned. The matter regarding extending facilities to the ex-naval ratings for absorption in Merchant Navy was considered by the Seamen's Employment Board (Foreign Going) Bombay at its 42nd meeting held in Bombay on 12th September, 1978. The Board considered all aspects and decided that those ex-naval ratings who may be demobilised after completing their term of service in the Indian Navy satisfactorily, may be considered for absorption in the Merchant Navy by Employment Office on their individual merit subject to vacancies being available.

3.27 The break up of the total number of ex-naval sailors selected for employment in the merchant navy during the last 5 years is as under :—

Number	Category
2	Seamen
1	Bhandary
10	Second cooks

3.28 The Government have appointed an Expert Committee to go into the problem of Seamen Employment and related matters including the future pattern of recruitment and training.

(d) Employment of Ex-Airmen

3.29 It has been represented to the Committee that the percentage of the retired Airmen provided employed in Government and Public Sector Undertakings was very low being 0.7 per cent in 1977, 1.2 per cent in 1978

and 1.3 per cent in 1979. The DGR stated during evidence that airmen were having higher educational qualifications and a number of them could find matching jobs elsewhere. The Army consisted of the bulk of the personnel from Infantry and Artillery who accepted jobs like watchman, securityman or driver. The Ministry have stated in a written reply that no study into the reasons for low employment rate in the case of ex-Airmen has been made.

(e) New Schemes for Employment of Ex-Servicemen

3.30 The Ministry have informed the Committee that to help ex-servicemen further, the following proposals are under consideration by the Government :—

- (a) Induction of ex-servicemen in the Special Battalions proposed to be raised by various State Governments for the purpose of keeping peace in riot affected areas.
- (b) Utilisation of ex-servicemen for restoration of ecological balance in the Himalayas and other hilly areas has been proposed with two Task Forces each of approximately, 1,800 personnel. On gaining experience these forces might be suitably expanded.

(f) Lateral Induction of Retiring Servicemen

3.31 The Working Group of Officers (1976) have made the following observation in regard to lateral induction of Ex-Servicemen :

“A proposal has been made that in place of the present system of re-employment on release/retirement from the Armed Forces against reserved vacancies, the personnel due for release from the Armed Forces may be transferred to the civilian posts so as to ensure their continuance in service till the age of superannuation. It is understood that the whole question of allowing Lateral Entry to the services is under consideration of the Government in pursuance of the recommendations made by the Administrative Reforms Commission and the Third Pay Commission. It is recommended that the proposal for providing lateral induction of the personnel due for release from the Armed Forces, by transfer to the corresponding levels in civilian services/posts may also be kept in view while taking a decision in this regard.”

3.32 The Ministry of Defence have stated that the scheme for lateral induction of retiring Jawans into para-military forces is under consideration of the Government.

Transfer of Retiring Officers on Deputation for Absorption

3.33 In the instructions issued by the Ministry of Home Affairs (Department of Personnel and AR) in May 1979 it has been laid down :

“In respect of Groups A and B posts required to be filled by transfer or deputation of Government servants belonging to more than one service, in the various Ministries/Departments of the Govern-

ment of India including the civilian posts under the Ministry of Defence, a provision should be made in the recruitment rules whereby the 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 upto the date on which they are due for release from the armed forces ; thereafter they may be absorbed either on transfer or on short-term contract.”

3.34 The Committee asked whether there was any standing arrangement for deputation of retiring officers to para-military forces. DGR stated that at present there was no standing arrangement for deputation of retiring officers to para-military forces. They were considering a proposal that retiring people should go on deputation to other Departments and Public Undertakings.

3.35 Asked whether it would not be desirable to introduce a system in the Armed Forces whereby servicemen who were considered more suitable to serve elsewhere were marked and transferred to those organisations like para-military forces. The Defence Secretary stated “We would like to consider this point”. The DGR stated that there were some brilliant officers who could not be kept in the Army but they could do wonderful jobs elsewhere.

Induction in IAS, IFS

3.36 As regards induction of Defence Service Officers in IAS, IFS, IPS and other Central Services the Ministry have stated that a certain percentage of vacancies reserved for ECOs/SSCOs in the Central Services were meant for those who were commissioned after 1-11-62 and before 10-1-68. These have ceased to be in force with effect from 29-1-74. The details of these reservations were as under :—

Indian Foreign Service	20%
Central Civil Services & post Class I filled by direct recruitment	25%
Direct Recruitment through open Competition	27%
Central Civil Services Class II filled otherwise than through open competition	25%

3.37 To a suggestion that a certain number of Defence Services Officers might be inducted into IAS, IPS, IFS and other Central Services, the Defence Secretary stated “Personally I have no reservation. There may be some problem in the Accounts and Audit Service but in generalists Cadres, there is no problem”.

3.38 The instructions issued by the Ministry of Home Affairs (Department of Personnel and A.R.) also provide :—

- (a) In order to speed up the absorption of ex-servicemen in civil services posts, the Dir. Gen. Resettlement should intimate the names and bio-data of the retiring officers six months in advance of the date of their release to the UPSC or the State Public Service Commissions or to the Commissions/bodies concerned with the recruitment to public sector undertakings and the

nationalised banks, depending upon the officers choice for nomination against suitable posts. The Commission/body concerned may for this purpose call them for interview for the post for which they appear to them to be suitable whether on scrutiny of their bio-data available to them or on receipt of a specific request from an officer for being considered for any particular post. It has also been decided that major employing Ministries should send their staff requirements separately in advance to DGR so that prospective planning in making available ex-servicemen possessing requisite qualification can be ensured.

- (b) The DGR should maintain liaison with the Bureau of Public Enterprises for identifying posts in public undertaking, which may, with advantage, be manned by ex-servicemen according to their qualifications and expertise. The public sector undertakings should give preference to ex-servicemen for appointment to higher posts in their Security Departments.

(g) Employment in Foreign Countries

3.39 Directorate General Resettlement is not directly sponsoring ex-servicemen for their re-employment in foreign countries. However, Directorate General sponsors ex-servicemen against the demands received from various Public Sector undertakings under Central Government as well as private agencies.

3.40 At present the work relating to sponsoring of Indian man-power for jobs abroad is being handled by private agencies. The control of the Ministry of Labour over them has also been withdrawn in the light of the orders issued by the Supreme Court.

3.41 There is a proposal under consideration of the Government to establish a Central Man-power Corporation for the purpose of recruitment of Indian Man-power for jobs abroad under the Ministry of Labour.

3.42 The number of ex-servicemen who got employment in foreign country through Directorate General Resettlement during the last five years is given below :—

Year	No. of Ex-Servicemen Placed
1978	59
1979	135
1980	49
TOTAL :	243

3.43 Directorate General Resettlement started sponsoring of ex-servicemen for re-employment in foreign countries from 1978 only.

(h) Implementation Machinery

3.44 It has been stated in a number of memoranda submitted to the Committee that in the absence of an effective machinery for enforcement, reservation policy for Ex-Servicemen will largely remain a "pipe dream".

3.45 In a memorandum, it also been stated that lip service is being paid to rehabilitate ex-servicemen and quotas have been laid down but little tangible progress has been made because it has not been ensured that legislation and decisions taken by Government are implemented. It has been suggested that cells should be created at Central and State levels to act as watch dogs for the enforcement of policies regarding reservations and concessions with a strong representation of ex-servicemen on these also. The Committee desired to know whether there is any machinery at present at the Central and State level to ensure that reservation quotas were enforced. In a written reply, the Ministry of Defence have stated that as per instructions from the Department of Personnel and Administrative Reforms quarterly and half-yearly returns are sent by all the Ministries and Undertakings to the Liaison Officer, Directorate General Employment and Training, who maintains statistics of placements and shortfalls. He is also responsible to liaise with various Ministries/Public Sector Undertakings to ensure that the intake of ex-servicemen is kept upto the percentage of reserved vacancies. Further, instructions have also been given by the Department of Personnel and Administrative Reforms that an Officer of the level of Deputy Secretary, preferably incharge of Administration will be designated as Liaison Officer in each Ministry/Public Sector Undertaking to monitor intake of ex-servicemen against reserved vacancies. The Director General Resettlement has deputed a Liaison Officer to the Director General Employment and Training to oversee implementation of Government instructions and full utilisation of quotas reserved for Ex-servicemen. At the Directorate General Resettlement. The Directorate of Statistics and Records maintains a data Bank of up-to-date statistics.

3.46 In another reply, the Ministry have stated that the analysis is made by the Liaison Officer DGE&T of these figures and he brings to the notice of the employers the shortfalls seeking reasons for them. Some of the important reasons for the shortfall are as follows :—

- (a) Lack of mobility (Ex-Servicemen desire employment in their Home place).
- (b) Agreement between Labour Unions and Management.
- (c) Regularisation of Casual Labour and Trade Apprentices.
- (d) Qualified ex-servicemen not available.

3.47 The instructions issued by the Ministry of Home Affairs (Department of Personnel and AR) in May, 1979 also provide :—

- (a) The position regarding employment of ex-servicemen against the vacancies reserved for them and as against unreserved vacancies may be specifically mentioned in its annual report by each Ministry/Department. The public sector undertakings may also be advised to make specific mention in this regard in their annual reports.

- (b) Various Ministries and Departments, should submit quarterly returns to the Department of Personnel and A.R. about the release of unfilled reserved vacancies in respect of ex-servicemen.
- (c) With a view to evaluating at a high level the efficacy of the measures for the resettlement of ex-servicemen, a small Committee consisting of Secretary (P), Secy. Defence, Secy. (Labour and Emp.) and DG (Resettlement) shall be constituted. This Committee will oversee the policy as well as implementational aspects of the resettlement of the ex-servicemen. This Committee may co-opt or invite others to attend the meetings, whenever necessary.

3.48 The D.G.R. stated during evidence that on the receipt of the returns from the Ministries, monitoring of the employment of ex-servicemen against the reserved quota at the Centre would become easier. The Home Ministry was the nodal Ministry in this matter. An Officer from D.G.R. was also included. The returns would be vetted and overseeing would be done.

3.49 Referring to the returns from Banks, the witness stated that these were submitted on an All-India basis and it was difficult to direct the Rajya Sainik Boards to monitor placement of ex-servicemen in a place or region. The Ministry of Finance (Deptt. of Banking) had been requested to give information stationwise or at least region wise so that the Rajya Sainik Boards could actuate them to give more jobs particularly Class IV jobs. The witness added that to enhance absorption of ex-servicemen in Class 'C' posts in banks, preparatory classes of 3 weeks' duration had been started at various places to enable the ex-servicemen to compete with examinations. About 300 ex-servicemen had been put through the preparatory courses.

(i) Reservations Quotas in State Governments

3.50 The following statement indicates the reservations quotas for employment of Ex-Servicement fixed in various State Governments :—

Reservation in Class I and II Posts of State Governments and Union Territories

1. Andhra Pradesh	Non Technical	2%	
	Medical	6%	
	Engineering	32%	
2. Haryana	In all posts	5%	
3. Himachal Pradesh	Non-Technical Class-I	25%	
	Class-II	30%	
4. Karnataka	In all posts	10%	
5. Madhya Pradesh	Public Health, Public Works and Education	50%	only ECOs and SSCOs eligible for reserved posts.
6. Punjab	PCS (executive)	20%	
7. Uttar Pradesh	In all posts	8%	only SCOs and disabled ex-servicemen eligible.
8. West Bengal	Class I	10%	
	Class II	15%	

3.51 Reservation of vacancies for ex-servicemen by State Governments and Union Territories Class III and IV Posts.

Sl. No.	State/Union Territory	Percentage of vacancies		Remarks
		Class III	Class IV	
1.	Andhra Pradesh	2%	2%	
2.	Andaman & Nicobar	10%	20%	
3.	Arunachal Pradesh	10%	20%	
4.	Assam	..	..
5.	Bihar	..	..
6.	Chandigarh	10%	20%	
7.	Dadra, Nagar Haveli	10%	20%	
8.	Delhi	10%	20%	
9.	Goa, Daman & Diu	10%	20%	
10.	Gujarat	10%	20%	
11.	Haryana	20%	20%	
12.	Himachal Pradesh	20%	20%	Only in non-technical.
13.	Jammu & Kashmir	5%	10%	
14.	Karnataka	10%	10%	
15.	Kerala	..	..
16.	Lakshadweep	10%	20%	
17.	Madhya Pradesh	9%	14%	
18.	Maharashtra	15%	15%	
19.	Manipur	10%	20%	
20.	Meghalaya	..	..
21.	Mizoram	10%	20%	
22.	Nagaland	..	..
23.	Orissa	..	..
24.	Pondicherry	10%	20%	
25.	Punjab	20%	20%	
26.	Rajasthan	12%	12%	60% posts in the Armed Constabulary also reserved.
27.	Sikkim	15%	15%	
28.	Tamil Nadu	..	10%	
29.	Tripura	2%	2%	
30.	Uttar Pradesh	3%	3%	
31.	West Bengal	10%	20%	

3.52 It will be seen that all the State Governments are not observing the percentages of reservations in respect of ex-servicemen for their employment in State Governments services. The following State Governments have not provided any reservation for ex-servicemen :—

1. Assam
2. Kerala
3. Meghalaya
4. Nagaland
5. Orissa.

3.53 The Government of Uttar Pradesh has reduced the quota of reservation for ex-servicemen from 10 per cent to 3 per cent for Group 'C' posts and from 5 per cent to 3 per cent in Group 'D' posts. The Government of Bihar has totally done away with the reservation, which was 10 per cent and 20 per cent in Group 'C' and 'D' posts respectively.

Reservation Quotas

3.54 All States which have not provided any reservations for ex-servicemen have been approached by the Defence Ministry to set aside reservations at the level of the Central Government i.e. 10 per cent in Group 'C' and 20 per cent in Group 'D'. Those States which have granted reduced reservations for ex-servicemen like Uttar Pradesh and Tamil Nadu have also been requested to raise the level of reservations to that of the Central Government.

3.55 These points were communicated to all States at the Kendriya Sainik Board meeting held in October 80 in New Delhi which was presided over by the Prime Minister. Follow-up action has also been taken. The Raksha Rajya Mantri has written to the concerned Chief Ministers.

3.56 The Committee pointed out that in State of Punjab the reserved quota for ex-servicemen was higher than normal. The D.G.R. stated that after the meeting of the Kendriya Sainik Board, the Himachal Pradesh Government had also increased the quota. The Defence Secretary stated that in the case of the States of Tamilnadu, Bihar and West Bengal, they had already distributed seats upto 60 per cent according to the Supreme Court judgement. The Ministry had written to the Chief Secretaries of these States regarding special reservation of 10 to 20 per cent for Ex-Servicemen. They had agreed to examine it.

3.57 At the Fourteenth meeting of the Kendriya Sainik Board held in Delhi in October, 1980, the Chief Minister and representatives of State Governments/Union Territories attending the meeting, were requested to consider appointment of a suitable officer to monitor the implementation of the reservation orders in respect of employment of ex-servicemen.

3.58 In this connection, the working Group of Officers had made the following recommendation :

"To build up a proper Information System, the State Government may prescribe a Quarterly or Half-yearly Return to be furnished by all Heads of Departments to the Special Cells which as recommended, may be constituted under the Chief Secretary or the Secretary (Service). These Returns should show the number of vacancies reserved for ex-servicemen in various categories of posts, the number of ex-servicemen actually appointed against them, the reasons for which ex-servicemen could not be appointed against the remaining reserved vacancies, the number of ex-servicemen in position and the reasons for the decline in their numbers, if any, since the submission of the last Return. The Special Cell may also obtain periodically statistics from the Directorate of Employment, regarding the position of Ex-Servicemen on the Live Register and its

break-up according to trades, age groups, educational qualifications, etc. It should submit a report on the position of employment of ex-servicemen in the State to the Chief Secretary and the Chief Minister endorsing a copy thereof to the Department of Personnel and Administrative Reforms and the D.G.(R) of the Ministry of Defence”.

3.59 The Working Group of Officers constituted to go into the question of resettlement of ex-servicemen had suggested special measures for promoting re-employment of ex-servicemen in the services under the State Governments and in the State Government Undertakings, Local Bodies etc. The Ministry of Defence informed the Committee that the extent to which the recommendation of the Working Group had been implemented by the State Governments was not known.

3.60 The Ministry subsequently informed the Committee that the State Governments were requested to intimate the action taken by them. Progress reports on the implementation of the recommendations of the Working Group have been received from a few States only.

3.61 The Defence Secretary stated during evidence that he would himself take up this matter with the State Governments.

(j) Employment in Private Sector

3.62 During evidence D.G.R. informed the Committee that the working group of Officer (1976) had recommended that private sector should also be asked to make certain reservations for ex-servicemen, but this did not find favour as such terms could not be “dictated” to private sector. Another problem that is there is that trade unions are generally averse to the induction of ex-servicemen and in order to maintain peace, the management of private sector are sometimes reluctant to employ ex-servicemen. The Ministry of Industry have placed D.G.R. on their mailing list which enables him to get information of about establishment of new industry or expansion of an old industry. The D.G.R. and his Zonal Directors establish liaison with the new industrial units before the new labour gets in. The D.G.R. had addressed communications to various chambers of commerce in this regard and their response was good.

3.63 To a question whether employment of ex-servicemen in private sector was satisfactory, Defence Secretary replied in the negative. The Defence Secretary added that, there had been difficulties in approaching private sector but the Ministry must find a solution. He added that so far as the private sector was concerned, they had not made any systematic approach so far. The Ministry proposed to have some kind of dialogue with the employers in the private sector at the national level and impress upon them that it was their duty to have some kind of reservation for ex-Servicemen. He expressed the view that if an arrangement was made on institutional basis, much better results would come.

(k) Employment of Disabled Ex-Servicemen

3.64 Based on the information available with the Ex-Servicemen Cell, DGE&T, of the Ministry of Labour, year-wise statement showing the total

number of war disabled ex-servicemen who have registered their names for the purpose of employment assistance and the number resettled is given below :

Year	No. available on live register at the beginning of the year	No. received during the year	No. placed during the year	No. removed for other reasons*
1972	Xs Cell started functioning w.e.f. 1-7-72	1048	161	26
1973	861	716	659	134
1974	784	250	337	190
1975	507	122	82	223
1976	324	212	186	152
1977	198	407	61	7
1978	537	113	90	..
1979	560	36	69	27
1980	500	63	73	42
1981	448			

(I) Qualifications for Employment

3.65 It has been brought to the Committee's notice that in public and private undertakings, the list of qualifications is so long and demanding that with the best of pre-retirement training no ex-servicemen can satisfy all of these, with the result that inspite of his experience, skill etc. he is rejected.

3.66 The Director General, Resettlement stated during evidence that for "on-the-job training", after 9 months of training ex-servicemen would be given a certificate. The syllabi had been drawn up. The certificate would be given by the National Council of Vocational Training.

3.67 The Committee find that the instructions issued by the Department of Personnel and Administrative Reforms also lay down that all the Ministries/Departments should examine and identify the posts in which military experience either in general or in a specific field or posts would be of distinct advantage, and to provide for such experience as an essential or a desirable qualification and also to consider whether in view of the relevance of the experience possessed, low educational qualification could not be prescribed for ex-servicemen candidates. The Department of Personnel & A.R. should while approving the recruitment rules for the various posts referred to them, specifically insist on the examination of the provisions regarding modes of recruitment, educational qualifications and experience from these angles also. The Bureau of Public Enterprises should ensure that the public enterprises under their administrative control

*Not responded to the calls/already self employed/resettled. Names removed after receipt of confirmation from respective Zila Sainik Boards.

also adopt and implement this decision. The State Governments should also be requested to adopt this procedure for State Government appointments as well as appointments in State Public Enterprises.

Equating of Defence Services Trades with Civil Trades

3.68 It has been stated in a memorandum that out of 45 trades of air force air men there are 10 such trades which suffer from the handicap of having no civil equivalent trade to fall back upon. It has been suggested that such trades which concurrently have not been equated with counterparts in the civil, should be equated, with requisite quantum of re-training, if this be necessary.

3.69 In a written reply, the Ministry of Defence have stated that out of the 412 trades identified with the three services, 234 trades have so far been equated. The National Council for Training in Vocational Trades at its 17th Meeting held on 4—6 Aug., 1980 has approved the issue of National Trade Certificate to retiring servicemen whose trades have already been equated. Service trades required to be equated are divided into the following groups—

- (a) Trade courses—Certificate level.
- (b) Technical/Educational courses—Diploma/degree level.

3.70 For equation these trades, close liaison is required with the Ministries of Labour (DGE&T), Education & Social Welfare and Health to compare and compile the syllabi of these trades. An inter-service sub-committee has been set up for this purpose.

3.71 The Committee pointed out that for filling certain posts like physical instructors in schools and Patwaris, the State Government, authorities should not insist on the requirement of matriculation certificate in case of ex-serviceman who had passed certain Army examinations and rendered certain years of service. The D.G.R. stated that Army special class had been equated with 10th Class and Army first class with 8th Class. They had made some recommendations to the Inter-Service Committee. According to memorandum submitted to the Committee, the Haryana Government has implemented the recommendation that non-matriculate ex-servicemen who have passed the Army first class examination and having 15 years of service should be deemed educationally equivalent to matriculation for the purpose of employment. The implementation of similar measures by other State Governments and para-military forces, applicable to all three services, will go a long way in helping the solution of employment of ex-servicemen.

3.72 The Ministry of Defence has stated in their reply that the question is under consideration of the Government. As and when a decision is taken in the matter the State Governments will be informed accordingly.

3.73 The Committee pointed out that the Central Social Welfare Board had started condensed courses for women to enable them to pass matriculation examination and asked if this could not be done in the case of Ex-Servicemen. The D.G.R. agreed that this would be beneficial to Ex-Servicemen.

(m) Withdrawal of Concessions given to Air Force Pilots

3.74 It has been represented to the Committee that Air Force Pilots were previously required to take one examination only in two subjects i.e. Civil Air Legislation and Radio Telephony, as is the practice in most of the countries for issue of Civil Pilots licences. About six months ago, this concession was withdrawn by the Director General of Civil Aviation in respect of IAF Pilots. Thereafter, as required by the Indian Air Crafts Rules, ex-Air Force Pilots are required to qualify for civil licences by appearing in eight subjects for the issue of Air Transport Pilot Licence (ATPL).

3.75 In addition IAF Pilots are also required to fulfil for issue of A.T.P.L. the following requirements for recent flying experiences :—

- (a) 15,000 hours flying in last 5 years ;
- (b) 150 hours during last 12 months ;
- (c) Flying test if not flown for the last six months.

3.76 It has been stated that IAF Pilots in regular flying jobs can meet (b) and (c) but few of them can meet (a).

3.77 Director General Civil Aviation is aware of the need to revise these licencing requirements for Air Force Pilots and is studying the problem.

3.78 The Ministry of Tourism and Civil Aviation have stated (March 1981) that there has been severe criticism from a different angle by the unemployed civil pilots who have graduated from the flying clubs. Their main criticism is :—

- (i) All the civil flying jobs especially in the Agricultural Aviation are exclusively reserved for serving/retired Air Force officers. They feel that given proper training they could be gainfully employed in the sector.
- (ii) The induction of Air Force Pilots into Air India which used to be from Indian Airlines is mainly from the Air Force now. While the Indian Airlines recruits Commercial Pilot's Licence holders, the Air India recruits pilots holding an ALTP licence only. These unemployed pilots feel that the opportunities in the civil airline flying have become extremely limited as no pilots are released by Indian Airlines as used to be the practice before.
- (iii) These unemployed pilots feel that the employment situation is aggravated by the generous issue of licences by the DGCA to the Air Force pilots without their having to appear in the prescribed examinations.

3.79 Considering the above criticism, a decision was taken last year at the highest level in the Ministry of Tourism & Civil Aviation that there should not be any discrimination between the civil and the Air Force Pilots in regard to the issue of civil flying licences and that the Air Force Pilots need not be exempted from the examinations. Therefore, the

exemption granted earlier from appearing in the examinations was withdrawn.

3.80 As the syllabi of many of the examinations especially ground subjects in the Air Force are the same as in the civil side, a *de novo* examination is being made to find out to what extent the exemptions can be granted. Certain proposals are under active consideration and it is proposed to publish revised procedure shortly for the issue of civil licences to Air Force pilots.

3.81 For the purpose of employment assistance and speedy resettlement of exservicemen Government of India have reserved certain percentage of posts in Group 'C' (10 per cent) and group 'D' (20 per cent) for ex-servicemen. Government have directed that voluntary organisations receiving grants-in-aid from the Government should also be required to make similar reservations in their offices. The Committee find that 14038 ex-servicemen were appointed in public and private offices all over India in 1978 and 13362 in 1979 through Employment Exchanges and in addition nearly 3000 ex-servicemen personnel could find jobs during these years through Directorate Genral Resettlement. This is less than 1/4th of the total number of Defence personnel released every year. The Committee are pained to learn that the actual employment of ex-servicemen achieved against reserved vacancies has been only 1.3 per cent on the average in Central Government offices and Central Public Undertakings. It is unfortunate that authorities charged with the responsibility of recruitment in Government offices should have been so indifferent towards ex-servicemen as not to have given them what was their due. Reservation, the Committee feel, is not a matter of favour; it is the discharge of an obligation. It is repayment of the debt which the country owes to the ex-servicemen for their sacrifices in the defence of the country. The Committee feel that the public and private sector authorities all over the country need to be educated about their duties and responsibilities unto the ex-servicemen. A climate of consideration and understanding for ex-servicemen will have to be created by Government if the ex-servicemen have to get their legitimate rights in employment market. The Committee would expect the Defence Ministry to launch a suitable programme to create such a climate in collaboration with the Ministry of Home Affairs at the Centre and Chief Secretaries of the Governments.

(S. No. 32)

3.82 The Committee feel that Defence Ministry should study the phenomenon of under-recruitment of ex-servicemen in Government organisations with a view to finding out the reasons therefor and taking corrective action in the matter.

(S. No. 33)

3.83 An analysis of the statment that at present only 1.3 per cent of the reserved vacancies are filled up by appointment of ex-servicemen in Government Offices and public undertakings reveals that if with such a low level of utilisation of reserved vacanc'es, nearly 12,000 ex-servicemen can find jobs in Government Offices and public undertakings, a full utilisation

of this quota can fetch jobs to all the ex-servicemen. (This analysis is based on the figure of 1.3 per cent utilisation of reserved quota furnished by the Ministry. In the Committee's opinion, this requires verification). If the reservation quotas are fully utilised, and there is no reason why these should not be utilised fully, the problem of finding employment for ex-servicemen will be completely solved. The Committee would urge the Defence Ministry to spare no effort to ensure full implementation of the concessions announced by the Government in this regard.

(S. No. 34)

3.84 At present Employment Exchanges register ex-servicemen and sponsor them for re-employment. DGR has also got sponsoring powers, but only when suitable ex-servicemen are not available with Employment Exchanges and a non-availability certificate is issued to that effect. This is done rarely. From non-official reports reaching the Committee it appears that the present arrangement in the Employment Exchanges is considered unsatisfactory. The Defence Ministry are also aware of the general dissatisfaction with the working of Employment Exchanges all over the country. While the Defence Ministry should certainly bring this matter to the notice of the Ministry of Labour to enable the latter to tone up the working of Employment Exchanges, the Committee feel that the Ministry of Defence will have to be permitted to co-sponsor candidates without any pre-condition along with the Employment Exchanges to safeguard the interests of ex-servicemen and no delay caused thereby. They would like that this should be done without delay.

(S. No. 35)

3.85 The Committee take note of the Defence Secretary's observations that the Ministry are giving utmost consideration to help officers and other ranks to get employment without any discrimination of position or status. The Committee would advise the Ministry to ensure that they should not only be fair and impartial to officers and other ranks in the matter of helping them get re-employment but also appear to be so in order to win the confidence of ex-servicemen of all ranks.

(S. No. 36)

3.86 The Committee are unhappy to note that even the Ministry of Defence have not utilised the reserved quotas for ex-servicemen fully in their own office. In 1979 as against 249 ex-servicemen appointed in Group 'C', there was a shortfall of 194; and in the case of Group 'D' vacancies 65 posts out of 107 reserved for ex-servicemen were left unfilled by ex-servicemen. This is unfortunate. The Defence Ministry are expected to set an example to other Ministries and organisations and utilise the reserved quotas for ex-servicemen in their own organisations fully.

(S. No. 37)

3.87 Though Government Department are required to forward quarterly returns to the Directorate General Resettlement showing the number of ex-servicemen appointed during that period, the Committee regret that the DGR/Ministry of Defence did not have this information with them initially in respect of para-military forces when it was called on by the Committee. This is a reflection on the efficiency of the DGR.

(S. No. 38)

3.88 Subsequently, the Committee were informed that statistics have been received by the Directorate General Resettlement in respect of para-military forces except in the case of BSF which have not been sending returns since 1976. The Committee are unable to understand as to why BSF was allowed to default with impunity in the matter of submission of returns in this regard since 1976. That BSF should do such a thing is unbecoming of a disciplined force which it is. The Committee would like the Defence Ministry to bring it to the notice of Ministry of Home Affairs.

(S. No. 39)

3.89 Various matters regarding the employment of ex-servicemen in para-military forces are stated to have been discussed at a meeting of the representatives of para-military force convened by the Home Ministry in January, 1981 when the need for a periodical projection of vacancies meant for ex-servicemen and regular submission of quarterly returns showing placement of ex-servicemen was emphasised on them. The Committee hope that DGR will now liaise with the Ministry of Home Affairs to obtain full information about future projections and past placements of ex-servicemen in para-military forces and analyse them with a view to securing full utilisation of reserved quotas in para-military forces for ex-servicemen.

(S. No. 40)

3.90 Information furnished by the Defence Ministry in respect of placement of ex-servicemen in para-military forces during the last five years is incomplete. It only shows the number of ex-servicemen appointed; it does not show as to how many of them should have been appointed. In the absence of such an information the Committee are not in a position to judge whether the quota of ex-servicemen in para-military forces has been fully utilised. The Committee would like to be furnished with a complete picture to enable them to make a critical analysis.

(S. No. 41)

3.91 The Defence Secretary has stated that the position of employment of ex-servicemen in para-military forces has been unsatisfactory. The Committee are conscious of the fact that para-military forces have also to keep a young profile, because of which they are reluctant to take retired Defence personnel. The Committee have gone into the matter. They feel that Defence personnel should be inducted into para-military forces towards the end of their careers and the intake of ex-servicemen should also be increased. The induction of a larger number of disciplined, trained and battle-tested personnel would add to the strength and efficiency of Para military forces.

(S. No. 42)

3.92 The Committee are shocked at the near total neglect of ex-sailors in recruitment of seamen for Merchant Navy. Even though the Seamen's Employment Board had decided at their meetings in 1978 and 1979 that ex-Naval ratings who might be demobilised after completing their term of service satisfactorily might be considered for absorption in the Merchant Navy on merit, only 13 ex-Naval ratings have been taken in the Merchant Navy since 1975.

3.93 This is not only indifference of a high order towards the lot of ex-Naval ratings but also disregard of the decision of Seamen's Employment Board which the Committee cannot but deplore. The Committee are

also pained at the apathy of DG Shipping towards this matter. The Committee see no reason why ex-Naval ratings who fulfil the conditions laid down by Seamen's Employment Board cannot be recruited in Merchant Navy in larger numbers. They would like this matter to be taken up with the authorities concerned and satisfactory solution found.

(S. No. 43)

3.94 The Committee would also like the question of reservation for ex-Naval ratings in Merchant Navy to be considered and a reasonable quota of vacancies fixed for them.

(S. No. 44)

3.95 The Committee note with concern the very low level of employment of ex-Airmen in Government Department and public sector undertakings. It is stated that only 0.7 per cent of the Airmen could get jobs in 1977, 1.2 per cent in 1978 and 1.3 per cent in 1979. According to DGR unlike army personnel who accepted jobs like watchmen, drivers etc. the Airmen had educational qualifications which could help them find jobs elsewhere also. The Committee would like the Defence Ministry to make a study into the reasons for low employment rate in the case of ex-Airmen and take measures to improve the situation.

(S. No. 45)

3.96 The Committee are informed that Government are considering proposals to induct ex-servicemen in the Special Battalions being raised by various State Governments for the purpose of keeping peace in riot affected areas. Government are also proposing to utilise ex-servicemen in raising two Task Forces each consisting of approximately 1800 personnel for restoration of ecological balance in the Himalayas and other Hilly areas. These are welcome proposals. The Committee would expect the Defence Ministry to pursue these proposals with a view to promoting employment of ex-servicemen.

(S. No. 46)

3.97 The working Group of Officer (1976) had made a recommendation for lateral induction of Defence personnel of all ranks when they are due for release from the Armed Forces. The Committee take note of the instructions issued by the Ministry of Home Affairs (May 1979) that in respect of Groups A & B posts in the Central Government required to be filled by transfer or deputation of Government servants, a provision should be made in the recruitment rules whereby armed forces personnel with requisite qualifications etc. due to retire within a period of one year can also be considered for appointment to such posts on deputation/transfer or on short term contract basis. This is a welcome move. But the Committee have not been informed whether the recruitment rules in respect of Groups A & B posts have since been amended to make a provision to allow later induction of Defence personnel to civilian posts on deputation or transfer and whether officers are in fact being taken on deputation/transfer under this system. Now when a policy decision has been taken by Government it is the duty of Defence Ministry to follow it up with all the Ministries to ensure that the system of lateral induction of Armed Forces personnel into civilian posts become a reality. The Committee would like to know whether and to what extent this new system has helped Defence personnel to go on deputation/transfer to civilian posts. (S. No. 47)

3.98 The Committee recommend that the system of lateral induction of Armed Forces personnel into civilian posts should not be confined to Groups A & B posts only ; it should be extended to all categories of posts. (S. No. 48)

3.99 The Committee feel that the question of allowing lateral induction of competent Armed Forces personnel with requisite qualifications into IAS, IFS, IPS & other Central Services at a young age should be examined in consultation with the Ministry of Home Affairs. (S. No. 49)

3.100 The Committee take note of another measure taken by the Home Ministry under which the employing Ministries are required to send other staff requirements in advance to DGR and the DGR is required to intimate the names and bio data of the Defence Service Officers due to retire within 6 months to the UPSC or the State Public Service Commissions or the recruitment agencies concerned with selection of personnel of public sector undertakings and nationalised banks, depending upon the officers choice. DGR is also required to maintain liaison with the Bureau of Public sector Enterprises for identifying posts in Public Sector Undertakings which may be manned by ex-servicemen and the Public Sector Undertakings are required to give preference to ex-servicemen for appointment to higher posts in their security Departments. These are welcome measures. It is now left to the DGR to take the the maximum advantage from these measures for the resettlement of ex-servicemen. The Committee would like to be apprised of the action taken by DGR under those instructions and the results achieved. (S. No. 50)

3.101 The Committee are glad to note that, through the efforts of the DGR, 243 Defence personnel got employment in foreign countries during the last 3 years. They hope that, while continuing efforts in this direction it will be ensured that Defence personnel are sponsored for foreign assignment as are capable of keeping the national interests above personal interests and project a good image of the country. (S. No. 51)

3.102 The woefully low level of employment of ex-servicemen against reserved posts in offices and organisations under Central Government—as low as 1.3 per cent as stated by the DGR himself—highlights the imperative need for a strong implementation machinery to be set up at the Centre. The present arrangement of having a liaison officer in the Directorate General Employment & Training, a liaison officer in DGR and a Deputy Secretary level of officer in each Ministry to monitor intake of ex-servicemen and oversee implementation of Government instructions regarding reservation quotas appears all right on papers but has failed to produce results. (S. No. 52)

3.103 The Committee note that a small Committee consisting of Secretary (Personnel), Secretary (Defence), Secretary (Labour, Employment and DGR) is to be constituted to oversee the policy as well as implementational aspects of the resettlement of ex-servicemen. It is no doubt a well-represented and high-powered Committee from whom the Estimates Committee expect results in concrete terms. The Estimates Committee would also expect this Committee to review the efficiency of measures taken so far to promote employment of ex-servicemen in civilian posts with a view to making them more effective and fruitful. (S. No. 53)

3.104 The Committee would like that the position regarding employment of ex-servicemen in Central Government Offices and Undertakings vis-a-vis reservation quota in absolute numbers and percentages is mentioned specifically in the Annual Reports of the Ministries/Departments of the Government of India and the Public Sector Undertaking to enable Parliament to evaluate their performance in this field also. (S. No. 54)

3.105 The Committee would also like that the Defence Ministry should give consolidated account of retirement of ex-servicemen and their employment, separately and cumulatively in the Central and State Government Offices and their undertakings and in the private sector in their annual reports to enable Parliament to have an overall view of the ex-servicemen resettled on jobs throughout the country from year to year. (S. No. 55)

3.106 The Committee are informed that barring a few States, posts have been reserved for ex-servicemen in almost all the State. A total of 8,710 ex-servicemen were employed in State Government Offices, their State Undertakings and local bodies etc. in the States in 1978; in 1979, the number was 8844. The Committee find that there is no reservation in Assam, Kerala, Meghalaya, Nagaland and Orissa. The Government of UP have reduced the quota of reservation to 3 per cent in Groups C & D posts. The Government of Bihar have totally done away with the reservations. The level of reservations in a number of other States is not the same as at the Centre. The Committee would like the Defence Ministry to study the problem of unemployment among ex-servicemen including the annual increase in their number State-wise and persuade the State Governments to fix quotas of reservations at appropriate levels commensurate with the size of the community of ex-servicemen seeking resettlement on jobs in the respective States. The Committee would expect the Defence Ministry to continue to follow up the matter with the States concerned till the needful is done. (S. No. 56)

3.107 The Committee take note of the recommendation of the Working Group of Officer (1976) that special cell should be constituted under the Chief Secretary or the Secretary (Services) of each State to monitor the implementation of reservation policy for ex-servicemen in their State and keep the DGR informed of the progress of implementation. The Working Group had also recommended certain measures for promoting re-employment of ex-servicemen in the State Services etc. The Defence Ministry are not aware of the extent to which the Working Group's recommendations have been implemented. The Committee had expected that, if the progress reports were not received from all the States, the Defence Ministry should have established personal contacts with the defaulting States to ascertain the position. The Committee would like that instead of waiting passively for returns from States for indefinite period Defence Ministry should bestir themselves to reach out to the State Governments concerned to get the progress reports from them in order to know the progress made by them in this regard. The Committee consider the setting up of coordination and monitoring cells in each State to be of paramount importance for implementing employment programme for the rehabilitation of ex-servicemen. The Committee would recommend that the Defence Ministry should take up the matter with the States at the highest level with a view to persuading them to

set up coordination and monitoring cells and implement other recommendations of the Working Group. The Committee would expect the Ministry to apprise them of the upto-date position in respect of all the States and the measures taken to have the Working Group's recommendations implemented within 6 months. (S. No. 57)

3.108 Private Sector has a great potential for employing ex-servicemen but the Committee are disappointed to find that from an intake of over 800 ex-service in 1976, which was not high by any standard, the number dropped to less than 500 in 1979. The Committee are aware that Government cannot force the private sector to make any reservations for ex-servicemen and that the trade unions attitude could also be an obstacle in this regard. The DGR's initiative to establish contact with new units before the new labour gets in is a step in the right direction provided it is vigorously followed up. The Committee would suggest that DGR should make standing institutional arrangement to establish dialogue with representative organisations at various levels in private sector with a view to arriving at an understanding that the ex-servicemen should be shown greater consideration than in the past. The Committee have no doubt that if a systematic approach is made and the usefulness of employing disciplined and trained ex-servicemen is properly impressed upon the organisations and employers in private sector, much better results can be achieved. The Committee would like the Ministry to start a vigorous campaign in this hitherto neglected but potential sector to find more employment for ex-servicemen. (S. No. 58)

3.109 The Committee feel that DGR should also consider making discreet attempts to impress upon the trade unions in selected areas the need for their cooperation in the rehabilitation of ex-servicemen. (S. No. 59)

3.110 The Committee note with concern that the placement of war disabled ex-servicemen has not been encouraging at all. As against a waiting list of over 560 at the beginning of 1979 and 500 in 1980, the Defence Ministry could secure placement for only 69 and 73 in these two years respectively. The Defence Ministry would do well to identify jobs which the disabled ex-servicemen on their waiting list can handle and then make more concerted efforts to locate suitable jobs for their rehabilitation. (S. No. 60)

3.111 The Committee find that the Deptt. of Personnel and AR have advised the Ministries and Deptts. of Government of India to consider prescribing lower qualifications for ex-servicemen candidates for recruitment to posts for which their military experience could be of distinct advantage. Similar step has been commended to Bureau of Public Enterprises for posts in public sector undertakings and also to State Governments. This is a good gesture but the Committee have not been informed whether this advice has been acted upon or not by the offices of Central Government, State Governments and public sector undertakings. The Committee would urge that Government decision to grant relaxation of qualification to ex-servicemen should be translated into action expeditiously. The Committee would like the Ministry to pursue this matter with the Central and State authorities and report the outcome of their efforts to the Committee. (S. No. 61)

3.112 Side by side with the efforts to have educational qualifications lowered for ex-servicemen, the Defence Ministry should consider measures to help the ex-servicemen pursue condensed or correspondance courses to improve their educational qualifications, wherever possible. (S. No. 62)

3.113 The Committee are informed that out of 412 trades in the three services, 234 trades have been equated with civil trades and the National Council for Training in vocational Trades has decided to issue National Trade Certificates in such cases. An inter-service sub-Committee has been set up to look into the position of other trades. Since equation of Defence services trades with civil trades is of vital importance to ex-servicemen for getting jobs, the Committee would expect the Defence Ministry to have the remaining trades also equated with the civil trades, if necessary, by giving the ex-servicemen a short course of further training. In order to avoid such a difficulty in the future the Defence Ministry may also consider revising the course curriculum and syllabi of such trades as have no civil equivalent at present so as to make them equivalent with civil trades for the purpose of employment. (S. No. 63)

3.114 While a State Government (Government of Haryana) have already decided to treat Army first class with 15 years of service educationally equivalent to Matriculation for the purpose of employment, this matter is still at consideration stage in the Central Government. The Committee expect the Central Government to give a lead to the States in such matters rather than let it be the other way around. (S. No. 64)

3.115 The Committee regret that certain concessions available to ex-Air Force pilots for taking tests for grant of civil pilots licence were withdrawn last year in view of criticism from unemployed civil pilots. It has now been acknowledged by the Ministry of Tourism and Civil Aviation that the syllabi of many of the examinations especially ground subjects in the Air Force are the same as in the Civil side. The question of grant of exemptions to ex-Air Force pilots is therefore stated to be under *denovo* examination. The Committee wish this aspect had been given due weight before withdrawing the concessions last year. The Committee would expect the Defence Ministry to pursue the matter with Civil Aviation Ministry with a view to securing an early decision in favour of ex-Air Force pilots (S. No. 65)

CHAPTER IV

SELF-EMPLOYMENT SCHEMES

(a) Position at the Centre

4.1 The Ministry have stated that DGR helps the ex-servicemen in their re-settlement on industries. The assistance provided by DGR to ex-servicemen entrepreneurs includes the following :—

- (i) Sponsoring of cases of ex-servicemen for allotment of industrial plots in various States.
- (ii) guidance and help in preparation of project-reports.
- (iii) help in getting credit facilities for financial institutions.

4.2 In this context, it has been represented to the Committee that self-employment schemes introduced by Government have by and large not been successful. These touch only the fringe of the problem. The only beneficiaries from these schemes can be a handful of officers, who have money, contacts and technical skill.

4.3 In another memorandum it has been stated that if any ex-servicemen desires to take advantage of any self-employment scheme, the path is full of difficulties. No proper guidance is provided; no proper publicity or proper information is given; no source from where the information can be had is known.

4.4 The Ministry have informed the Committee that the job avenues in the country are limited and therefore, ex-servicemen are encouraged to take self-employment ventures, but for people of Service background to enter into business field is not easy as their hard-earned savings are at stake. In the Directorate General of Resettlement all assistance is provided for self-employment within the constraints of availability of resources.

4.5 The Self-Employment Directorate in the Directorate General Resettlement is headed by a Director of the rank of Colonel assisted by three Deputy/Assistant Directors for Agriculture, Transport, Agencies and Industry. The ex-servicemen approaching the Directorate of Self-Employment are given necessary guidance in the field of industry, transport or agro-based industries, whichever required. Leaflets containing guidance on self-employment ventures are given to the interested individuals on demand. The individual interests for self-employment schemes are discussed by the Director and the concerned Deputy/Assistant Director with the ex-servicemen. The fields of interest are narrowed down for the ex-servicemen to select the self-employment scheme that he may be able to enter into. Ex-Service Officers and other Ranks at times discuss their personal problems with the Officers of Directorate of Self-employment for as much as an hour in order to satisfy themselves. General guidance is given to the ex-servicemen to identify the resources with regard to land, finance, raw material, on going projects and so on. Project profits of industrial items required by the ex-servicemen are

procured from the Directorate of Small Scale Industries and are given to the ex-servicemen. Export guidance for ex-servicemen entrepreneurs required for industry is arranged with SISI. But no statistics have been kept with regard to giving such guidance and other assistance. The Ministry have added that 75 project reports for industrial plots at Delhi, 40 for Dundahera and 45 for Mewat Area have been progressed by Directorate General Resettlement.

4.6 During evidence, the Defence Secretary stated that this work taken up by DGR recently and needed to be systematised. He agreed that the record should be kept about the number of ex-servicemen to whom they give guidance or assistance for preparation of project reports. He promised to organise the procedure in this regard.

4.7 In reply to a question, DGR informed the Committee that they did not prepare the project reports of industries for ex-servicemen entrepreneurs. They gave them guidance. They had specimen reports which were offered to the entrepreneurs to relate them to their own requirements to prepare project reports.

4.8 Opportunities for self-employment ventures such as industrial plots/sheds, shops, public distribution outlets for essential commodities and the like are published in the daily newspapers. Apart from that, self-employment news is also broadcast in the All India Radio in the "Forces Programme". A book containing information regarding assistance provided by the Directorate General Resettlement in different fields has been printed and will be available to the interested ex-servicemen shortly.

4.9 Broadly, the on going self-employment schemes for the ex-servicemen are as follows :—

- (a) *Agencies* : Such as petrol pumps, gas agencies, whole-sale dealership of K-oil, cement fertiliser, etc. At the moment there is no provision for allotment of any petrol pump, gas agency or K-oil dealership to any ex-servicemen except war disabled ex-servicemen as laid down by Ministry of Petroleum.

4.10 During the year 1980-81, 18 Gas Agencies, 8 Petrol Pumps and 5 Kerosene Oil Agencies in different parts of the country are to be made available to war widows and war disabled persons.

4.11 The total number of ex-servicemen/war widows recommended for allotment of Gas Agencies under the revised scheme is as follows :

(i) Widows	— 27
(ii) Disabled	— 8

4.12 During evidence, the D.G.R. stated that 10 per cent of the services dealing petroleum products had been reserved for widows and war disabled only. The Ministry of Petroleum had agreed in principle to include widows whose husbands die in service. But nothing had been forthcoming yet.

4.13 As far as the cement dealership is concerned, most of the States have got their own public distribution system. However, at the instance of the Directorate General Resettlement, Cement Corporation of India have

appointed 16 cement dealers from amongst the ex-servicemen in States of Delhi (1), Haryana (2), Punjab (5) and H.P. (8) etc. Besides 15 per cent fertilizer dealership from four Fertilizer Corporations have been procured for the ex-servicemen by the Directorate General Resettlement. Accordingly 224 fertilizer dealerships have been given to the ex-servicemen in different States.

4.14 The other agencies such as tea trading, photo films, service stations of Vijai Scooters and NTC are not popular as they are not financially very remunerative.

4.15 (b) *Transportation.*—Due to the difficulty procuring chassis from TELCO and Ashok Leyland, the ex-servicemen are restricted in taken up transportation work. As the vehicles have been decontrolled by the Ministry of Industry, the manufacturing companies cannot be forced to give any allocation to the ex-servicemen as such. Nevertheless, on the request of the Directorate General Resettlement, the TELCO have agreed to give four chassis per month. Messrs. Ashok Leyland and Bajaj Automobiles have been approached to give priority allotment of some vehicles to the ex-servicemen. Bajaj Automobiles have agreed to give two chassis of pick up vans per month to the ex-servicemen. In case, however the Ministry of Industries makes it mandatory for the manufacturers to give truck and bus chassis of Messrs TELCO and Ashok Leyland and Messrs. Bajaj Automobiles for allotment, it will help the ex-servicemen to settle down earlier in the field of transportation.

4.16 (c) *Allotment of Industrial Sheds/Plots :* States have agreed to give preference to the ex-servicemen for allotment of industrial sheds/plots but there is no percentage laid down for the ex-servicemen as such. Director General Resettlement and Directors Resettlement, Zones/Secretaries. Rajya Sainik Boards have to approach the States from time to time for *ad hoc* allotment of industrial sheds/plots to the ex-servicemen. At the instance of the Directorate General Resettlement, Delhi Administration gave 75 industrial plots in 1978-79 to the ex-servicemen. The Ministry of Works and Housing have been approached for allotment of another 70 industrial plots to the ex-servicemen. Decision in this regard is awaited. Haryana State Industrial Development Corporation have also been approached for allotment of industrial plots to the ex-servicemen in an area bordering Delhi. Department of Industries, Uttar Pradesh, have also been approached for industrial plots at NOIDA. The question of reservation of industrial plots for the ex-servicemen by all States was discussed in the XIV meeting of the Kendriya Sainik Board held in October, 80. All State Governments were requested to make specific reservations of industrial plots for ex-servicemen in all industrial estates being developed by them.

4.17 The decisions of the State Governments are awaited. Haryana Government has already reserved 10 per cent of the industrial plots for the ex-servicemen whereas Delhi Administration is considering reserving 5 per cent industrial plots/sheds for them.

4.18 According to the Ministry, in case, however, 10 per cent of all industrial sheds/plots are given to the ex-servicemen in all the States in industrial complexes being developed by them, it will help the ex-servicemen to settle themselves in industry better. State Governments have been requested to implement this proposal.

4.19 The Defence Secretary stated during evidence that he would take up the question of earmarking some reasonable percentage of industrial plots for ex-servicemen at the highest, level with all the States. He added that he would also organise a meeting with the Chief Executive of Banks to take up the question of financial support to Ex-Servicemen in cases where they were allotted industrial plots.

4.20 (d) *Allotment of Shops* : There is no fixed percentage for allotment of shops developed by the States to the ex-servicemen on a fixed price. All the State Governments have been requested in the XIV Meeting of the Kendriya Sainik Board to make a fixed allotment to the ex-servicemen to help them settle themselves on retail distribution of various commodities. Delhi Development Authority have given allotment of 2 per cent of all shops in Delhi to the ex-servicemen.

4.21 (e) *Distribution of Essential Commodities through Public Distribution System in States* : It was stressed in the XIV Meeting of the Kendriya Sainik Board that the State Governments should consider the ex-servicemen for appointment as dealers of essential commodities on the fair price shops being given by them from time to time. Directorate General Resettlement, has been approaching various States to implement this. At the instance of Directorate General Resettlement, Commissioner Civil Supplies, Delhi has agreed to give preference to the ex-servicemen in the retail distributionship of essential commodities in Delhi.

4.22 (f) *Issue of National Transport Permits* : The Centre has given directives to the States for issuing 10 per cent allotment of national transport permits for goods carriage to the ex-servicemen although this is not being fully implemented. The ex-servicemen State Corporations as also the ex-servicemen co-operatives want to ply tourist buses/passenger buses on different routes in the States but there is no schtme of giving State Carriage Permits to the ex-servicemen. Ministry of Transport and Shipping have been approached in this regard. The Committee were informed duiring tour that Haryana Government had reserved 18 per cent national permits for ex-servicemen but it is not operative at present. Since that Motor Vehicle Act recently passed by the Parliament did not include the category of ex-servicemen in the priority list for issuing national permits.

4.23 (g) *Allotment of Milk Booths/Jai Jawan Stalls* : In conjunction on with Mother Dairy, the ex-servicemen have been given running of Mother Dairy booths. Delhi Milk Scheme have also been approached for the Sale of their milk through the ex-servicemen. Various bottling companies have agreed to construct kiosks at various sites in different States for the sale of their commodities through the disabled ex-servicemen by constructing Jai Jawan Stalls.

4.24 *Jai Jawan Stalls* : Jai Jawan Stalls are allotted to war disabled ex-servicemen and those serving who are disabled while in harness and medically boarded out. Both these categories of persons have been taken care of and

Jai Jawan Stalls have been allotted to them. Jai Jawan Stalls will now be allotted to those ex-servicemen who are disabled otherwise also.

4.25 Transport Companies

In conjunction with Ministry of Energy (Deptt. of Coal) a scheme was drawn up for forming ex-servicemen transport companies for transportation of coal in different coalfields. Under the scheme, the tipping trucks were to be given to the ex-servicemen on hire-purchase basis. Accordingly, four companies in Bharat Cooking Coal Limited and two companies in Central Coalfield Limited have already started functioning. It is expected that two companies each in Eastern Coalfields Limited and Western Coalfields Limited will be inducted. The induction of these companies has slowed down due to poor availability of tipping trucks from M/s. TELCO Directorate General Resettlement is in constant touch with the Coal India Limited and different Coalfields with regard to availability of tipping trucks.

4.26 The Committee have furnished with the following statement showing allotment of various agencies etc. to ex-servicemen during the years 1975-76 to 1979-80

S.No.	Item	1975-76	1976-77	1977-78	1978-79	1979-80
1.	Tractors	1533	1435	563	300	322
2.	New Vehicles (3 Wheeler scooters, tampos and Mators)	122	..	196	..	..
3.	Milk Booths	48	..	..	..	206
4.	Jai Jawan Stalls	350	16	37	31	04
5.	Buses/Trucks	166	68	136	..	26
6.	House Plots	326	..	..	87	..
7.	Industrial Plots	..	9	..	52	13
8.	Surplus Vehicles	..	..	122	439	1880
9.	Typewriters & Duplicators	..	..	50	66	76
10.	Training at Rani-khet Project	..	..	..	30	18
11.	Coal Transport	..	..	..	..	65
12.	ICC Agencies	25	19	16	..	..
13.	Fertilisers	16	79	5	5	90
14.	Cement	15*	..	25*	..	5*
						Actual allotted 25 only.
15.	Modern Bread	12	5	5	1	..
16.	TTC	..	45*	12*	3**	..*
						Actual allotted 14 only.
17.	Wine	..	..	27	..	..
18.	Salt	..	..	4	1	..
19.	N.T.C.	..	2	8	1	82
						Actual allotted 11 only.
20.	HMT Watches	..	2	3	1	..
21.	Electric Products	..	..	4	2	..
22.	Photo Film	..	..	11	1	..
23.	Hindustan Paper	..	..	2	..	..
24.	T.V. Dealerships	..	..	..	3	..
25.	Arms Dealership	..	..	..	1	..
26.	Catering Licences	..	..	..	1	..

4.27 The Committee pointed out that the pattern of resettlement of Ex-Servicemen on various agencies, etc. was not uniform from year to year. There were spurts and depressions in the number of ex-servicemen who have been benefited in these schemes of self employment. For example in the case of new vehicles (three wheelers tempos, etc.) while in 1975-76 and 1977-78 122 and 196 ex-servicemen respectively benefited, in the years 1976-77, 1978-79 and 1979-80 none got the allotment of any such new vehicle. Similar was the case in regard to allotment of buses, trucks, IOC agencies, fertilizers, cement, NTC and HMT agencies etc. etc.

4.28 The Committee asked whether there was any well considered policy like reservation of agencies, avenues etc. in this regard ? The Defence Secretary agreed during evidence that it would be necessary to take a policy decision for a uniform quota for ex-servicemen.

National Entrepreneurial Development Corporation

4.29 The Ministry have informed the Committee that after a great deal of deliberations it is proposed to start an ex-servicemen Industrial Development Corporation. The scheme envisages identifying certain items of production which have easy marketability.

4.30 So far the items identified are Rum Distilleries, grinding of Atta and Dal. Since the requirement of the Services as also the Canteen Stores Department in respect of these items is very large, it is felt that the marketability of these items will not pose any problem. Ministry of Food and Agriculture, Ministry of Supplies and Ministry of Social Welfare have been approached for clearance. It is proposed to take a modest beginning in respect of Ex-servicemen Industrial Development Corporation for the items listed above whereafter such schemes as transportation and hotel industry can also be added after sufficient funds have been generated and experience gained.

4.31 The proposal is under scrutiny of the Ministry of Defence (February 1981). Apart from this, Ex-servicemen Corporations started in different States such as Punjab Ex-servicemen Corporation may have some more schemes of similar nature.

4.32 During evidence the D.G.R. stated that the idea was to set up certain industries which would generate funds and employ as many ex-servicemen as possible by means of ancillaries, Transportation etc. It was proposed to discuss the proposals at an inter-ministerial meeting. The Defence Secretary stated that in respect of certain of them were captive markets. They needed 8 distilleries for rum and one mill for atta in each command; while they were working out figures in respect of Dal.

(b) Self Employment Schemes in States

4.33 In reply to a question the Ministry had stated that the details of the schemes introduced by State Governments for Self Employment were not available in the Directorate General Resettlement.

4.34 Asked why this information was not being collected by DGR, the Defence Secretary stated during evidence "I think we should organise better communication system which I will take care of."

4.35 In a note subsequently furnished to the Committee, the Ministry have stated that there are no specific self-employment schemes for the ex-servicemen introduced by the State Governments as such.

4.36 Self employment is dependent on a number of factors such as knowledge and skill of the entrepreneur, availability of resources like land/sheds, shops, raw material and financial position of the entrepreneur. Director General Resettlement and Directors Zones and Secretaries Rajya Sainik Boards request the State Governments from time to time for allotment of industrial plots/sheds, shops, priority quota of route permits, agencies and the like depending on the overall availability of these items with the State Governments. Therefore, the assistance rendered to the ex-servicemen has necessarily to depend upon the availability of these items at the disposal of the State Governments at that time.

(c) Co-operatives of Ex-Servicemen

4.37 It has been suggested in another memorandum that the recognised non-official defence bodies such as Air Force Association should be encouraged to take up group cooperative schemes for setting up industries etc. For example, Air Force Association could undertake setting up industrial units providing spare parts for use in aircraft and allied equipment. The Committee desired to know the Ministry's views on the general question of encouraging group cooperatives of ex-servicemen.

4.38 The Defence Secretary stated during evidence "I entirely agree that it is very necessary and helpful to organise a cooperative society".

(d) Subsidy on scale of items produced by Small Scale Units of Ex-Servicemen

4.39 The Government of India have agreed for a grant of 5 per cent subsidy on the value of items of Defence origin purchased in an open tender competition from the small-scale units run by the ex-servicemen. This grant increases the competitive power of the ex-servicemen entrepreneurs to supply goods of Defence origin and encourages them to set up small scale industries for production of these items. Asked whether the scheme was working satisfactorily, the DGR stated that the scheme was introduced last year and they had identified 100 items for this purpose. Under the scheme, ex-servicemen would get price preference to the extent of 5 per cent.

(e) State Financial Corporations

4.40 It has been stated in a memorandum that financial corporations set up by the State Governments are not of much help in rendering financial assistance to the ex-servicemen for establishing industries and that Punjab State Financial Corporation since its start has not extended any such help.

4.41 The Committee asked whether the Ministry had made any study of the financial assistance rendered by Financial Corporations to Ex-Servicemen who desired to establish their industries.

4.42 The Ministry of Defence have stated that the institutions run by the State Governments not being subject to control by the Central Government, the Ministry have not made any study of the working the financial

institutions of different States or the assistance rendered by them to the ex-Servicemen.

4.43 It has been stated in another memorandum that Punjab Government had been gracious to establish Financial Corporation for monetary assistance to the ex-servicemen with a declared capital of 5 crores. Only small portion of the declared amount has been placed at the disposal of the Corporation with rules to govern the fund mainly copied from the post war re-construction fund. These rules are so unfavourable and discouraging that few would dare to apply for loan from the corporation. Perhaps the Corporation by making extremely hard rule for advancing loan to the ex-servicemen in fact aims at discouraging them.

4.44 The Ministry have stated that the Punjab Ex-Servicemen's Corporation is an independent autonomous body of the State Government and this Ministry has no say either in its policy making or its day-to-day working.

4.45 In another memorandum it has been stated that ex-servicemen Corporation of the Punjab Government is existing on paper for the last two years, but it has not produced any results so far. It has got the required finance. On the other hand, Punjab Government has diverted the money for the ex-servicemen to their other needy friends such as PEPSU Roadways etc.

4.46 The Ministry have stated that according to the existing constitutional set up of the country, the State Governments enjoy full autonomy in the administration of the internal affairs of the State. In matters in which the Central Government has an interest the role of the Central Government is advisory. This Ministry is aware that a sum of Rs. One crore has been loaned to the PEPSU Road Transport Corporation from the Punjab Welfare Funds meant for investment of welfare funds in the PEPSU Road Transport unless the State Government guarantee payment of interest and repayment of the loan. The State Government has been asked to furnish the required guarantee and a final reply is still awaited from the State Government.

(f) Financial Assistance for Ex-Servicemen's Enterprise

4.47 In a number of Memoranda submitted to the Committee it has been stated that multifarious difficulties are being faced by Ex-Servicemen in getting financial assistance from Nationalised Banks and financial institutions. Some of the difficulties are as follows :—

- (i) The rate of interest is very high. Due to the poor economic conditions of Soldiers hardly few can get the benefit of these schemes.
- (ii) Almost all financial institutions require a mass of data and projections which most ex-servicemen are unable to prepare. Most commercial institutions are not oriented to give any special consideration to ex-servicemen. Processing officers can hold up financial arrangements for months on the merest of technical formalities.
- (iii) Rules for advancing loan to the ex-servicemen should be made easy and red tapism be removed.

- (iv) Loans are obtained against some guarantee in the form of movable or immovable property as a security which most of the ex-servicemen are unable to give. This matter cannot be resolved unless rules are changed. One way to resolve this difficulty is to allow limited loans, say upto Rupees Five thousand against the individual's pension guarantee.
- (v) With their limited pensionary benefits, ex-servicemen also have a problem in finding adequate margin money as required by banks. Margin Money requirement in the case of ex-servicemen be reduced.
- (vi) To overcome difficulties the Director General Resettlement should be entrusted with the responsibility of setting up loan cells at district levels and should be asked to furnish quarterly statistics of State loans to his Headquarters at Delhi.

4.48 The Ministry of Defence have informed the Committee that Delhi Financial Corporation have reduced the rate of interest by 1 per cent for Ex-servicemen. The Director General Resettlement have also written to the Chairmen of all Nationalised Banks and State Financial Corporations to reconsider rate of interest to be charged from the ex-servicemen. It will also be appreciated that the ex-servicemen do not pay back the loan regularly. Therefore, the difficulties experienced by the financial institution in giving loans to the ex-servicemen have also to be appreciated.

4.49 Apart from the above, there is a scheme of giving subsidy on interest on loan taken from the banks for starting their enterprises. This subsidy reduced the rate of interest to 4 per cent for loans upto Rs. 5000 and 7 per cent for loans upto Rs. 25,000. This subsidy is allowed from the Special funds placed at the disposal of Rajya Sainik Boards and is being implemented through States. A case has also been taken with the Government to increase the amount of loan to Rs. 50,000

4.50 The Ministry of Defence have stated that it is realised that the procedure for taking loans from the State Financial Corporations or Nationalised Bank is cumbersome and needs to be streamlined. Department of Banking, Ministry of Finance is being approached to consider this aspect and issue suitable guidelines to the State Financial Corporations and Nationalised Bank to streamline their procedures and give special considerations to the ex-servicemen wherever possible.

4.51 It is true that Banks or financial institutions require some collateral security in the form of movable or immovable property. The suggestion that limited loans, say upto Rupees five thousand may be guaranteed/against the individual pension as guarantee is not acceptable to financial institutions. It is true that the ex-servicemen find difficulty in raising loans from Public Sector Banks and raising the margin money upto the extent of 20 per cent required by the banks. To overcome these difficulties Directorate General Resettlement have approached the Chairman of all Nationalised Banks to consider reduction in the margin money required. The suggestion regarding loan cells at district level is not considered practicable.

4.52 The Committee enquired as to how many ex-servicemen approached the Ministry for help in getting credit facilities from financial institutions and in how many cases they had succeeded in getting financial help for the ex-servicemen. DGR stated that after the receipt of the questionnaire, they had started keeping the records.

4.53 During evidence, it was pointed out that in the case of bank loans to small and marginal farmers, the State Governments had agreed to give guarantee and why this concession could not be given to Ex-servicemen. The Defence Secretary stated that he would have this aspect examined. He would discuss the matter with the Chief Executives of Banks, and representatives of the Reserve Bank of India and Department of Banking. The witness added that the Ministry's view was that in the case of viable schemes, the banks should not insist on guarantee at all. In consideration of the various deposits made by the Ministry with the banks, they should give some special consideration to ex-servicemen. The witness further said that the Ex-Servicemen should be given the maximum concession given by banks to any class and that he would take this point at the meeting.

(g) Resettlement of Ex-Servicemen in Andaman and Nicobar Islands

4.54 The Scheme of resettlement of ex-servicemen in Great Nicobar Island was started in 1969-70. 100 Pilot project settlers were inducted from Punjab to Great Nicobar Island. Under this scheme, a total of 330 ex-servicemen families have been inducted so far from different states namely Punjab, Uttar Pradesh, Tamil Nadu, Maharashtra, Kerala, Andhra Pradesh, Madhya Pradesh, Haryana and Karnataka. Out of these 52 settlers have deserted the Island so far.

4.55 4 settlers returned to Great Nicobar Island as a result of notices served on them by the Administration. One settler died in the main land leaving a total of 47 absentee settlers. 13 settlers out of 47 absentees had left within one month of arrival and no land was allotted to them.

4.56 The main reasons for desertions by some settlers can be attributed to the followings :

- (a) Alternative source of livelihood available to them in the main land.
- (b) The settlers are not inclined to bear the hardships of Great Nicobar Island which inter alia, includes the following :—
 - (i) The Island is located at a far corner of the country with poor means of communication.
 - (ii) The climate of the area is tropical with high incidence of malaria and other tropical diseases.
 - (iii) The crop failures for two years i.e. in 1975 and 1976 due to epidemic of disease and pests resulting into adverse economic condition of settlers.
- (c) Facilities of higher education and employment for the children of the settlers are not available.
- (d) The settlers look up to the mainland for social obligations such as marriages and family requirements.

4.57 With the experience gained and keeping in view the difficulties of the settlers, the Ministry of Home Affairs have agreed to allot an additional 3½ acres of land to the pilot project settlers, numbering 100 ex-servicemen, who were inducted during 1969-70 from the State of Punjab. Besides, it has been decided to procure cattle from Neil and Havlock Islands for these settlers. An additional grant of Rs. 3,000 as loan for construction till cattle are provided have also been sanctioned for these settlers. To increase the frequency of inter-island-shipping service, more ships are being acquired. Regular recruiting teams are now being sent for recruitment of the children of the ex-servicemen in the Armed Forces. The question of granting relief on loans taken by these settlers from the Syndicate Bank is presently under examination by the Ministry of Home Affairs in consultation with the Department of Banking.

4.58 In April, 1980, a meeting was held under the Chairmanship of Secretary, Ministry of Home Affairs in which a decision was taken to constitute a study team of experts by the Ministry of Science and Technology who were to visit and study the eco-system governing the Andaman and Nicobar Islands and submit their recommendations regarding the future strategy to be followed in respect of development and exploitation of forest wealth and if possible also of marine resources around these Islands. The team is also to identify the medicinal herbs available in these Islands. The team which is understood to have been constituted in May 1980, is required to submit its report within a year. The report of the study team has not been finalised so far.

4.59 The DGR stated during evidence that the initial plan was to settle about 2,000 ex-servicemen in the Islands. But the scheme had been halted pending the study of eco-system by the Study team of experts. DGR was of the view that if the scheme was halted the rate of desertion might go up.

4.60 During evidence, the representative of the Ministry of Defence stated that it was essentially an agricultural scheme and the Andaman and Nicobar Administration had to solve the various problems in the interest of ex-servicemen. Asked whether some wood-based small scale and cottage industries could not be established in the Islands, the witness stated that only such industry would be successful as would have captive market. It would not be able to compete with the industry on the main land because of freight charges. Asked about the development of fishing industry for export the witness stated that it had a very large export market but proper equipment like trawlers was required.

4.61 The Committee are informed by the Ministry that as the job avenues in the country are limited, ex-servicemen are encouraged to take to self-employment ventures. In this field the Ministry, it is stated, assist the ex-servicemen entrepreneurs by sponsoring their cases for allotment of industrial plots, guiding and helping them in preparation of project reports and assisting them in getting credit facilities from financial institutions. But, from the reports reaching the Committee it appears that the ex-servicemen are not satisfied with the assistance rendered by DGR in helping them set up self-employment ventures. Ex-servicemen have complained of lack of guidance and lack of information from the DGR. The Committee have also found

that even though the Ministry claim to be giving guidance to the ex-servicemen entrepreneurs in the preparation of project reports, they have no statistics to show as to how many ex-servicemen approached them for guidance and to how many entrepreneurs they gave guidance. The Ministry also did not keep any records till an enquiry was made by the Committee as to the number of persons who approached them for assistance in getting credit from banks and in how many cases they succeeded in getting the credit for them. This shows a very unsystematic way of working which makes it impossible to assess the performance of the hierarchy of officers of DGR. The Committee would like that the guidance and information network in the DGR should be systematised so as not only to provide prompt guidance to the ex-servicemen who approach the Ministry but also to keep a proper record of the work done. (S. No. 66)

4.62 The Committee note that a book containing information regarding assistance provided by DGR in different fields has been printed (March 1981) and will be made available to the interested ex-servicemen shortly. This gives credence to the complaints of ex-servicemen that information on setting up self-employment ventures was not hitherto available in a proper way. The Committee feel that such guidebooks should have been issued long ago. They would like that copies of the guidebook now printed should be supplied to all the interested ex-servicemen and the book should be updated from time to time. (S. No. 67)

4.63 The Committee are also informed that the DGR are not equipped to prepare project reports of industries for ex-servicemen. They give them only guidance; they procure project profiles of industrial items required by ex-servicemen and give them to ex-servicemen to prepare their own project reports. Expert guidance is arranged with the Small Industrial Services Institutes. Ex-servicemen having no background to enter into business or production field require a more detailed guidance for preparation of project reports than is given at present. The Committee feel that DGR should not act merely as a post office; they should involve themselves more intimately with the problems of ex-servicemen entrepreneurs otherwise there is no use of setting up a separate Directorate of Self-Employment. DGR should keep with themselves model project reports of industrial units of various kinds for the benefit of ex-servicemen. They should also have experts who can explain to the entrepreneurs the details of industrial projects and actually help them draw up project reports and also improve them, if necessary. DGR should also follow up each contact and see how they can resolve the difficulties which ex-servicemen entrepreneurs might be facing in executing their projects. The Committee would like the Ministry to re-organise the Directorate of Self-Employment in DGR to make it of real practical use to inexperienced ex-servicemen entrepreneurs. Such an arrangement will also have to be made at State level for the convenience of ex-servicemen entrepreneurs. (S. No. 68)

4.64 The Committee find that there is no reservation of industrial sheds/plots for ex-servicemen in the States except in Haryana where 10 per cent of the industrial plots have been reserved for them. Following the 14th meeting of Kendriya Sainik Board held in October, 1980 all State Governments have been requested by the Ministry to make specific reservation of industrial plots for ex-servicemen in all industrial estates being developed

by them. Their decision is still awaited. The Committee would like the Defence Ministry to follow up this matter with the State Governments and secure reservation of reasonable percentage of industrial plots for ex-servicemen in the States. (S. No. 69)

4.65 The percentage of reservation should be related to the population of ex-servicemen in each State. As far as possible in the States where the magnitude of the problem is identical, the percentage of reservation should also be identical. (S. No. 70)

4.66 There are a number of other self-employment schemes for ex-servicemen. They are allotted agencies such as petrol pumps, gas agencies, dealerships of K-oil, cement, fertilizers and a number of other commodities. At the request of DGR a limited number of vehicles are allotted every month by M/s TELCO (4 chassis of trucks), Ashok Leyland and Bajaj Automobiles (2 chassis of pick-up vans). There is no fixed percentage for allotment of shops including Fair Price Shops by States who have, however, been requested to make a fixed allotment of shops and to consider allotting Fair Price Shops to ex-servicemen. Delhi Development Authority have given allotment of 2 per cent of shops in Delhi to ex-servicemen and Delhi Administration have agreed to give preference to ex-servicemen in allotment of Fair price shops. Though Centre has given directives to the States for issue of 10 per cent allotment of national transport permits for goods carriage to ex-servicemen this is not being fully implemented. Nor is there any scheme in the States to give State carriage permits for passenger and tourist buses to ex-servicemen.

4.67 Though the aforesaid schemes and some other schemes like setting up ex-servicemen transport companies have been introduced in some of the States, there is no uniform pattern nor any consistency from year to year. For example, while in 1975-76 and 1977-78 122 and 197 ex-servicemen respectively got allotment of three-wheeler scooters, tempos etc., in the years 1976-77, 1978-79 and 1979-80 none got any allotment. Similar is the case in regard to allotment of buses, trucks, IOC agencies, fertilizers dealerships, etc.

4.68 The Committee feel that these well intentioned schemes have so far been operating on an ad hoc basis. There is neither any uniform policy formulated in this regard nor any uniformity in implementation. The Committee strongly feel the necessity of a national policy to be formulated at the Central level to allot vehicles, house plots, agencies, dealerships, petrol pumps, fair price shops, milk booths, Jai Jawan Stalls and other such self-employment aids to servicemen to help them in their rehabilitation after retirement. In this task the cooperation of all State and Central agencies, public sector undertakings and private sector manufacturers should be solicited to make a countrywide impact. The Committee would like that this policy should be drawn up expeditiously and details thereof communicated to them. (S. No. 71)

4.69 The Committee welcome the proposal of the Ministry to start an Ex-Servicemen Industrial Development Corporation with the aim of producing certain items which would have easy marketability like rum, ground aata and dal, etc. This would be a good venture not only to provide employment

to ex-servicemen but also to encourage ancillary units of ex-servicemen entrepreneurs to come up. The Committee would urge the Ministry to finalise this proposal and start the Corporation as early as possible. (S. No. 72)

4.70 The Committee see no reason why ex-servicemen entrepreneurs should not be encouraged to set up ancillary units in the public sector undertakings and Ordnance factories working under the Defence Ministry. In fact the Ministry should give preference to ex-servicemen's ancillary units in the undertakings under their control. (S. No. 73)

4.71 The Committee were dismayed to learn that initially the Defence Ministry did not have any information about the details of self-employment schemes introduced by State Governments for the benefit of ex-servicemen. Subsequently, the Ministry informed the Committee that there were no specific self-employment schemes for the ex-servicemen in the States as such. The Committee do not think this statement is quite correct. There are schemes for allotment of industrial plots, shops and national transport permits in certain States. This shows that the Ministry have not been able to establish effective communication with the States. The Committee would urge that the Ministry should take up with the State Governments the question of introduction of self-employment schemes and persuade them to introduce such schemes on the same lines as done at the Centre for the benefit of ex-servicemen. Defence Ministry should follow up this matter till they succeed in having such schemes introduced in States (S. No. 74)

4.72 The Committee welcome the suggestion that non-official Defence bodies of ex-servicemen should be encouraged to take up group cooperative schemes for setting up industrial units as ancillaries to already established public sector undertakings.

4.73 The Committee are happy to note the Defence Secretary also considers it necessary to organise such cooperative societies of ex-servicemen. The Committee recommend that the Defence Ministry should draw up a model scheme for setting up cooperatives of ex-servicemen entrepreneurs and make efforts to encourage ex-servicemen to set up cooperative ventures. At the same time, the Defence Ministry should issue directives to the production and other enterprises under their control to patronise the cooperative ventures of ex-servicemen. Without active patronage by production centres, the cooperatives will face the risk of failure which the Ministry should avoid at any cost. (S. No. 75)

4.74 The Committee also welcome the scheme to grant 5 per cent price preference on the value of items of Defence origin purchased in an open tender competition from the small scale units run by ex-servicemen. They would like this scheme to be given publicity as that ex-servicemen entrepreneurs can take full advantage of it. (S. No. 76)

4.75. The Committee take note of the dissatisfaction prevailing among ex-servicemen with the functioning of State Financial Corporations. Particularly the Punjab State Financial Corporation set up to provide financial assistance to ex-servicemen.

4.76 The Committee agree with the Ministry that since the State Corporations have been set up by the States, the Defence Ministry are not in a position to make any study or comments on the working of the Corporations. The Committee feel that the Defence Ministry can at least communicate the feelings of ex-servicemen on the working of the Corporations to the State Governments concerned for remedial action. (S. No. 77)

4.77 From the report reaching the Committee it has been seen that ex-servicemen are finding it very difficult to obtain financial assistance from banks and other financial institutions. The rate of interest is stated to be high; ex-servicemen are unable to compile the data which banks require; banking authorities hold up sanctions on the merest of technical formalities; they are unable to provide guarantees and securities. They are not able to raise margin money without which credit is not given by banks. DGR has taken up the question of reduction of interest rate with nationalised banks and State Financial Corporations but excepting Delhi Financial Corporation, none else has agreed so far. There is, however, a scheme for giving subsidy on interest on loan from out of the special funds placed at the disposal of Rajya Sainik-Boards. Even though the Defence Ministry are aware of the difficulties faced by ex-servicemen in this regard, it is surprising that they have not been able to do anything concrete in most of the matters.

4.78 The Committee feel that the Defence Ministry must be stir themselves to take stock of the difficulties of ex-servicemen in raising capital for starting self-employment ventures, without which none of the self-employment schemes formulated by the Ministry will be able to take off. The Ministry should first arrange to have financial consultants in the DGR who can advise the ex-servicemen entrepreneurs on the formalities for approaching financial institutions with concrete proposals for raising credit and thereafter help them in chasing their proposals for an early sanction credit. (S. No. 78)

4.79 Such an arrangement at the Centre alone would not be able to meet the needs of ex-servicemen spread all over India. Such an expert advice should be provided at least at the State level under the auspices of Rajya Sainik Boards. (S. No. 79)

4.80 The Defence Ministry should approach the Ministry of Finance and the Chief Executives of Banks and Financial Institutions for making the procedures and formalities of advancing loans to ex-servicemen as simple as these can be consistent with requirements of the situation. The formalities of guarantee, security and margin money will also have to be discussed with these authorities to make them less cumbersome. In fact, if schemes formulated by ex-servicemen are sound, viable and productive, the banks and financial institutions should be persuaded to show indulgence and not insist on the guarantee or margin money rigidly, as has been agreed to by them in the case of certain other categories of entrepreneurs. The Committee would strongly recommend that the ex-servicemen entrepreneurs should be eligible to get credit on most favourable terms from banks etc. and should not be denied benefits extended to any other category in identical field. The Committee would judge the performance of Defence Ministry in this regard by the results. (S. No. 80)

4.81 If Defence Ministry fail to persuade banks or financial institutions to waive guarantee, or relax conditions of security or margin money, the Defence Ministry, in the Committee's view, are morally bound to use the resources and funds at their command to come to the rescue of ex-servicemen entrepreneurs by standing guarantee and providing margin money for them. It will be sad indeed if a properly formulated, sound and viable scheme fails to come off just for lack of credit, guarantee, security or margin money. (S. No. 81)

4.82 The Committee take note of the scheme for resettlement of ex-servicemen in Andamans & Nicobar Islands started in 1969-70 and the difficulties which the settlers have been facing resulting in some desertions. The scheme aimed at setting 2000 ex-servicemen but so far a total of 330 ex-servicemen have been inducted from various States and out of this number, 52 settlers have deserted. The Ministry of Home Affairs, it is stated, have proposed to increase facilities for the settlers with a view to helping them overcome the difficulties. A Study Team of experts of Ministry of Science and Technology was set up last year (1980) to suggest the future strategy to be followed in respect of development and exploitation of forest wealth medicinal herbs and if possible, also marine resources. The resettlement scheme has been halted pending the study of the ecological system by the Study Team of experts.

4.83 Needless to say, the scheme is good not only for the resettlement of ex-servicemen but also from various other angles of national importance. The Committee, therefore, cannot over-emphasise the need for giving every possible assistance to ex-servicemen families who have settled there so as to make their living as comfortable as it could be and to attract more ex-servicemen to the Islands for permanent settlement. The Committee would recommend that the Defence Ministry should keep themselves in close touch with the progress of this scheme and the problems of the ex-servicemen settlers and do every thing possible to make it a success. (S. No. 82)

4.84 The Committee note that fishing industry for export has a good potential in the islands but, it is not making satisfactory progress for want of proper equipment like trawlers. The Committee would urge the Defence Ministry to take up the question of supply of proper equipment for developing fishing industry in the islands so as to introduce an economic content in the resettlement scheme. (S. No. 83)

4.85 The Committee hope that as soon as the report of the Study Team of experts is received, followup action will be taken by the Government with a view inter alia to giving maximum benefit to the settlers or those who may be inducted in the islands hereafter. (S. No. 84)

CHAPTER V

GENERAL MATTERS

(a) Pensions

5.1. It has been represented to the Committee in several memoranda that :—

- (i) Enhanced rates of pensions whenever enforced should apply to all ex-servicemen regardless of the dates of their retirement. The disparity in the rates of pensions should be removed.
- (ii) Once an ex-servicemen reaches the age upto which commutation of pension had been calculated, the full pension may be restored.
- (iii) The concession of family pension should be made applicable to widows of all ex-servicemen irrespective of the fact whether the servicemen died before the 1st January, 1964 or after.

5.2. Almost all the memoranda received by the Committee have highlighted the issue of disparity in pensions among ex-servicemen and urged for parity in pension rates regardless of the date of retirement. From the vehemence with which the ex-servicemen have represented against disparity in pensions, it appears that this is perhaps the most annoying problem of the day which is agitating their minds.

5.3. In a written reply the Ministry of Defence have explained the position as follows (Jan. 1981) :—

(i) *Enhancement of Pension*

5.4. An employee's retirement benefits are determined with reference to rules in force on the date of retirement, and as a matter of general policy, liberalisations in retirement benefits are made effective only from a prospective date on administrative and financial considerations. Consequently, those who had retired before the date of effect of a particular liberalisation do not get the enhanced benefit which is available only to those who retired on or after the crucial date. For instance, the recent improvement in the pension formula on a slab system was made applicable only to those who retired on or after 31st March, 1979. Similarly, the recommendations of the Third Pay Commission were given effect from 1st January, 1973. These benefits could not be extended to those who had retired earlier in view of the general policy of prospective application of such benefits. This is true both in the case of civilians as well as All Forces personnel. However to narrow the disparity between the pensions admissible to old and new pensioners the Government have granted ad-hoc relief.

During evidence, the representative of the Ministry of Defence admitted that sanctioning of increase in pension prospectively had resulted in a very considerable degree of inequality. A Major General who retired in 1953 was getting a pension of about Rs. 800/- per month, whereas a Major who retired in 1979 was getting Rs. 875/- per month as pension.

(ii) *Commuted Pensions*

5.5. All pensioners including Armed Forces Pensioners can commute a portion of their pension and get a lumpsum amount in lieu thereof. Commutation is not obligatory but it is an optional facility which the pensioners may or may not avail. By opting to Commute a portion of pension a pensioner undertakes to exchange a life-time benefit for one-time payment in respect of a part of his pension. Thus, commuted value is not an advance of money but is a lump-sum amount in exchange of a portion of pension which is surrendered by the pensioner for the whole life and not for any specified period. Commutation of pension involves a risk for both the pensioner and for the Government. For instance, if the pensioner dies early no recovery is made and if the pensioner out-lives the period for which the commutation has been assessed the commuted value is not revived. As the commuted value is not an advanced but is a lump-sum payment for a portion of pension which is surrendered by the pensioner for life, it is not possible for the Government to accept the demand for restoration of the commuted portion of pension.

5.6. It has been stated in a memorandum that certain State Governments have already announced their policies to ensure full pensions to their State Government employees/pensioners after completing of commutation periods. The Ministry of Defence have stated that it has been reported that the Andhra Pradesh Government has issued orders for restorations of commuted value of pension in respect of certain categories of pensioners. This position was also referred to Ministry of Finance (Department of Expenditure) who have not agreed to restore the commuted value of pension.

5.7 The DGR stated that the commutation formula was based on certain actuarial expectation of life. Asked when this principle was laid down, the representative of the Ministry of Defence stated that this was laid down in the last century. The witness added that this point came up for discussion at the last meeting of the Kendriya Sainik Board. Some of State Governments and Public Service Commissions had also done this (restoration of full pension after certain period). But so far as the Government of India was concerned, they were following a uniform policy. If the concession was given to the Defence Services personnel, obviously the entire community of pensioners in the country would be affected and this would have enormous implications.

(iii) *Family Pension*

5.8. The Ordinary family pension scheme which was introduced on a Civil pattern is applicable to the families of those Armed Forces pensioners who were on th effective strength on 1-1-1964 or joined service thereafter. It has been demanded on many occasions in the past that this scheme be extended to the families of those who had retired prior to 1-1-1964. However, in view of the general policy of the Government not to give restrospec-

tive effect to any pensionary benefit it has not been found possible to accept this demand.

5.9. During evidence (Feb. 1981) the Defence Secretary stated that the Ministry had submitted a proposal for sanction of pension for surviving widows of those servicemen who retired before 1-1-1964. The Defence Ministry had worked out the financial implications of the Scheme and they are trying to get it through and have it finalised soon. After this proposal was approved, the other suggestions would be taken up.

(b) Disbursement of Pensions

5.10. It has been suggested in a memorandum that pension to an old soldier is his earned right and should be delivered on his house door. This be done by the pension department through postal money drafts. In a written reply, the Ministry of Defence have stated that Orders already exist under which pension upto Rs. 250|- can be remitted by Postal Money Order at Government expense to all pensioners other than those paid under the Scheme for payment of pension by Public Sector Banks, if they so desire, Pensions exceeding Rs. 250|- per month can be remitted only at the cost of the pensioner.

5.11. It was pointed out that considerable difficulty was being felt by the pensioners in remote hilly areas like Ladakh where there were a few post offices. Asked whether it was not possible to disburse pensions through field cashiers or army post offices, the Financial Adviser (Defence) stated that they would examine whether this work could be given to field cashiers in remote hilly areas. Wherever this was a sizeable concentration of pensioners, they had set up pension paymasters and they were trying to improve matters. But unfortunately it was difficult to do this in the frontier areas. Asked if a case study in this regard could be made in the States like Haryana, Punjab and Himachal Pradesh where there was a big concentration of pensioners. The DGR stated that this would be done.

(c) Retirement Age

5.12. It has been suggested by an Association that with the progressive increase in the life span and improvement in Health of Indian people, the retirement age of service personnel of all ranks should be revised.

5.13. In a written reply, the Ministry of Defence have stated that while the life-span of Indian people has, no doubt, increased considerably, it needs to be borne in mind that a fighting force has got to maintain a very youthful profile. It is, therefore, not possible to increase the age of retirement/release very appreciably in the case of fighting forces in particular and the Armed Forces Personnel in general. The jawans in the Army have, therefore, to be retired perforce at comparatively younger age of 35 to 40 years. Nevertheless the Government reviews the situation from time to time and recently the age of retirement of all ranks of the Armed Forces has been enhanced. There are some other proposals under consideration of the Government for further enhancing the age of retirement of the Service Officers. The Government would take suitable decision in this regard keeping in view the paramount requirement to maintain the operational efficiency and useful profile of the Armed Forces.

(d) Benefits to Widows and Dependents

5.14. It has been represented to the Committee that the term "War Widow" should be abolished and all widows and dependents of ex-servicemen who lose their lives while on duty in service in war or peace should be entitled to the same benefits and facilities.

5.15. The DGR stated during evidence that the benefits granted to war widows were more liberalised. They deserved them when a person goes to the war he should have full assurance that in case he dies his widow and dependents would be looked after. DGR stated that the other widows whose husbands die in harness should also get benefits but between the two, the war widows should get special benefits. Asked about the benefits to the widows of the Air Force Officers who died in air accidents, the witness stated that air accidents were specially covered. The witness added that in respect of the casualties in war-like operations in various parts of the country, the Directorate General Resettlement were proposing to recommend various concessions.

5.16. In another memorandum it has been suggested that "Care of war widows and dependents occurs in spurts, the rising curve being found in the aftermath of a war situation. The programme lacks a continuing commitment."

5.17. The representative of Ministry of Defence stated during evidence that it was true that the enthusiasm of the people varied with the geo-political situation. But so far as the Government were concerned, they took measures regarding Welfare and resettlement of war-widows on a continuing and permanent basis.

(e) Vacant Possession of Servicemen's Houses on their retirement

5.18. It has been brought to the Committee's notice that only a few States have made the requisite provision in the Rent Control Laws under which servicemen are able to obtain vacant possession of their houses from tenants for their own use on retirement. The Union Territories and a majority of States are yet to enact the necessary legislation.

5.19. In a note the Ministry of Defence have stated (January 1981) that legal protection to retiring service personnel and ex-servicemen is under consideration of the Ministry. The matter was also discussed during the XIV Meeting of Kendriya Sainik Board held on 29th October, 1980 under the Chairmanship of Prime Minister. All State Governments where suitable legislation in this regard has not been undertaken were urged to take necessary action. The Raksha Rajya Mantri has also recently addressed to all Chief Ministers to undertake enactment of suitable Legislation in this regard.

5.20. Goa, Daman & Diu, Himachal Pradesh, Haryana, Jammu & Kashmir, Madhya Pradesh, Maharashtra (only Bombay), Tamil Nadu and West Bengal, Kerala and U.P. (for serving personnel only) have given legal protection.

5.21. The case for legal protection in Delhi is at present being considered by the Ministries of Works and Housing and Home Affairs. The matter is under active consideration by the Governments of Andhra Pradesh, Gujarat, and Rajasthan.

5.22. During evidence, the DGR stated that they were pursuing the matter in the case of the Union Territory of Delhi and Chandigarh.

(f) Reservations in Allotment of Houses

5.23. It has been suggested in a memorandum that in view of the fact that Defence personnel stay out of their states/districts for their entire military careers, at least 15 per cent reservation in the housing colonies built by Government/development authorities should be made for ex-servicemen.

5.24. The Ministry have informed the Committee that 17 States, viz. Andhra Pradesh, Bihar, Gujarat, Haryana, Himachal Pradesh, J & K, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Punjab, Rajasthan, Tamil Nadu, Tripura, Uttar Pradesh, West Bengal and Union Territory of Chandigarh have made reservations of houses/plots for allotment to serving and Ex-service personnel. The percentages of reservations in different States varied. Asked about the reservation made by the Delhi Development Authority, the DGR stated during evidence, that they had fixed the percentage of 5 per cent for widows, political sufferers, ex-servicemen and others. The DGR had suggested reservation of 2 per cent exclusively for ex-servicemen.

(g) Publicity

5.25 The Committee have been informed that Directorate General Resettlement produces publicity literature to the extent possible within the financial resources available to it for the purpose.

5.26. The Ministry informed the Committee, that a book titled "A Guide to Re-settlement of Ex-servicemen" is brought out to give all information about the re-settlement of ex-servicemen etc. at one place.

5.27. In reply to a question, the Ministry stated that the last edition of English version (22,500 copies) was brought out in 1976 and Hindi edition (10,000 copies) was brought out in 1978. It was a priced publication.

5.28. The Committee were informed that the booklet was not supplied to the retiring personnel automatically. Copies are made available to Rajya and Zila Sainik Boards and upto Battalion HQRs.

5.29. A Guide to Resettlement of Ex-servicemen is a comprehensive publication describing various concessions, facilities, etc. provided by the Central and State Governments and also the help given by the Directorate General Resettlement and how to avail of it. When asked whether it would not be helpful to retiring personnel if copies of certain publications were supplied to all of them at the time of their retirement, the representative of the Ministry stated that "It is a very good suggestion. We will implement it."

5.30. Ministry furnished a list of publications (Feb. 1981) which were under print or preparation. D.G.R. has brought out separate books in Hindi for States of Madhya Pradesh, Uttar Pradesh and Rajasthan detailing concessions and facilities made available to ex-servicemen by State and Central Governments. The D.G.R. has not brought out any more booklets State wise as now Rajya Sainik Boards of States are expected to produce such folders and booklets containing this information.

5.31 Asked as to which other States had brought out such publications the Committee were informed in evidence that the D.G.R. had no information excepting for Punjab, Maharashtra, Tamil Nadu and Karnataka.

5.32. In a note after evidence, the Ministry have informed the Committee that in 1976, it was conceived to bring out a comprehensive booklet on each State spelling out in its language, the concessions and facilities being extended by both the Central and State Governments for the resettlement of Ex-servicemen in that State. The State Governments were approached to provide the Directorate General Resettlement with necessary information. Only Rajasthan, Uttar Pradesh and Madhya Pradesh provided the information and booklets on these States were brought out in Hindi and supplied to them for distribution among ex-servicemen. The expenditure on the production of these booklets was borne by the State concerned.

5.33. Since then Punjab has produced information booklet titled 'Salute to the Soldiers' in English and States of Tamil Nadu and Maharashtra have produced 'Armed Forces Flag Day' booklet in English giving information on resettlement for ex-servicemen.

5.34. Other States either did not send material or said that they would themselves bring out such booklets.

5.35. At the Centre also, the Ministry of Finance (Defence/AG) took the view that in view of the book titled 'A Guide to Resettlement of Ex-servicemen', the Directorate General Resettlement need not go in for Statewise publications.

5.36. It has been represented to the Committee that the present media of publicity of schemes for resettlement through Sainik Samachar or a few circulars by Director General Resettlement to Sainik Boards is most inadequate. Nothing reaches the ex-servicemen who mostly live in rural areas and villages. Nor do any Government agencies give copies/list of schemes to registered bodies of ex-servicemen for onward transmission to their members.

5.37. The Ministry have stated that "every effort is being to give a wide publicity to resettlement schemes. Besides the media of Sainik Samachar which is published in 10 languages, publicity is given to resettlement scheme through Radio in 'Forces Programme' newspaper and advertisements as much as possible.

5.38. Copies of Governments' orders and notifications are sent to the Indian Ex-services league which is a recognised body and the league is expected to undertake dissemination of the information further. Other associations/bodies of ex-servicemen are advised to obtain information from the nearest Zila Sainik Board or the branch of the League in their area.

5.39. Asked if it was not possible to supply copies of schemes etc. to these who might register their names with DGR, the DGR stated that it would be indirectly encouraging mushroom growth of organisations. "One smart chap will organise an ex-servicemen's cooperative with a view to concerning the benefits. Naturally we pass on this information to all the official organisations."

5.40. The representative of the Ministry stated that in the Sainik Samachar, we are adding a page, which can be perforated, which would contain the new schemes, and projects for the benefit of ex-servicemen.

5.41. It has been stated in a memorandum that "It appears the majority of our countrymen are ignorant or unaware of the existences of ex-servicemen, their service conditions, their early retirement age, their problems. There should be more publicity in the papers, highlighting ex-servicemen's rallies, Ex-servicemen's week, wreath laying ceremony and so on. The AIR may also arrange a weekly 15 minutes programme to include talks by the President IESL and other selected speakers; an interview with some outstanding ex-servicemen like holders of Victoria Cross, Param-Vic Chakra, and eminent service officers—both in service and retired."

5.42. During evidence, D.G.R. stated that, they kept feeding the AIR which whatever they published in Sainik Samachar. It was broadcast on Thursday. On another day there was a question-answer session when too the matters of interest to ex-servicemen were mentioned.

5.43. Asked if Ex-servicemen or office bearers of Ex-servicemen League were invited for talks, the witness stated that this was not done as a regular feature. The witness expressed the view that there should be selective publicity and it should not be over done. Asked whether apart from the Delhi Station of AIR, other stations were giving such programmes, the witness replied that they had discussed the matter with AIR and they would pursue it.

5.44. The witness added that a T.V. feature covering a panel discussion for 15 minutes involving retired personnel and war widows had been planned with a view to educating the people. The witness agreed that Press Release should be issued as and when some concrete scheme emerged.

Films

5.45. A film titled 'Still a Question' was got produced, through the Films Division, on the specific theme of resettlement of ex-servicemen and was screened all over the country in the year 1978.

(h) Welfare Funds

5.46. The following Funds are administered centrally by the Kendriya Sainik Board :

- (1) Special Fund for Re-construction and Rehabilitation of Ex-servicemen.
- (2) Armed Forces Re-construction Fund.
- (3) Armed Forces Benevolent Fund.
- (4) Flag Day Fund.
- (5) Indo-Gorkha Ex-Servicemen's Welfare Fund.
- (6) Indian Soldiers' Sailors' and Airmen's Board Fund.
- (7) War Bereaved and Disabled Servicemen's Special Fund.
- (8) Services Welfare Fund.

5.47. The Committee asked about the need for keeping these funds separate when their aims and objectives were overlapping. The DGR stated during evidence that the question of amalgamation of these funds was examined. The amalgamation could not be done because of legal difficulty and the purpose of the various funds being specific. For example the Indian Gorkha Ex-Servicemen Welfare Fund was purely for Gorkhas; the Indian Soldiers' Sailors' and Airmen's, Board Fund is entirely for the blind and the War Bereaved Disabled Ex-Servicemen Special Fund is to take care of the sick, war bereaved and war disabled. If these funds are amalgamated, the purpose for which these funds were raised would be defated in that the categories for whom the funds were specifically created would suffer.

5.48. The Defence Secretary, however, agreed that "there is scope for rationalisation of these funds. There is no point in having a multitude of funds having a limited objective. Actually no useful work is being done by multiplicity of the funds". The witness added that while there were certain funds created for a specific purpose, there was need to rationalise all these funds where the objective was common. Citing the example of the Flag Day Fund, the witness stated that nobody knew what had been done with the collections. He proposed to have a more rationalised and effective way of making collections, by association of various organisation at State and district level.

5.49. An analysis of the accounts of some of the welfare funds during the last five years brings to light the following facts :—

1 Special Fund for Re-construction and Rehabilitation of ex-servicemen

5.50. Starting with an opening balance of Rs. 2.72 crores as on 1st April, 1975, the fund had a closing balance of Rs. 3.55 crores as on 31st March, 1980, thus adding Rs. 1.83 crores to the corpus of the fund. Income from interest alone during, for example, 1979-80 was over Rs. 28 lakhs while the expenditure on aid projects was less than Rs. 3 lakhs.

5.51. The Armed Forces Reconstruction Fund, Armed Forces Benevolent Fund and Indian Gorkha ex-servicemen Welfare Fund also show increase in the corpus of funds from year to year, thus indicating that the expenditure on aid projects was less than the income.

(3) Flag Day Fund

5.52. The accounts of the Flag Day Fund reveal that the donations received declined from Rs. 16.11 lakhs in 1974-75 to Rs. 8.10 lakhs in 1977-78. In 1978-79 the donations received was Rs. 11.37 lakhs. The closing balance of the fund as on 31st March, 1979 was Rs. 1.13 crores showing an addition of Rs. 26.0 lakhs since 1st April, 1974.

5.53. The War-Bereaved and Disabled Ex-Srvicemen Special Relief Fund showed an increase of Rs. 2.17 crores between 1st April, 1975 and 31st March, 1980.

5.54. The Committee pointed out that the corpus of almost all the funds had been showing increase from year to year, and asked whether this did not mean that the needy and deserving ex-servicemens and their dependents were not getting the desired assistance from these funds.

5.55. The Defence Secretary stated in evidence that "If I have understood you correctly, the needy persons should be helped. This money is for the welfare of these people. Interest is also accumulating on it. Even the interest is not being spent. We will have to make a study and then we will report the results of our studies to you".

5.56. It has been represented to the Committee that hardly any benefit from welfare funds is available to ex-servicemen, Rules controlling the Welfare funds are so framed that it makes well nigh impossible for ex-servicemen to obtain any financial aid from these funds. Often funds are diverted for purposes other than the welfare of ex-servicemen. Directions/instructions in respect of financial aid to ex-servicemen to be made easily available remain confined to records only. Lack of implementation of these instructions/directions deprived the ex-servicemen to utilise the welfare funds.

5.57. According to a written reply given by the Ministry the reduction in collection of Flag Day Fund is due to the revision of formula for remittance of Flag Day donations by the States. Upto the year 1974-75, the States were remitting their full collection to Centre and after that the Centre was returning to them their share as decided each year. But from the year 1975-76 onwards the States have been directed to retain 60 per cent of their collections and remit only the balance upto the limit specified.

5.58. During evidence, the Defence Secretary stated that in 1980, the Ministry's officials for the first time personally organised the collections of the Flag Day Fund in Delhi and this year's collections (1980) were nearly three times more than the past collections. Next year the Ministry's officials would organise the collections all over the country.

5.59. In the evidence, the DGR informed the Committee that the utilisation of the Funds was by the Kendriya Sainik Boards at the Centre and the Rajya Sainik Boards at the State level. The DGR also attended the meetings of the Boards. There was now proper monitoring and overseeing of the funds and there was no loose control. Asked whether an independent evaluation of these funds *vis-a-vis* the requests received for assistance from ex-servicemen had been made, the Defence Secretary stated that an independent evaluation had not been made. The representation of the Ministry of Defence stated that "the rules are hide-bound; they are old and ancient and it is difficult for us to make use of them. This is one aspect which may be looked into. Everybody wants to help ex-servicemen, but he has to face this difficulty." The Defence Secretary assured the Committee that he would have a study made by a group of officers headed by top officer of another Ministry. The group would be asked to look into the rules and suggest changes.

5.60. At the instance of the Committee, the Ministry have furnished a statement indicating the expenditure incurred by the State Governments out of the amalgamated Defence funds at their disposal during the year ending 31st March, 1980. The Committee find that the Government of Arunachal Pradesh, Assam, Bihar, Gujarat, Kerala, Madhya Pradesh, Maharashtra, Manipur, Meghalaya, Nagaland and Orissa have incurred NIL.*

*The Ministry at the time of factual verification stated that the actual position is that the information from these States is not available.

expenditure from the fund during the year ending 31st March, 1980. The Government of Haryana and Union Territories of Chandigarh, Delhi and Andaman and Nicobar have no funds at their disposal.

Funds position of the States

Sr No.	Name of the State	Corps of State Special Fund as on 31-3-1980 (in lakhs)	Annual income (in lakhs)	Annual Expenditure (in lakhs)
1	2	3	4	5
1.	Andhra Pradesh	80.00	4.93	4.93
2.	Arunachal Pradesh	1.16	0.10	..
3.	Assam	40.87	..	..
4.	Andaman & Nicobar Islands	..	..	..
5.	Bihar	46.25	4.10	..
6.	Chandigarh	..	..	..
7.	Delhi	..	..	..
8.	Gujarat	19.50	1.56	..
9.	Goa, Daman & Diu	0.86	0.06	0.05
10.	Haryana	..	..	..
11.	Himachal Pradesh	64.70	6.35	6.85
12.	Jammu & Kashmir	62.90	5.27	6.00
13.	Karnataka	50.38	3.72	2.50
14.	Kerala	119.00	4.14	..
15.	Madhya Pradesh	66.26	..	..
16.	Maharashtra	62.00	..	..
17.	Manipur	2.94	..	..
18.	Meghalaya	2.00	..	..
19.	Mizoram	2.05	0.15	0.10
20.	Nagaland	2.17	0.16	..
21.	Orissa	19.72	..	..
22.	Punjab	269.00	..	18.00
23.	Pondicherry	4.00	0.30	0.40
24.	Rajasthan	139.00	16.00	15.55
25.	Sikkim	7.60	0*65	0.45
26.	Tamil Nadu	101.00	8.40	7.00
27.	Tripura	4.32	1.13	0.03
28.	Uttar Pradesh	78.75	7.60	9.50
29.	West Bengal	45.82	1.96	5.41

Note :—The Ministry at the time of factual verification stated '—' indicates information not available

6.62. The Committee find that disparity in pensions is perhaps the most annoying of the problems that is agitating the minds of ex-servicemen. The Ministry have admitted that a Major General who might have retired in 1953 gets less pension than even a Major who retired in 1979. The Committee take note of the explanations given by the Ministry that the employees' retirement benefits are determined with reference to rules in force on the date of retirement. Liberalisation in retirement benefits is

made effective only from a prospective date and not from a retrospective date. In order, however, to narrow the disparity between the pensions admissible to old and new pensioners, the Government, it is stated, have granted ad hoc relief.

5.63. The Committee cannot be oblivious of the heartburning that the disparity in pensions would be causing to ex-servicemen. It is natural in the present day society in which rank structure implies differential in emoluments and this is as valid before retirement as afterwards. The Committee appreciate the limitations placed by the general pension policy on the Defence Ministry which are otherwise fully conscious of the inequality that has resulted from this policy. This issue is like a thorn in the flesh of ex-servicemen and this 'thorn' freshens and deepens the wound almost every month when an ex-servicemen who had a senior appointment in the Armed Forces is chagrined to find that his pension packet is woefully smaller than that of an ex-servicemen who was many grades junior to him. In the Armed Force the pensions are in most cases fixed with reference to the rank held and not, as done in the civil side, with reference to the pay drawn during the last year. Seen against this background what an ex-servicemen desires is that pension after retirement should remain related to ranks just as the pension and pay were related to rank before retirement. It is an extension of the well established pre-retirement principle to post-retirement period on a continuing basis. The Committee gone into this matter. They strongly feel that disparity in pensions is inequitable and unfair and there is no justification to perpetuate it particularly among ex-servicemen where rank structure has always been a principal determinant of emoluments, perks and privileges. The Committee recommend that this matter should be examined with a fresh approach as above and a just solution found to end the disparity in pensions to the satisfaction of large body of ex-servicemen. (S. No. 85)

5.64. The Committee would also recommend a fresh approach towards the commutation of pensions, especially when certain State Governments have already agree to restore commuted value of pension after the expiry of certain period. Revision of pension rates coupled with restoration of commuted value of pensions after a certain period would go a long way in creating an atmosphere of goodwill among ex-servicemen and boosting the morale of services.

5.65. The Committee are glad to note that the Defence Ministry have formulated a proposal for sanctioning family pension for surviving widows of those servicemen who retired before 1-1-64. They would urge that the proposal should be followed up vigorously and finalised at the earliest. (S. No. 87)

5.66. The Committee take note of the arrangements made by the Defence Ministry to remit pensions upto Rs. 250 by Postal Money-Orders at Government expense to all pensioners who so desire. Pensions exceeding Rs. 250 per month can be so remitted at the cost of the pensioners. It has been brought to the Committee's notice that considerable difficulty is being felt by pensioners in remote and hilly areas like Ladakh where there are very few post offices. The Committee feel that a case study of the difficulties of pensioners in frontier and remote areas wherever there

may be big concentration of pensioners should be made to find out their difficulties and to devise a system of disbursing pensions to them in convenient manner. The Committee would suggest that the Defence Ministry may consider disbursing pension to retired Defence Personnel living in difficult or remote areas through field cashiers or army post offices. (S. No. 88)

5.67. The Committee are informed that question of retirement age of Defence Personnel is linked with the need to maintain youthful profile of Armed Forces. The Government, it is stated, reviews the situation from time to time and recently the age of retirement of all ranks has been enhanced. Some after proposals in this regard are stated to be under the consideration of the Government. The Committee have no doubt that Government will take suitable decision in this regard keeping in view the paramount requirement to maintain operational efficiency of Armed Forces. (S. No. 89)

5.68. The Committee note that the widows of servicemen who died in wars were granted more liberalised benefits. The widows of those servicemen who die in harness also get benefits but according to the Ministry as between the two, the war widows should get more liberal benefits. While the Committee agree with this view that the war widows deserve special benefits, they feel that widows of servicemen killed in war like operations in various parts of the country should be shown more consideration than at present. The argument which justifies grant of special benefits to war widows also applies to an extent to widows of warlike operations. The Committee, therefore, suggest that this matter should be reconsidered and a suitable decision taken to enhance the benefits of widows whose husband are killed while on duty in warlike operations in peace time. (S. No. 90)

5.69. The Committee are glad that in a number of States, namely, Himachal Pradesh, Haryana, Jammu and Kashmir, Madhya Pradesh, Maharashtra (only Bombay), Tamil Nadu, West Bengal and Kerala, legal provisions have been made under the Rent Control laws to enable the retiring service personnel to have their houses vacated on their retirement for their own use. But there are still a large number of States left where similar legal protection has not so far been given. Now when the approach to legal protection has been endorsed by the Kendriya Sainik Board, the Defence Ministry should pursue the matter vigorously with State Governments where such legal protection has so far been accorded with a view to expediting the enactment of suitable law to protect the interests of retiring service personnel. (S. No. 91)

5.70. The Committee are glad to note that in 17 States reservation of houses/plots for allotment to serving and ex-servicemen personnel has been made. The Committee would expect the Defence Ministry to pursue this matter with the other States to have similar concessions extended to the serving and ex-servicemen personnel in the matter of allotment of houses/plots. (S. No. 92)

5.71. The DGR, it is stated publishes publicity material for the benefit of ex-servicemen. "A guide to Resettlement of Ex-servicemen" a comprehensive booklet describing various concessions and facilities provided by Central and State Governments—was published in 1976 in

English and in 1978 in Hindi. But surprisingly this "Guide" is not intended to be distributed automatically to retiring servicemen. The Committee see no reason why the publications like the aforesaid "Guide", which are brought out for the use of ex-servicemen, are not distributed to retiring servicemen. The Committee recommend that the Ministry should select publications of special use to ex-servicemen and supply them to all servicemen before their retirement as a matter of course. (S. No. 93)

5.72. The Committee expect that these publications should be updated periodically so that these give the latest information about resettlement scheme for the benefit of ex-servicemen. (S. No. 94)

5.73. The Committee find that the DGR has brought on separate books in Hindi for States of Madhya Pradesh, Uttar Pradesh and Rajasthan detailing concessions and facilities made available to ex-servicemen by States and Central Government. Similar books in other States were expected to be produced by the Rajya Sainik Boards but the Committee regret to note that except in Punjab, Tamil Nadu and Maharashtra no such books have been published in other States. The Committee would like that DGR should review the need for publication of such books in regional languages and if, the publication of such books in regional languages is considered necessary then they should ensure that such books are published in all the States where a sizeable number of ex-servicemen live. (S. No. 95)

5.74. The Committee are informed that the Defence Ministry give wide publicity to resettlement schemes through the media of 'Sainik Samachar' which is published in 10 languages, All India Radio in 'Forces Programme' and newspapers and advertisements. The Committee agree with the Ministry that the publicity of resettlement schemes should be selective and not overdone. But it should, nevertheless, be adequate to carry, the message to ex-servicemen at regular intervals. (S. No. 96)

5.75. The Committee recommend that programmes and interviews with knowledgeable persons on resettlement schemes should be broadcast from Radio stations also apart from Delhi station.

5.76. The Committee would also suggest that whenever a new resettlement scheme was introduced or liberalisation of an existing scheme took place, a press release in different languages should be issued for general information. (S. No. 98)

5.77. The Committee find that copies of Government orders and notification having a bearing on resettlement of ex-servicemen are sent to the Indian Ex-servicemen League which is expected to undertake dissemination of the information further. It is highly doubtful if the League—a private though recognised body of ex-servicemen—would be despatching copies of Government orders etc. to all nooks and corners of the country at their cost. The Committee would like the Ministry to make random study to assess the extent of publicity which the League is able to give to resettlement measures and plug the gaps in the light of the random study. (S. No. 99)

5.78. The Committee are unable to appreciate the DGR's opposition to making the copies of Govt. orders on resettlement measures available

to all those who may register their names with the Ministry for the purpose. Since the ex-servicemen and their organisations find the present level of publicity too inadequate the Committee would like the Ministry to review the matter and make the publicity material available if necessary ex payment to all those who may express a desire to have it. The Ministry will do well to maintain an open mailing list and include in it the names of all those who are prepared to pay for the material. (S. No. 100)

5.79 There are eight different funds administered by Kendriya Sainik Board for the welfare of ex-servicemen, dependents and war disabled with somewhat overlapping aims and objects. DGR informed the Committee that the question of amalgamation of funds was examined sometime ago but the amalgamation could not be done because of certain legal difficulties and in view of specific purposes of the different funds. The Defence Secretary, however, agreed that there is scope for rationalisation of these funds. The Committee feel that multiplicity of funds all of which have in the ultimate analysis a common objective of helping the ex-servicemen and the dependents of war casualties in their difficulties, adds to confusion and creates unnecessary administrative and paper work without commensurate advantages. The Committee would suggest that a serious exercise to amalgamate all or most of these funds should be carried out with a view to rationalising their aims and objects and streamlining their administration and control without difficulty or detracting from the specific purposes for which they were set up. (S. No. 101)

5.80. From an analysis of the accounts of some of these funds for the last five years, the Committee regret to note that even the interest on these funds has not been fully spent on the ex-servicemen and other for whose welfare these were set up. Special Fund for Reconstruction and Rehabilitation of Ex-servicemen grew from 2.72 crores as on 1-4-75 to Rs. 3.55 crores on 31-3-80 and, the expenditure on aid projects in 1979-80, for example, was less than Rs. 3 lakhs as compared to the interest income of over Rs. 28 lakh in that year. The corpus of the Armed Forces Reconstruction Fund, Armed Forces Benevolent Fund, Indian Gorkha Ex-servicemen's Welfare Fund, Flag Day Fund, and the Ward Bereaved and Disabled Ex-Servicemen Special Relief Fund has been increasing from year to year. The Committee cannot but conclude from this that the needy and deserving ex-servicemen and others eligible for assistance from the Funds have either not got any assistance from the Funds or got inadequate assistance. The Committee would like, the Ministry to study this unhealthy phenomenon and the mentality to accumulate funds when the needy ex-servicemen and others may be crying for help. If they cannot be helped in their hour of difficulty the purpose of establishing the Funds is defeated. The Committee would recommend that detailed guidelines on the utilisation of Funds should be issued and a watch kept on their utilisation from year to year.

(S. No. 102)

5.81. Against this background, the complaints received from ex-servicemen that it is "well high impossible" for ex-servicemen to obtain any financial assistance from these Funds because of rigid rules assume special significance. The Committee are pained to learn that even the Defence

Ministry consider the rules governing the utilisation of Funds "hide-bound" and "old and ancient" making it difficult to use them for the benefit of the ex-servicemen to the extent they should be used. The Committee would like the Ministry not to lose any more time to institute an Independent evaluation of these Funds vis-a-vis the demands received for financial aid from ex-servicemen and others and rationalise the rules to permit maximum and timely financial help to the needy consistent with the aims and objects of the Funds. The liberalisation of Rules alone will not achieve the purpose fully unless those charged with the responsibility of administration of the Funds are oriented to take a more human, flexible, compassionate and pragmatic attitude towards the needy ex-servicemen. (S. No. 103)

5.82. The independent evaluation, as recommended above, should also be extended to the Funds placed at the disposal of State Governments many of which have also not made much use of the Funds as is seen from the information furnished by the Ministry. (S. No. 104)

CHAPTER VI

ORGANISATIONAL SET-UP

(a) Directorate General Resettlement

6.1 The Government of India have set up an organisation called the Directorate General Resettlement (DGR), under the Ministry of Defence, **to look after the problems of ex-service personnel and of their widows and dependents, particularly with regard to their resettlement.**

6.2 The present set up of the Directorate General Resettlement has bring criticised in a memoranda submitted to the Committee by non-official organisations. Following are the extracts from and points made in some of the memoranda:—

6.3 (i) “No tears will be shed by the ex-servicemen if this Directorate is abolished and given an unceremonious burial.” It has suggested structural change in the set up of this Directorate, providing for an organisation from District level onwards.

6.4 (ii) Office of DG Resettlement/Zonal Offices should be disbanded immediately as they have not been able to do any useful job. It goes on to suggest that the Resettlement problems should be exclusively dealt with by Civilian Officers and Staff and the DG Resettlement should be a civilian officer and not a person from Defence.

6.5 (iii) Much was expected of this organisation but little has been achieved. It has the responsibility, but no authority. The memorandum adds that the present Directorate General Resettlement can stay.

6.6 The Directorate may be headed by a senior retired Defence Service Officer and strengthened by induction of IAS and other officers. The Officer cadre and Staff of DGR may be changed and replaced by good high-grade retired officers. This will put life into the work and also ensure continuity in office.

6.7 (iv) “In each Service Headquarters, Directorate of Resettlement should be created under their respective personnel departments to oversee the affairs of all personnel due to retire and to organise their in-service training courses and to liaise with D.G. Resettlement and other employment agencies for their settlement.”

6.8 (v) The Director General Resettlement should a civilian officer and not be a person from Defence forces. A separate Ministry for the Welfare of ex-servicemen/War widows and disabled soldiers be constituted at the Central and State level.

6.9 (vi) The Directorate General Resettlement should be made into Corporation Ex-servicemen Resettlement with suitable financial assistance.

As a long term measure, the Corporation should become self-employment and self-generating industry, fully self-contained and capable of expansion in different fields.

6.10 The Defence Secretary stated in evidence that some persons who had grievances had made complaints on the working of the office of DGR.

6.11 The Defence Secretary stated that personally he felt that the post of Director General Resettlement was necessary. "There may be a complaint why all that has not been done which was expected to be done. When our intention is to improve things, naturally we shall find shortcomings in the past." There had been improvement in the working of the organisation. By the very nature of the job, this work had to be done by "a person with lot of energy who is involved in the process and who is one of Servicemen."

6.12 As regard the question whether DGR should be a serving officer or a retired officer, Defence Secretary stated that "I am in favour of a serving officer. Regarding the officers at the next below level, Defence Secretary added that the Defence services set up wanted the best of officers for everything, for war, for Battalion Commander, for Divisional Commander, for NCC and for re-settlement work. "But the best cannot come for everything." The witness further stated that officers got posted in Delhi because they wanted a posting here or because they had to be shifted from elsewhere.

6.13 Defence Secretary was of the view that generally those around 50 or 55 would be energetic officers, physically active. They could work for sometime in the resettlement organisation. DGR could also draw some officers from State Governments and give them some orientation or training to equip them to do the resettlement job. They would go away when they would get promotion in their parent office. The witness expressed the view that if they started filling up the organisation of DGR with retired people, they would not only be helping the rehabilitation of retired people, "but for the organisation, we can get the very best of them. Because there will be a wide spectrum for selection which will enable us to get the correct, people. That will, according to us, improve the Directorate to a great extent". Defence Secretary added that retired personnel could be appointed for a specified term of three years with an extension for another term of 3 years if their work was good.

6.14 The witness suggested that in order to get the best of people for the organisation, they might have to write to the Chiefs of the three Services. But temporarily, they could take some people from among the retiring officer provided people with the requisite personal background and qualifications with the State Governments.

6.15 The witness was not in favour of converting the Directorate into a corporation as the post must have some authority and easy conviction with the State Governments.

6.16 With regard to the suggestion that a Directorate of Resettlement could be created in each of the three Services, the witness stated that having different organisation "might do more harm than good". According to the witness what was necessary was that there should be some proportional representation in the Directorate from the three Services.

Expenditure on DGR

6.17 It is seen from the information furnished by the Ministry that the establishment expenditure of Directorate General Resettlement increased from Rs. 17 lakhs in 1975-76 to Rs. 50 lakhs in 1979-80. But the expenditure on activities like training has not increased during these years.

6.18. The DGR stated during evidence that the establishment was pruned in 1979. The cost had gone up because of increase in the pay and allowance and telephone rental etc. There had been no increase in the establishment. As regards the training grant it had been stagnant. DGR had asked for an increase.

They had been trying to stretch this amount of Rs. 40,0000 to accommodate more people. In fact officers were made to pay from their pocket towards their training.

Central Authority Answerable to Lok Sabha

6.19. It has been suggested in a memorandum that it will be worthwhile to create a Central Authority answerable to Lok Sabha for the welfare and re-settlement of ex-servicemen and their dependents on the same lines as the Commissioner of Scheduled Castes and Scheduled Tribes. The most suitable person for this purpose would be the Director General resettlement.

6.20 During evidence the Defence Secretary stated "I think it will not be a bad idea to have such a body."

6.21 The Committee are pained to find from the Memoranda received from ex-servicemen that the image of Directorate General Resettlement (DGR) among ex-servicemen is very poor. Suggestions made for the abolition of DGR are indicative of their total disenchantment and disappointment over the role and functioning of the Directorate. Even though some of these observations by ex-servicemen may be excessively critical, the Directorate will ignore them at their own peril. The Directorate will do well to do a little bit of introspection and retrospection to find out where precisely it had gone wrong and what it should do to come upto the expectations of ex-servicemen. (S.No.105)

6.22 After examining the role and functioning of Directorate General Resettlement (DGR) the Committee also feel that their efficiency, their organisation, their system of working, their coordinating role, their monitoring, leave much to be desired. The Committee would like that an organisation and method study of the Directorate should be made by an expert group with a view to re-structuring it modern lines and streamlining its working to enable it to cope with the onerous burdens of resettlement of ex-servicemen efficiently and systematically. (S. No. 106)

6.23 The Committee do not agree that the DGR should be converted into a Corporation; nor do they agree that there should be a separate Directorate in each service headquarters to look after resettlement of personnel of the respective services separately. The Committee do not think it would be right to appoint a retired service officer or an officer from IAS or other Central Services as the head of the Directorate General Resettle-

ment. The Committee are of the view that only a senior service officer who knows the problems of servicemen, who has been working amongst them and who has a feeling for them can be the most suitable officer to head this organisation. (S. No. 107).

6.24 The head of Directorate General Resettlement has a challenging task of mobilising active support and cooperation of top officials of State and Central Governments and Chief Executives of public and private sector undertakings. The personal stature and status of the head of Directorate are important factors in meeting the challenges successfully. The Committee would like the Defence Ministry to consider whether the Directorate's head has sufficiently high status to make a success of his job. (S. No. 109)

6.25 The Director General Resettlement requires stature, experience and backing to be able to get things done at the Central and State levels and in the public and private sector undertakings. The Directorate require strength which it can get by having on its staff a judicious blend of serving as well as retired officers of proven competence from the three services for fixed terms, officers from IAS and other Central Services, officers of the State Governments on deputation and experts in industry, finance and management. The Committee strongly recommend that the staffing pattern of the Directorate General Resettlement should be critically reviewed by the Defence Ministry and competent, dedicated and experienced officers requisitioned for the Directorate to make it a dynamic and result-oriented organisation capable of delivering the goods to the satisfaction of the vast multitude of ex-servicemen. (S. No. 109)

6.26 The Defence Secretary has observed that it will not be a bad idea to have a Central authority answerable to Parliament for the welfare and resettlement of ex-servicemen and their dependents on the same lines as the Commissioner of Scheduled Castes and Scheduled Tribes. The Committee would expect the Defence Ministry to evolve a complete Scheme to translate the idea into a reality. (S. No. 110)

(b) Kendriya Sainik Board :

6.27. The Kendriya Sainik Board consisting of over 40 members is responsible for :

- (a) Laying down general policy with regard to matters affecting the Welfare of ex-servicemen and families of serving and deceased personnel.
- (b) Control of funds placed under its administration.
- (c) Coordinating the work of the Rajya Sainik Boards and exercising the overall supervision and budgetary control over the Zila Sainik Boards (with effect from 1-4-1976,) the Kendriya Sainik Board also exercises budgetary control over the Rajya Sainik Boards.

6.28 The Committee were informed by DGR during evidence that only one meeting was held annually. During the last five years meetings were held in April, 1976, December 1977, April 1979, and October 1980. No meeting was held in 1978. The Defence Secretary stated that Kendriya Sainik Board was a very good machinery for involving the ministries and others concerned with problems of Ex-Servicemen.

6.29 One of the functions of the Secretariat of Kendriya Sainik Board is to dispose of petitions and representations from individual ex-servicemen and their associations and to interview ex-servicemen and the representatives of their associations visiting the Board for the redress of their grievances.

6.30 According to the information given to the Committee the average number of petitions/representations received during the last three years is approximately 16,000 per year.

It takes approximately one week to dispose of the petitions/representations. Visitors particularly from outstation, visiting the Board and seeking interviews are granted interview without any delay. On an average 20 ex-servicemen personnel come for interview daily.

6.32 It has been stated in a memorandum to the Committee that far larger number of eminent ex-servicemen should be nominated on the Kendriya Sainik Board, Rajya Sainik Board and Zila Sainik Boards. These permanently residing in the State or Zila and with resources and interest should be incorporated so that the composition of these Boards is more broadbased. Such representatives should not only be from each service to represent their respective service interest, but also from different branches/trades/services and from officers as well as other rank cadres.

6.33 The Ministry have stated that Kendriya Sainik Board has 8 ex-servicemen officers and JCOs and the Rajya Sainik Board is to have 4 ex-servicemen personnel of various ranks and from the three services. The Zilla Sainik Board is to have a minimum of two ex-servicemen in the Board whereas most of the Rajya and Zilla Sainik Boards have much more than the minimum number of ex-servicemen personnel provided in the Constitutions of the Board. The non-official members (ex-servicemen) are nominated by the President of the Board after taking into consideration the interest taken by them in the welfare and resettlement of ex-servicemen personnel in their areas.

6.34 The composition of the Kendriya Sainik Board includes the President of India Ex-Services League as a Member. The Committee asked whether the Indian Ex-Servicemen League or other representative bodies of ex-servicemen were represented on the Rajya and Zilla Boards. The DGR stated that in different states there were units of the India Ex-servicemen league. There was some trouble between them and therefore some parallel bodies had started functioning. The answer to this problem was that the approval or acceptance of the body should be the responsibility of the State Government. All the leagues at the state level claimed that they were the genuine Indian Ex-Servicemen leagues. They were recognised by the States who had agreed to take their representatives into account, before any concession was given to the ex-servicemen in the concerned State.

(c) Zilla Sainik Boards

6.35 The following suggestions have been made in regard to Zilla Sainik Boards :—

- (i) The present set up with the D.M. and Collector as President is outdated. It is a throw back to pre-1947 era. In those days any soldier in uniform would be welcomed by D.M. in the collectorate and his problem given a fair hearing. Now a days the D.M. is too over burdened to give time to the Sainik Board.

Instead of Zilla Sainik Boards let there be formed ex-servicemen resettlement, rehabilitation and welfare boards composed of duly nominated/elected Members. They should hold their quarterly meetings in each tehsil in turn.

- (ii) Sainik Boards are dominated by high ranking Officers and there is no association of other ranks (Sepoy, JCO) War Widows and disabled Soldiers. Instead of Sainik Board there should be welfare boards headed by Senior Officers.
- (iii) (a) Organisation of Sainik Boards was indeed effective prior to Partition. Now that our army is large the set up needs looking into. Members of District Sainik Boards should be on the recommendation of the India Ex-servicemen League.
- (b) The President of Indian Ex-Services League at State and District Levels should be Vice-President of the Sainik Boards Zilla Sainik Boards respectively to create confidence of ex-servicemen in these Boards.
- (iv) The Secretary, Zilla Sainik Board can do a lot of good if he is given more powers. At present even for small petty points he has to take consent of his D.M. If the Secretary functions under a "military Director", he can be more useful in discharging his duties efficiently and quickly.
- (v) The present composition of Kendriya Sainik Board is too unwieldy. The Members meet only once a year. There should be a small working group of the Board which can meet more frequently and discuss problems of ex-servicemen.

6.36 The Ministry have stated as follows :—

(i) and (ii) Sainik Boards are permanent departments of the State Government. It is, therefore, but essential that the administrative head of the District also heads the constitution of the Boards as its president. Decisions taken at Quarterly meetings and also for convenience and efficiency of day-to-day administration, these can best be implemented and achieved in the existing set up. The constitution adequately provides for representation of ex-servicemen (Officer and OR) as non-official members on the Board. Further, the Vice-President of the Board is by constitution an ex-servicemen. It is felt that no useful purpose will be served by holding meetings of the Zilla Sainik Boards in the tehsils. In fact this will lead to avoidable expenditure.

6.37 (iii) The Indian Ex-services League is only a non-official organisation. Necessity to nominate to ex-servicemen members of the Zilla Sainik Boards only on the recommendation of the League does not arise. Their recommendations, however, are given due consideration by the Secretary Zilla Sainik Board and the President of the Board whenever new members are to be nominated.

6.38 (iv) The Committee for Revitalisation of Sainik Boards has suitably recommended that Secretaries, Zilla Sainik Boards are to be given Class I Gazetted status with adequate financial and administrative powers.

6.39 (v) The office of the Directorate General Resettlement and also the Secretariat of the Kendriya Sainik Board continuously progress matters concerning introduction of new measures of welfare and resettlement of Ex-servicemen revitalisation of the Sainik Boards and so on in the normal administrative manner during the interim period of the annual meetings of the Kendriya Sainik Board.

(b) Revitalisation of Sainik Boards :

6.40 In consequence to the decision taken at the XIIIth meeting of the Kendriya Sainik Board, Ministry of Defence set up a Committee in October, 1979 to carry out an in-depth study of the organisation and functioning of the Sainik Boards in the country and make suitable recommendations for their revitalisation.

6.41 The terms of reference of the Committee are as follows :—

(a) The exercise of financial powers by the State Governments/Union Territories on the maintenance expenditure of Rajya/Zila Sainik Boards with in the frame-work of the principle of sharing of expenditure on a 50 : 50 basis between the Central and the State Governments, with particular reference to the following :—

- (i) Preparation and submission to the Ministry of Defence budget estimates.
- (ii) Preparation and submission to the Ministry of Defence annual audited expenditure statements.
- (iii) Setting up of new Zila Sainik Boards and upgradation of existing Zila Sainik Boards.
- (iv) Expenditure to be incurred in respect of increase in staff and equipment.
- (v) Grant of TA/DA and other allowance to Secretaries and staff of the Rajya and Zila Sainik Boards.
- (vi) Contingent expenditure.

6.42 (b) Administrative procedure and guide lines on which the Rajya/Zila Sainik Boards are to be function with particular reference to :—

- (i) Scales of establishment of clerical and other staff and welfare organisers.
- (ii) Important items of equipment such as telephones vehicles etc.
- (iii) Office accommodation and furniture.
- (iv) Gradation of Boards.
- (v) Introduction of pattern for record keeping in Rajya and Zila Sainik Boards.
- (vi) Status, designation and financial powers of Secretaries, Rajya and Zila Sainik Boards.

6.43. (c) Any other aspect which materially affects the functioning of the Rajya/Zila Sainik Boards.

The Committee appointed a sub-committee in January, 1980 under the chairmanship of DGR. The sub-Committee finalised its report and submitted it to the main Committee. It was proposed to convene a meeting of the Committee to finalise the report.

6.44 The Kendriya Sainik Board set up under the Ministry of Defence is responsible for laying down general policy with regard to matters affecting the welfare of ex-servicemen. It controls the welfare funds, coordinates the work of Rajya Sainik Boards, exercises overall supervision and budgetary control over Zila Sainik Boards etc. The Board, consisting of over 40 members with Raksha Mantri as the Chairman, meets once a year. The Committee agree with the Defence Secretary that the Kendriya Board is a very good machinery for involving the Ministries and others concerned with the problems of ex-servicemen. But if the Kendriya Board has to create an impact in the field in which it operates unless it should set up a small Working Group which can meet as often as necessary, at least once or twice a quarter to review the progress made in the implementation of decisions taken at the annual meetings of the Kendriya Board. The Committee recommend that Working Group under the Chairmanship of Defence Secretary should be established as an executive arm of the Kendriya Board to give the decisions of the Board a concrete shape at all India level. (S No. 111)

6.45 The Kendriya Sainik Board coordinates the work of Rajya Sainik Boards and exercises overall supervision over Zilla Sainik Boards. The Committee are not aware whether the present set up encourages or at least permits movement of ideas from Distt. level upward and brings about interaction between Zila and Rajya level Boards and between Rajya and Kendriya Boards. In the opinion of the Committee such an inter-action is very necessary for the fulfilment of the objects for which these Boards have been set up. The Committee would like the Defence Ministry to give this aspect of the working of the Boards a careful thought. (S. No. 112)

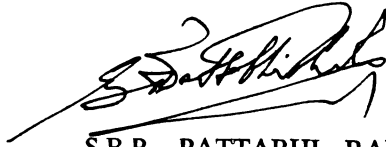
6.46. The Committee find that one of the functions of the secretariat of Kendriya Sainik Board is to interview ex-servicemen and the representatives of their associations who may visit the Board's office for the redress of their grievances. The Committee are very keen to ensure that the ex-servicemen who come for interview with the officers of the Kendriya Sainik Board should not be kept waiting unduly long. They should be properly received, seated and attended to promptly. The Committee would like the Defence Ministry to not only issue proper instructions in this regard but also see that these instructions are followed by all concerned. (S. No. 113)

6.47 From the memoranda received from ex-servicemen it appears that they are not fully satisfied with the present structure and working of the Zila Sainik Boards. It has been stated that Distt. Magistrate who is the President of the Zila Board does not give them a fair hearing; other ranks are not adequately associated with the Zila Board. Secretary, Zila Board, does not have adequate powers so much so that he has to take Distt. Magistrate's orders before doing even small things. As the Zila Sainik Board are under the administrative control of State Governments, the Committee have not gone into their working from a critical angle. But they do feel that Zila Boards should have the confidence of the ex-servicemen at the Distt. level and should be able to help them in their difficulties as

otherwise the purpose of having Zila Boards would be defeated. The Committee would suggest that the Defence Ministry should bring the gist of ex-servicemen's views to the notice of State Governments and suggest to them to look into the ex-servicemen's complaints sympathetically. (S. No. 114)

6.48 A Committee is stated to have been set up by Kendriya Sainik Board to go into the working of Sainik Boards and make recommendations for the revitalisation. The Estimates Committee are informed that the matter is now at the final stage and the report of the Committee is expected to be finalised shortly. The Estimates Committee would like to be apprised of the recommendation of the Revitalisation Committee and the follow-up action taken thereon by the Ministry. (S. No. 115)

6.49 The Committee are concerned to note that Indian ex-services League is not as united an association of ex-servicemen as it appears to be. They find that there have been parallel bodies within the League each claiming to be the "genuine" league. The Committee are not happy at this development. They are aware that it is a non-official organisation on which the Defence Ministry or the DGR has no control. But the Committee do feel that for safeguarding the interests of ex-servicemen, there is an imperative need for a strong and united organisation of ex-servicemen which can not only take up their problems with various agencies for effective action but can also be consulted by Government on welfare and resettlement measures. (S. No. 116)



S.B.P. PATTABHI RAMA RAO,
Chairman,
Estimates Committee

NEW DELHI

April 24, 1981

Vaisakha 4, 1903 (Saka)

APPENDIX

Summary of Recommendations Observations

Sl. No.	Para No.	Recommendations
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1.	1.15 to 1.17	The Committee have gone into the ex-servicemen's problems and the performance of Defence Ministry in this regard. The Committee feel that though a lot has been done for them, they deserve much more. The Committee feel that what is lacking is, not sincerity and sympathy in the Defence Ministry which is in fact writ large in each action that they take, but corporate planning, a systematic, concerted and conclusive action, effective coordination and regular feed-back. What is, therefore, needed is a hard look at the system as a whole with a view to making it methodical, dynamic and result-oriented. If this is done, individual problems will get automatically sorted out.
2.	1.18	The Committee would like the Defence Ministry to apprise the State Government, public and private sector undertakings of the Prime Minister's observations and urge them to deem it a national responsibility to help the ex-servicemen in settling down in jobs and occupations with a sense of urgency.
3.	1.19	The Committee feel that absence of a comprehensive national policy for ex-servicemen is a major reason for their unsatisfactory rehabilitation. They would recommend that a national policy dealing with all aspects of rehabilitation of ex-servicemen and based on the approach outlined by Prime Minister in her speech in Lok Sabha on 9 April, 1981 should be evolved, and laid before Parliament at an early date and adopted for implementation at national scale.
4.	1.20	The Committee have, in this report, gone into some of the important problems concerning ex-servicemen as a class and made recommendations in the hope that the Defence Ministry will view them in the spirit in which they have been made and implement them with a sense of seriousness to achieve satisfactory and speedy rehabilitation of ex-servicemen about whom not only the Ministry or the Committee but the whole country is feeling concerned, and which is necessary

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		not only for the economic well being of the ex-servicemen alone but also for keeping up the morale of the serving personnel of the Defence Services.
5.	1.21	Defence Secretary has informed the Committee that the method adopted to arrive at the figure of 23-24 lakh as the total number of ex-servicemen in the country was not satisfactory, it was a kind of patch work to have some basis for planning. This, in the Committee's view, is the first lacuna in the system. Unless the magnitude of a problem is known fairly accurately solutions cannot be properly planned. The decision now taken to carry out a census of ex-servicemen in the country through the State agencies is a welcome decision. The census is stated to be under way. The Committee would expect the Defence Ministry to ensure speedy completion of the census work and use the census figures for a more methodical planning of rehabilitation work.
6.	1.22	The Committee would expect that the figures arrived at in the census of ex-servicemen, which is underway, would be updated from time to time. For this purpose the Defence Ministry may evolve a suitable formula or system.
7.	1.23	The Committee do not see any reason why the authorities concerned with the decennial census could not agree to do census of ex-servicemen also along with the countrywide enumeration of population done earlier this year (1981). The Defence Ministry should arrange with the census authorities to do so in future.
8.	1.24	The official figures published in the introduction to "Guide to Resettlement of Ex-servicemen (Jan. 1979)" according to which 35% of ex-servicemen preferred to go in for self employment or employment in skilled trade are not accurate. The Defence Secretary admitted in evidence that about 90% of the ex-servicemen looking for jobs or self-employment avenues on retirement would be a realistic figure. The Committee would like that official publications should give accurate figures to avoid any distortion in the appreciation of the problem.
9.	2.54	The Committee are pained to find that the pre-release training of outgoing Defence personnel has so far remained almost totally neglected. As against 70,000 defence personnel of all ranks retiring every year, pre-release training was organised for less than 2900 personnel in 1979-80 (400 officers and less than 2500 JCO and jawans). The position was no better in previous years. The explanation that sufficient number of servicemen are not volunteering to fill up the available vacancies cannot exonerate the Ministry of the charge that training positions arranged by them are utterly

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		<p>inadequate. Even if the total vacancies arranged by Ministry which come to 3850 (3450 for JCOs/ORs+400 for officers), are taken into account, pre-release training facilities would be available to a maximum of 5.5% of the outgoing force and more than 66000 of the retiring servicemen (94.5%) would be going out in the highly competitive world without any training or special skill to help them find jobs. If, as stated during evidence, due emphasis had not so far been laid on vocational training of serving personnel, the Defence Ministry have to explain as why it was not done. The Committee are constrained to hold the Defence Ministry squarely responsible for the continuing and gross neglect of the pre-release training of Defence Personnel for which the Committee cannot too strongly deplore them.</p>
10.	2.55	<p>The break-up of training vacancies reveals another disturbing feature of the training programme. While 40—45% of the officers get some sort of training before retirement, the number of JCOs and ORs getting such an opportunity is hardly 5%. The Ministry have stated that the impression that more emphasis is being laid on training of officers as compared to ORs is not correct as 105 courses have been planned for ORs as against 24 courses for officers. This reasoning is blatantly specious and utterly untenable as it is the number of vacancies for officers and ORs that is material for comparative study and not the number of courses. The Committee regret to observe that instead of owning a lapse and assuring to rectify the imbalance the Ministry should be straining to justify it.</p>
11.	2.56	<p>The explanation offered by the Ministry that sufficient number of ORs are not volunteering to fill up the available vacancies does not carry conviction with the Committee especially in view of the statement made by DGR during evidence that basic reason for inadequate response was Unit Commander's reluctance to spare ORs for training due to their operational commitments. This problem is not there in the case of officers, 441 of whom volunteered in 1979-80 as against 400 vacancies. Similar has been the position in earlier years also. The Committee are not happy at the ORs being denied training opportunities in the name of operational commitments, when they have in any case to be released within a year or so.</p>
12.	2.57	<p>The Committee would strongly recommend that a policy decision be taken at the highest level to provide adequate number of replacements for retiring personnel a year earlier than at present for the Unit Commanders to be able to relieve the outgoing personnel well in time for training without any adverse effect on their operational efficiency; and all the Unit</p>

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Commanders should be directed not to stand in the way of the personnel desirous of going in for training during the last year of their service. In fact the Unit Commanders should be directed to organise a comprehensive programme of training for all the ORs, JCOs and officers, who are due for release, in the last year of their service and earn the goodwill of both outgoing and serving personnel.

13. 2.58 The Committee were concerned to note that as against a reservation of 1000 seats in the Industrial Training Institutes for retiring ORs etc. only 750 seats were utilised in 1980. It is unfortunate that when ITI training is so much in demand in the employment market, seats reserved for Defence Services have gone a-begging and have never been fully utilised in the last 6 years. The Committee would like the Ministry to make sample studies of those cases in which Defence Personnel have refused to volunteer to avail of the training facilities with a view to finding the reasons therefor and taking appropriate action.
14. 2.59 One of the reasons for under-utilisation of vacancies is that trainees are required to do the second half of these courses after retirement when, due to sudden drop in income, the retired ORs find it difficult to continue. For the second part of the course, a stipend of Rs. 100-200 per month is paid. The amount must have been too inadequate to meet the training expenses of the outgoing personnel otherwise they would not be letting such a good training opportunity go. The Committee note the Government's move to raise the stipend to Rs. 250/- p.m. Four States (Karnataka, Gujarat, Punjab and MP) have already done so. The Committee would like the Ministry to pursue the matter with all other States to increase the stipend.
15. 2.60 & "On the Job Training" programme starting with 2000
2.61 personnel in the first year (March 1981) and going upto 10,000 in the fifth year, will be given in various Public sector undertakings throughout the country with a view to ultimately absorbing them in these public sector undertakings and Ordnance Factories. Necessary Government directives have been issued to public sector and departmental undertakings, Ministry of Railways and Posts and Telegraph Department to implement this programme. The Committee welcome this initiative. The Committee would advise the Defence Ministry to closely watch and monitor the implementation of this programme at all levels with a view to ensuring this programme which has the potential of producing very encouraging results does so in actual practice from year to year.
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16. 2.62 The Committee are disappointed to note that the scheme formulated by the Ministry of Agriculture to train 20,000 ex-servicemen annually in agricultural vocations has been shelved for want of funds. A fresh proposal to impart training initially to 2000 personnel has since been taken up with the Ministry of Agriculture. The Committee are unable to understand why, if the Ministry of Agriculture had not got funds for training 20,000 ex-servicemen, the Defence Ministry did not explore the possibility of finding resources from their own budget. After all, the training of ex-servicemen is primarily Defence Ministry's responsibility and not that of Agriculture Ministry. The Committee would like the Defence Ministry to review the matter and not allow such a fine scheme to fade away.
17. 2.63 The schemes for training in agricultural vocations as above and other similar schemes for training of personnel in village industries (1200 vacancies per annum) agricultural and farm level vocations (4000 vacancies), National Scheme for Training Rural Youth for self-employment (TRYSEM) and for Intensive Rural Development Programme have an added advantage in as much as these schemes can stop the exodus of ex-servicemen from rural areas to cities and will result in enrichment of village life by the collective and disciplined efforts of ex-servicemen. The Committee would urge the Defence Ministry to spare no effort to make a complete success of the schemes for training ex-servicemen in agricultural vocations, village industries, sanitation, basic health programme, roads and house construction and other skills in demand in the villages.
18. 2.64 The Committee would like the Defence Ministry to include the progress made in the implementation of the new comprehensive training plan for ex-servicemen in the Annual Report of the Ministry for the information of Parliament.
19. 2.65 The Committee find that the training scheme being run for Gorkhas at Raiwala has been held to be very useful by ex-servicemen. The Ministry informed that such schemes are also being run by Artillery centres and signals centres. The Committee would suggest that the Ministry should explore the possibility of extending similar schemes in other regimental centres also.
20. 2.66 The Committee feel that instead of postponing the vocational training towards the last year of serving personnel's careers, it may be worthwhile starting a process whereby some time is set apart every week during the entire service career of Defence Personnel for the purpose of giving
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		vocational training within the unit itself right from the beginning so that by the time the ORs/JCOs retire, they are well-equipped in the vocation of their choice. The Committee would like the Ministry to examine this matter.
21.	2.67	The Committee see no reason why officers who do not have minimum pensionable service are not considered for any resettlement course of training. This will be subjecting them to double hardship which is unfair.
22.	2.68	At present, a large number of training courses for officers and ORs are held for a short duration and these do not earn them any degree, diploma or recognised certificate without which it is difficult, if not impossible, to find a job in the civil. Directorate General Resettlement is understood to have taken up certain proposals with certain universities for regular Post-graduate courses but due to difficulties of funds and study leave for officers attending such courses the proposals have not progressed further. The Committee are of the view that courses for officers or ORs which do not end up with a degree or diploma or a professional certificate are of no use in employment market. The Ministry should immediately so tie up their vocational programmes with the universities and recognised training institutes that the personnel undergoing training or pursuing vocational programmes through correspondence courses or regular courses are awarded degrees or diplomas, etc. at the end of their courses. This arrangements should be made not only for officers but also for other personnel and the departmental rules like those for study leave standing in the way of such courses should be suitably amended without delay.
23.	2.69	The Committee would like the Defence Ministry to liaise with the State Governments to find out the areas in which trained ex-servicemen are not available to man the reserved posts and take initiative to organise crash programmes of training in those areas.
24.	2.70	The Committee feel that the training of Defence Personnel for rehabilitation after retirement should be viewed from two angles : one, how the ex-servicemen can be rehabilitated after retirement and two, whether and how they can prove to be an asset to the nation in the event of strikes and agitations in essential services which might threaten to paralyse the normal life of the nation and hold up production and transport of essential commodities to meet the people's needs. If, with this end in view, Defence personnel are given some sort of training, over and above the training which might be of immediate relevance to their jobs or self-employment avenues after retirement, it will serve a great national purpose.

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		<p>In order to enable the authorities to know what type of assistance an ex-serviceman can render to the national in such eventualities, it would be necessary for the Defence authorities to issue a suitable certificate giving the nature of training imparted to him and enumerating the nature of services he can competently handle before he retires. Ex-servicemen whose services are requisitioned on such occasions should deem it a privilege to be able to come to the rescue of the people even after retirement and should be suitably rewarded for such services.</p>
25.	2.71	<p>The Committee are glad that Government squarely accept responsibility for looking after the disabled soldiers. But in the absence of complete statistics, the Committee are not in a position to judge whether all the disabled soldiers desirous of getting vocational training are able to enrol themselves for such training. The Committee would like the Ministry to study the demand and availability of training facilities for the disabled soldiers and apprise the Committee of the measures proposed to be taken to meet the demand in full.</p>
26.	2.72	<p>The Committee recommend that the stipend of Rs. 150/- p.m. fixed some years ago for payment to disabled soldiers during the period of training should be reviewed in view of general rise in cost of living and suitably raised.</p>
27.	2.73	<p>The responsibility of the Ministry should not end with arranging training to outgoing Defence Personnel, particularly the disabled servicemen. The Ministry must also bear the responsibility of arranging placement of disabled soldiers in suitable jobs in public and private sector after training. The Committee strongly recommend that an institutional arrangement should be made in the Directorate General Resettlement to sponsor the cases of disabled ex-servicemen and pursuing them till they are rehabilitated.</p>
28.	2.74	<p>The Committee cannot over-emphasise the importance and usefulness of surveys of job opportunities in public and private sector as only them can the Ministry tailor their training courses to provide maximum benefit to the outgoing Defence personnel. The Committee would like to be apprised of the detailed schemes formulated by the Ministry in this regard.</p>
29.	2.75 & 2.76	<p>The Committee find that the number of ex-servicemen who have found jobs after training is not available as feed back from ex-servicemen is not encouraging. The Ministry are now in the process of introducing a special feed-back information system by giving pre-paid printed postcards to trainees which they would be required to post on their finding employment or when they start self-ventures. This is an approach</p>

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		<p>in the right direction and should have been adopted much earlier. The Committee would urge the Ministry to take active follow-up action to get the feed back from outgoing Defence service personnel and review their training courses in the light of feed back received from them.</p>
30. 2.77		<p>The Committee feel that a systematic approach is lacking in the Armed Forces set up to ascertain preferences of outgoing Defence personnel in the matter of pre-release training well before the date of retirement. The Committee recommend that sufficiently before the date of release every member of the Defence Services should be informed of the training courses, vocational and others, which are available and asked to intimate his preferences for the courses which he would like to undergo in the last year of his service. While sending this communication, necessary literature giving details of the courses, their duration usefulness, cost factor, place of course, educational qualifications necessary and the nature of degree, diploma or certificate that will be awarded on the completion of course should be sent to him to enable him to make a considered decision in this regard. The Committee would like the Ministry to work out a detailed system in this regard.</p>
31. 2.78		<p>At present there are only three Training-cum-production Centres in operation in Rohtak, Chhehrauli (Haryana) and Pauri Garhwal (U.P.) for training of war widows and their female dependents. The Ministry have stated that such centres have been opened in areas where there was concentration of war widows. The Committee would like the Ministry to review the position in other areas and consider opening such centres wherever there is need and demand for such Training-cum-Production Centres.</p>
32. 3.81		<p>The Committee find that 14038 ex-servicemen were appointed in public and private officers all over India in 1978 and 1,33,62 in 1979 through Employment Exchanges and in addition nearly 3000 ex-servicemen personnel could find jobs during these years through Directorate General Resettlement. This is less than 1/4th of the total number of Defence personnel released every year. The Committee are pained to learn that the actual employment of ex-servicemen achieved against reserved vacancies has been only 1.3% on the Average in Central Government Offices and Central Public Undertakings. It is unfortunate that authorities charged with the responsibility of recruitment in Government offices should have been so indifferent towards ex-servicemen as not to have given them what was their due. Reservation, the Committee feel, is not a matter of favour; it is the discharge of an obligation.</p>

It is repayment of the debt which the country owes to the ex-servicemen for their sacrifices in the defence of the country. The Committee feel that the public and private sector authorities all over the country need to be educated about their duties and responsibilities unto the ex-servicemen. A climate of consideration and understanding for ex-servicemen will have to be created by Government if the ex-servicemen have to get their legitimate rights in employment market. The Committee would expect the Defence Ministry to launch a suitable programme to create such a climate in collaboration with the Ministry of Home Affairs at the Centre and Chief Secretaries of the State Governments.

33. 3.82 The Committee feel that Defence Ministry should study the phenomenon of under-recruitment of ex-servicemen in Government organisations with view to finding out the reasons therefor and taking corrective action in the matter.
- 34, 3.83 An analysis of the statement that at present only 1.3% of the reserved vacancies are filled up by appointment of ex-servicemen in Government Offices and Public Undertakings reveals that if with such a low level of utilisation of reserved vacancies, nearly 12,000 ex-servicemen can find jobs in Government Offices and Public Undertakings, a full utilisation of this quota can fetch jobs to all the ex-servicemen. (This analysis is based on the figure of 1.3% utilisation of reserved quota furnished by the Ministry. In the Committee's opinion, this requires verification). If the reservation quotas are fully utilised, and there is no reason why these should not be utilised fully, the problem of finding employment for ex-servicemen will be completely solved. The Committee would urge the Defence Ministry to spare no effort to ensure full implementation of the concessions announced by the Government in this regard.
35. 3.84 From non-official reports reaching the Committee it appears that the present arrangement in the Employment Exchanges is considered unsatisfactory. The Defence Ministry are also aware of the general dissatisfaction with the working of Employment Exchanges all over the country. While the Defence Ministry should certainly bring this matter to the notice of the Ministry of Labour to enable the latter to tone up the working of Employment Exchanges, the Committee feel that the Ministry of Defence will have to be permitted to co-sponsor candidates without any pre-condition along with the Employment Exchanges to safeguard the interests of ex-servicemen and no delay caused thereby. They would like that this should be done without delay.
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36.	3.85	The Committee take note of the Defence Secretary's observations that the Ministry are giving utmost consideration to help officers and other ranks to get employment without any discrimination of position or status. The Committee would advise the Ministry to ensure that they should not only be fair and impartial to officers and other ranks in the matter of helping them get re-employment but also appear to be so in order to win the confidence of ex-servicemen of all ranks.
37.	3.86	The Committee are unhappy to note that even the Ministry of Defence have not utilised the reserved quotas for ex-servicemen fully in their own offices. In 1979 as against 249 ex-servicemen appointed in Group 'C', there was a shortfall of 194; and in the case of Group 'D' vacancies 65 posts out of 107 reserved for ex-servicemen were left unfilled by ex-servicemen. This is unfortunate. The Defence Ministry are expected to set an example to other Ministries and organisations and utilise the reserved quotas for ex-servicemen in their own organisations fully.
38.	3.87	Though Government Department are required to forward quarterly returns to the Directorate General Resettlement showing the number of ex-servicemen appointed during that period, the Committee regret that the DGR/Ministry of Defence did not have this information with them initially in respect of para-military forces when it was called for by the Committee. This is a reflection on the efficiency of the DGR.
39.	3.88	The Committee are unable to understand as to why BSF was allowed to default with impunity in the matter of submission of returns in this regard since 1976. That BSF should do such a thing is unbecoming of a disciplined force which it is. The Committee would like the Defence Ministry to bring it to the notice of Ministry of Home Affairs.
40.	3.89	The Committee hope that DGR will now liaise with the Ministry of Home Affairs to obtain full information about future projections and past placements of ex-servicemen in para-military forces and analyse them with a view to securing full utilisation of reserved quotas in para-military forces for ex-servicemen.
41.	3.90	Information furnished by the Defence Ministry in respect of placement of ex-servicemen in para-military forces during the last five years is incomplete. It only shows the number of ex-servicemen appointed; it does not show as to how many of them should have been appointed. In the absence of such an information the Committee are not in a position to judge whether the quota of ex-servicemen in para-military forces

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- has been fully utilised. The Committee would like to be furnished with a complete picture to enable them to make a critical analysis.
42. 3.91 The Defence Secretary has stated that the position of employment of ex-servicemen in para-military forces has been unsatisfactory. The Committee are conscious of the fact that para-military forces have also to keep a young profile, because of which they are reluctant to take retired Defence personnel. The Committee have gone into the matter. They feel that Defence personnel should be inducted into para-military forces towards the end of their careers and the intake of ex-servicemen should also be increased. The induction of a larger number of disciplined, trained and battle-tested personnel would add to the strength and efficiency of para-military forces.
43. 3.92 The Committee are shocked at the near total neglect of ex-sailors in recruitment of seamen for Merchant Navy. Even though the Seamen's Employment Board had decided at their meetings in 1978 and 1979 that ex-Naval ratings who might be demobilised after completing their term of service satisfactorily might be considered for absorption in the Merchant Navy on merit, only 13 ex-Naval ratings have been taken in the Merchant Navy since, 1975. This is not only indifference of a high order towards the lot of ex-Naval ratings but also disregard of the decision of Seamen's Employment Board which the Committee cannot but deplore. The Committee are also pained at the apathy of DG Shipping towards this matter. The Committee see no reason why ex-Naval ratings who fulfil the conditions laid down by Seamen's Employment Board cannot be recruited in Merchant Navy in larger numbers. They would like this matter to be taken up with the authorities concerned and satisfactory solution found.
44. 3.94 The Committee would also like the question of reservation for ex-Naval ratings in Merchant Navy to be considered and a reasonable quota of vacancies fixed for them.
45. 3.95. The Committee note with concern the very low level of employment of ex-Airmen in Government Department and public sector undertakings. It is stated that only 0.7% of ex-Airmen could get jobs in 1977, 1.2% in 1978 and 1.3% in 1979. According to DGR unlike army personnel who accepted jobs like watchmen, drivers etc. the Airmen had educational qualifications which could help them find jobs elsewhere also. The Committee would like the Defence Ministry to make a study into the reasons for low employment rate in the case of ex-Airmen and take measures to improve the situation.

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46. 3.96 The Committee are informed that Government are considering proposals to induct ex-servicemen in the Special Battalions being raised by various State Governments for the purpose of keeping peace in riot affected areas. Government are also proposing to utilise ex-servicemen in raising two Task Forces each consisting of approximately 1800 personnel for restoration of ecological balance in the Himalayas and other Hilly areas. These are welcome proposals. The Committee would expect the Defence Ministry to pursue these proposals with a view to promoting employment of ex-servicemen.
47. 3.97 The Working Group of Officer (1976) had made a recommendation for lateral induction of Defence personnel of all ranks when they are due for release from the Armed Forces. The Committee take note of the instructions issued by the Ministry of Home Affairs (May 1979) that in respect of Groups A & B posts in the Central Government required to be filled by transfer or deputation of Government servants, a provision should be made in the recruitment rules whereby armed forces personnel with requisite qualifications etc. due to retire within a period of one year can also be considered for appointment to such posts on deputation/transfer or on short term contract basis. This is a welcome move. But the Committee have not been informed whether the recruitment rules in respect of Groups A & B posts have since been amended to make a provision to allow later induction of Defence Personnel to civilian posts on deputation or transfer and whether officers are infact being taken on deputation/transfer under this system. Now when a policy decision has been taken by Government it is the duty of Defence Ministry to follow it up with all the Ministries to ensure that the system of lateral induction of Armed Forces Personnel into civilian posts become a reality. The Committee would like to know whether and to what extent this new system has helped Defence personnel to go on deputation/transfer to civilian posts.
48. 3.98 The Committee recommend that the system of lateral induction of Armed Forces personnel into civilian posts should not be confined to Groups A & B posts only; it should be extended to all categories of posts.
49. 3.99 The Committee feel that the question of allowing lateral induction of competent Armed Forces personnel with requisite qualifications into IAS, IFS, IPS & other Central Services at a young age should be examined in consultation with the Ministry of Home Affairs.
50. 3.100 The Committee take note of another measure taken by the Home Ministry under which the employing Ministries are required to send other staff requirements in advance to DGR
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and the DGR is required to intimate the names and bio-data of the Defence Service Officers due to retire within six months to the UPSC or the State Public Service Commissions or the recruitment agencies concerned with Selection of personnel of public sector undertakings and nationalised banks, depending upon the officers choice. DGR is also required to maintain liaison with the Bureau of Public Sector Enterprises for identifying posts in Public Sector Undertakings which may be manned by ex-servicemen and the Public Sector Undertakings are required to give preference to ex-servicemen for appointment to higher posts in their security Departments. These are welcome measures. It is now left to the DGR to take the maximum advantage from these measures for the resettlement of ex-servicemen. The Committee would like to be apprised of the action taken by DGR under those instructions and the results achieved.

51. 3.101 The Committee are glad to note that, through the efforts of the DGR, 243 Defence personnel got employment in foreign countries during the last 3 years. They hope that, while continuing efforts in this direction it will be ensured that Defence personnel are sponsored for foreign assignment as are capable of keeping the national interests above personal interests and project a good image of the country.
52. 3.102 The woefully low level of employment of ex-servicemen against reserved posts in offices and organisations under Central Government—as low as 1.3% as stated by the DGR himself—highlights the imperative need for a strong implementation machinery to be set up at the Centre. The present arrangement of having a liaison officer in the Directorate General, Employment & Training, a liaison officer in DGR and a Deputy Secretary level of officer in each Ministry to monitor intake of ex-servicemen and oversee implementation of Government instructions regarding reservation quotas appears all right on papers but has failed to produce results.
53. 3.103. The Committee note that a small Committee consisting of Secretary (Personnel), Secretary (Defence), Secretary (Labour, Employment and DGR) is to be constituted to oversee the policy as well as implementational aspects of the resettlement of ex-servicemen. It is no doubt a well-represented and high-powered Committee from whom the Estimates Committee expect results in concrete terms. The Estimates Committee would also expect this Committee to review the efficiency of measures taken so far to promote employment of ex-servicemen in civilian posts with a view to making them more effective and fruitful.
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54.	3.104	The Committee would like that the position regarding employment of ex-servicemen in Central Government Offices and Undertakings <i>vis-a-vis</i> reservation quota in absolute numbers and percentages is mentioned specifically in the Annual Reports of the Ministries/Departments of the Government of India and the Public Sector Undertakings to enable Parliament to evaluate their performance in this field also.
55.	3.105	The Committee would also like that the Defence Ministry should give consolidated account of retirement of ex-servicemen and their employment, separately and cumulatively in the Central and State Government Offices and their undertakings and in the private sector in their annual reports to enable Parliament to have an overall view of the ex-servicemen resettled on jobs throughout the country from year to year.
56.	3.106	The Committee would like the Defence Ministry to study the problem of unemployment among ex-servicemen including the annual increase in their number. State-wise and persuade the State Governments to fix quotas of reservations at appropriate levels commensurate with the size of the community of ex-servicemen seeking resettlement on jobs in the respective States. The Committee would expect the Defence Ministry to continue to follow up the matter with the States concerned till the needful is done.
57.	3.107	The Defence Ministry are not aware of the extent to which the Working Group's recommendations have been implemented. The Committee had expected that, if the progress reports were not received from all the States, the Defence Ministry should have established personal contacts with the defaulting States to ascertain the position. The Committee would like that instead of waiting passively for returns from States for indefinite period Defence Ministry should bestir themselves to reach out to the State Governments concerned to get the progress reports from them in order to know the progress made by them in this regard. The Committee consider the setting up of coordination and monitoring cells in each State to be of paramount importance for implementing employment programme for the rehabilitation of ex-servicemen. The Committee would recommend that the Defence Ministry should take up the matter with the States at the highest level with a view to persuading them to set up coordination and monitoring cells and implement other recommendations of the Working Group. The Committee would expect the Ministry to apprise them of the upto date position in respect of all the States and the measures taken to have the Working Group's recommendations implemented within 6 months.

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58.	3.103	<p>Private Sector has a great potential for employing ex-servicemen but the Committee are disappointed to find that from an intake of over 800 ex-service in 1976, which was not high by any standard, the number dropped to less than 500 in 1979. The Committee are aware that Government cannot force the private sector to make any reservation for ex-servicemen and that the trade unions' attitude could also be an obstacle in this regard. The DGR's initiative to establish contact with new units before the new labour gets in is a step in the right direction provided it is vigorously followed up. The Committee would suggest that DGR should make standing institutional arrangement to establish dialogue with representative organisations at various levels in private sector with a view to arriving at an understanding that the ex-servicemen should be shown greater consideration than in the past. The Committee have no doubt that if a systematic approach is made and the usefulness of employing disciplined and trained ex-servicemen is properly impressed upon the organisations and employers in private sector, much better results can be achieved. The Committee would like the Ministry to start a vigorous campaign in this hitherto neglected but potential sector to find more employment for ex-servicemen.</p>
59.	3.109	<p>The Committee feel that DGR should also consider making discreet attempts to impress upon the trade unions in selected areas the need for their cooperation in the rehabilitation of ex-servicemen.</p>
60.	3.110	<p>The Committee note with concern that the placement of war disabled ex-servicemen has not been encouraging at all. As against a waiting list of over 560 at the beginning of 1979 and 500 in 1980, the Defence Ministry could secure placement for only 69 and 73 in these two years respectively. The Defence Ministry would do well to identify jobs which the disabled ex-servicemen on their waiting list can handle and then make more concerted efforts to locate suitable jobs for their rehabilitation.</p>
61.	3.111	<p>The Committee find that the Deptt. of Personnel and AR have advised the Ministries and Deptts. of Government of India to consider prescribing lower qualifications for ex-servicemen candidates for recruitment to post for which their military experience could be of distinct advantage. Similar step has been commended to Bureau of Public Enterprises for posts in public sector undertakings and also to State Governments. This is a good gesture but the Committee have not been informed whether this advice has been acted upon or not by the Offices of Central Government, State Governments and public sector undertakings. The Committee</p>

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		would urge that Government decision to grant relaxation of qualification to ex-servicemen should be translated into action expeditiously. The Committee would like the Ministry to pursue this matter with the Central and State authorities and report the outcome of their efforts to the Committee.
62.	3.112	Side by side with the efforts to have educational Qualifications lowered for ex-servicemen, the Defence Ministry should consider measures to help the ex-servicemen pursue condensed or correspondence courses to improve their educational qualifications, wherever possible.
63.	3.113	Since equation of Defence services trades with civil trades is of vital importance to ex-servicemen for getting jobs, the Committee would expect the Defence Ministry to have the remaining trades also equated with the civil trades, if necessary, by giving the exservicemen a short course of further training. In order to avoid such a difficulty in the future the Defence Ministry may also consider revising the course curriculum and syllabi of such trades as have no civil equivalent at present so as to make them equivalent with civil trades for the purpose of employment.
64.	3.114	While a State Government (Government of Haryana) have already decided to treat Army first class with 15 years of service educationally equivalent to Matriculation for the purpose of employment, this matter is still at consideration stage in the Central Government. The Committee expect the Central Government to give a lead to the States in such matters rather than let it be the other way round.
65.	3.115	The Committee regret that certain concessions available to ex-Air Force pilots for taking tests for grant of civil pilots licence were withdrawn last year in view of criticism from unemployed civil pilots. It has now been acknowledged by the Ministry of Tourism and Civil Aviation that the syllabi of many of the examinations especially ground subjects in the Air Force are the same as in the Civil side. The question of grant of exemptions to ex-Air Force pilots is therefore stated to be under <i>de novo</i> examination. The Committee wish this aspect had been given due weight before withdrawing the concessions last year. The Committee would expect the Defence Ministry to pursue the matter with Civil Aviation Ministry with a view to securing an early decision in favour of ex-Air Force pilots.
66.	4.61	The Committee are informed by the Ministry that as the job avenues in the country are limited, ex-servicemen are encouraged to take to self-employment ventutres. In this field the Ministry, it is stated, assist the ex-servicemen

entrepreneurs by sponsoring their cases for allotment of industrial plots, guiding and helping them in preparation of project reports and assisting them in getting credit facilities from financial institutions. But, from the reports reaching the Committee it appears that the ex-servicemen are not satisfied with the assistance rendered by DGR in helping them set up self-employment ventures. Ex-servicemen have complained of lack of guidance and lack of information from the DGR. The Committee have also found that even though the Ministry claim to be giving guidance to the ex-servicemen entrepreneurs in the preparation of project reports, they have no statistics to show as to how many ex-servicemen approached them for guidance and to how many entrepreneurs they gave guidance. The Ministry also did not keep any records till an enquiry was made by the Committee as to the number of persons who approached them for assistance in getting credit from banks and in how many cases they succeeded in getting the credit for them. This shows a very unsystematic way of working which makes it impossible to assess the performance of the hierarchy of officers of DGR. The Committee would like that the guidance and information network in the DGR should be systematised so as not only to provide prompt guidance to the ex-servicemen who approach the Ministry but also to keep a proper record of the work done.

67. 4.62

The Committee note that a book containing information regarding assistance provided by DGR in different fields has been printed (March 1981) and will be made available to the interested ex-servicemen shortly. This gives credence to the complaints of ex-servicemen that information on setting up self-employment ventures was not hitherto available in a proper way. The Committee feel that such guidebooks should have been issued long ago. They would like that copies of the guidebook now printed should be supplied to all the interested ex-servicemen and the book should be updated from time to time.

68. 4.63

The Committee feel that DGR should not act merely as a post office; they should involve themselves more intimately with the problems of ex-servicemen entrepreneurs otherwise there is no use of setting up a separate Directorate of Self-Employment. DGR should keep with themselves model project reports of industrial units of various kinds for the benefit of ex-servicemen. They should also have experts who can explain to the entrepreneurs the details of industrial projects and actually help them draw up project reports and also improve them, if necessary. DGR should also follow up each contact and see how they can resolve the

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		difficulties which ex-servicemen entrepreneurs might be facing in executing their projects. The Committee would like the Ministry to re-organise the Directorate of Self-Employment in DGR to make it of real practical use to inexperienced ex-servicemen entrepreneurs. Such an arrangement will also have to be made at State level for the convenience of ex-servicemen entrepreneurs.
69.	4.64	The Committee find that there is no reservation of industrial sheds/plots for ex-servicemen in the States except in Haryana where 10% of the industrial plots have been reserved for them. Following the 14th meeting of Kendriya Sanik Board held in October, 1980 all State Governments have been requested by the Ministry to make specific reservation of industrial plots for ex-servicemen in all industrial estates being developed by them. Their decision is still awaited. The Committee would like the Defence Ministry to follow up this matter with the State Governments and secure reservation of reasonable percentage of industrial plots for ex-servicemen in the States.
70.	4.65	The percentage of reservation should be related to the population of ex-servicemen in each State. As far as possible in the States where the magnitude of the problem is identical, the percentage of reservation should also be identical.
71.	4.68	The Committee feel that these well intentioned schemes have so far been operating on an ad hoc basis. There is neither any uniform policy formulated in this regard nor any uniformity in implementation. The Committee strongly feel the necessity of a national policy to be formulated at the Central level to allot vehicles, house plots, agencies, dealerships, petrol pumps, fair price shops, milk booths, Jai Jawan Stalls and other such self-employment aids to servicemen to help them in their rehabilitation after retirement. In this task the cooperation of all State and Central agencies, public sector undertakings and private sector manufacturers should be solicited to make a countrywide impact. The Committee would like that this policy should be drawn up expeditiously and details thereof communicated to them.
72.	4.69	The Committee welcome the proposal of the Ministry to start an Ex-Servicemen Industrial Development Corporation with the aim of producing certain items which would have easy marketability like rum, ground ata and dal, etc. This would be a good venture not only to provide employment to ex-servicemen but also to encourage ancillary units of ex-servicemen entrepreneurs to come up. The Committee would urge the Ministry to finalise this proposal and start the Corporation as early as possible.

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73. 4.70	<p>The Committee see no reason why ex-servicemen entrepreneurs should not be encouraged to set up ancillary units in the public sector undertakings and Ordnance factories working under the Defence Ministry. In fact the Ministry should give preference to ex-servicemen's ancillary units in the undertakings under their control.</p>	
74. 4.71	<p>The Committee were dismayed to learn that initially the Defence Ministry did not have any information about the details of self-employment schemes introduced by State Governments for the benefit of ex-servicemen. Subsequently, the Ministry informed the Committee that there were no specific self-employment schemes for the ex-servicemen in the States as such. The Committee do not think this statement is quite correct. There are schemes for allotment of industrial plots, shops and national transport permits in certain States. This shows that the Ministry have not been able to establish effective communication with the States. The Committee would urge that the Ministry should take up with the State Governments the question of introduction of self-employment schemes and persuade them to introduce such schemes on the same lines as done at the Centre for the benefit of ex-servicemen. Defence Ministry should follow up this matter till they succeed in having such schemes introduced in States.</p>	
75. 4.72 & 4.73	<p>The Committee welcome the suggestion that non-official Defence bodies of ex-servicemen should be encouraged to take up group cooperative schemes for setting up industrial units as ancillaries to already established public sector undertakings. The Committee are happy to note that the Defence Secretary also considers it necessary to organise such cooperative societies of ex-servicemen. The Committee recommend that the Defence Ministry should draw up a model scheme for setting up cooperatives of ex-servicemen entrepreneur and make efforts to encourage ex-servicemen to set up cooperative ventures. At the same time, the Defence Ministry should issue directives to the production and other enterprises under their control to patronise the cooperative ventures of ex-servicemen. Without active patronage by production centres, the cooperatives will face the risk of failure which the Ministry should avoid at any cost.</p>	
76. 4.74	<p>The Committee also welcome the scheme to grant 5% price preference on the value of items of Defence origin purchased in an open tender competition from the small-scale units run by ex-servicemen. They would like this scheme to be given publicity so that ex-servicemen entrepreneurs can take full advantage of it.</p>	

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77. 4.75 & 4.76	The Committee take note of the dissatisfaction prevailing among ex-servicemen with the functioning of State Financial Corporations, particularly the Punjab State Financial Corporation set up to provide financial assistance to ex-servicemen. The Committee agree with the Ministry that since the State Corporation have been set up by the States, the Defence Ministry are not in a position to make any study or comments on the working of the Corporations. The Committee feel that the Defence Ministry can at least communicate the feelings of ex-servicemen on the working of the Corporations to the State Governments concerned for remedial action.	
78. 4.77 & 4.78	The Committee feel that the Defence Ministry must be stir themselves to take stock of the difficulties of ex-servicemen in raising capital for starting self-employment ventures, without which none of the self-employment schemes formulated by the Ministry will be able to take off. The Ministry should first arrange to have financial consultants in the DGR who can advise the ex-servicemen entrepreneurs on the formalities for approaching financial institutions with concrete proposals for raising credit and thereafter help them in chasing their proposals for an early sanction of credit.	
79. 4.79	Such an arrangement at the Centre alone would not be able to meet the needs of ex-servicemen spread all over India. Such an expert advice should be provided at least at the State level under the auspices of Rajya Sainik Boards.	
80. 4.80	The Defence Ministry should approach the Ministry of Finance and the Chief Executives of Banks and Financial Institutions for making the procedures and formalities of advancing loans to ex-servicemen as simple as these can be consistent with requirements of the situation. The formalities of guarantee, security and margin money will also have to be discussed with these authorities to make them less cumbersome. In fact, if schemes formulated by ex-servicemen are sound, viable and productive, the banks and financial institutions should be persuaded to show indulgence and not insist on the guarantee or margin money rigidly, as has been agreed to by them in the case of certain other categories of entrepreneurs. The Committee would strongly recommend that the ex-servicemen entrepreneurs should be eligible to get credit on most favourable terms from banks etc. and should not be denied benefits extended to any other category in identical field. The Committee would judge the performance of Defence Ministry in this regard by the results.	
81. 4.81	If Defence Ministry fail to persuade banks or financial institutions to waive guarantee, or relax conditions of security	

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		<p>or margin money, the Defence Ministry, in the Committee's view, are morally bound to use the resources and funds at their command to come to the rescue of ex-servicemen entrepreneurs by standing guarantee and providing margin money for them. It will be sad indeed if a properly formulated, sound and viable scheme fails to come off just for lack of credit, guarantee, security or margin money.</p>
82.	4.82 & 4.83	<p>Needless to say, the scheme for resettlement of ex-servicemen in Andaman and Nicobar Islands is good not only for the resettlement of ex-servicemen but also from various other angles of national importance. The Committee, therefore, cannot over-emphasise the need for giving every possible assistance to ex-servicemen families who have settled there so as to make their living as comfortable as it could be and to attract more ex-servicemen to the Islands for permanent settlement. The Committee would recommend that the Defence Ministry should keep themselves in close touch with the progress of this scheme and the problems of the ex-servicemen settlers and do every thing possible to make it a success.</p>
83.	4.84	<p>The Committee note that fishing industry for export has a good potential in the islands but it is not making satisfactory progress for want of proper equipment like trawlers. The Committee would urge the Defence Ministry to take up the question of supply of proper equipment for developing fishing industry in the islands so as to introduce an economic content in the resettlement scheme.</p>
84.	4.85	<p>The Committee hope that as soon as the report of the Study Team of experts is received, follow-up action will be taken by the Government with a view <i>inter alia</i> to giving maximum benefit to the settlers or those who may be inducted in the islands hereafter.</p>
85.	5.62 & 5.63	<p>The Committee cannot be oblivious of the heart burning that the disparity in pensions would be causing to ex-servicemen. It is natural in the present day society in which rank structure implies differential in emoluments and this is as valid before retirement as afterwards. The Committee appreciate the limitations placed by the general pension policy on the Defence Ministry which are otherwise fully conscious of the inequality that has resulted from this policy. This issue is like a thorn in the flesh of ex-servicemen and this 'thorn' freshens and deepens the wound almost every month when an ex-serviceman who had held a senior appointment in the Armed Forces is charged to find that his pension packet is woefully smaller than that of an ex-serviceman who</p>

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was many grades junior to him. In the Armed Forces the pensions are in most cases fixed with reference to the rank held and not, as done in the Civil side, with reference to the pay drawn during the last year. Seen against this background what an ex-serviceman desires is that pension after retirement should remain related to ranks just as the pension and pay were related to rank before retirement. It is an extension of the well established pre-retirement principle to post-retirement period on a continuing basis. The Committee have gone into this matter. They strongly feel that disparity in pensions is inequitable and unfair and there is no justification to perpetuate it particularly among ex-servicemen where rank structure has always been a principal determinant of emoluments, perks and privileges. The Committee recommend that this matter should be examined with a fresh approach as above and a just solution found to end the disparity in pensions to the satisfaction of a large body of ex-servicemen.

86. 5.64

The Committee would also recommend a fresh approach towards the commutation of pensions, especially when certain State Governments have already agreed to restore commuted value of pensions after the expiry of certain period. Revision of pension rates coupled with restoration of commuted value of pensions after a certain period would go a long way in creating an atmosphere of goodwill among ex-servicemen and boosting the morale of services.

87. 5.65

The Committee are glad to note that the Defence Ministry have formulated a proposal for sanctioning family pension for surviving widows of those servicemen who retired before 1-1-64. They would urge that the proposal should be followed up vigorously and finalised at the earliest.

88. 5.66

The Committee take note of the arrangements made by the Defence Ministry to remit pensions upto Rs. 250 by Postal Money-Orders at Government expense to all pensioners who so desire. Pensions exceeding Rs. 250 per month can be so remitted at the cost of the pensioners. It has been brought to the Committee's notice that considerable difficulty is being felt by pensioners in remote and hilly areas like Ladakh where there are very few post offices. The Committee feel that a case study of the difficulties of pensioners in frontier and remote areas wherever there may be big concentration of pensioners should be made to find out their difficulties and to devise a system of disbursing pensions to them in convenient manner. The Committee would suggest that the Defence Ministry may consider disbursing pension to retired Defence Personnel living in difficult or remote areas through field cashiers or army post offices. (Sl. No. 88)

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89. 5.67 The Committee are informed that question of retirement age of Defence Personnel is linked with the need to maintain youthful profile of Armed Forces. The Government, it is stated, reviews the situation from time to time and recently the age of retirement of all ranks has been enhanced. Some after proposals in this regard are stated to be under the consideration of the Government. The Committee have no doubt that Government will take suitable decision in this regard keeping in view the paramount requirement to maintain operational efficiency of Armed Forces.
90. 5.68 The Committee note that the widows of servicemen who died in wars were granted more liberalised benefits. The widows of those servicemen who die in harness also get benefits but according to the Ministry as between the two, the war widows should get more liberal benefits. While the Committee agree with this view that the war widows deserve special benefits, they feel that widows of servicemen killed in war like operations in various parts of the country should be shown more consideration than at present. The argument which justifies grant of special benefits to war widows also applies to an extent to widows of warlike operations. The Committee, therefore, suggest that this matter should be reconsidered and a suitable decision taken to enhance the benefits of widows whose husbands are killed while on duty in warlike operations in peace time.
91. 5.69 The Committee are glad that in a number of States, namely, Himachal Pradesh, Harayana, Jammu and Kashmir, Madhya Pradesh, Maharashtra (only Bombay), Tamil Nadu, West Bengal and Kerala, legal provisions have been made under the Rent Control laws to enable the retiring service personnel to have their houses vacated on their retirement for their own use. But there are still a large number of States left where similar legal protection has not so far been given. Now when the approach to legal protection has been endorsed by the Kendriya Sainik Board, the Defence Ministry should pursue the matter vigorously with State Governments where such legal protection has so far been accorded with a view to expediting the enactment of suitable law to protect the interests of retiring service personnel.
92. 5.70 The Committee are glad to note that in 17 States reservation of houses/plots for allotment to serving and ex-servicemen personnel has been made. The Committee would expect the Defence Ministry to pursue this matter with the other States to have similar concessions extended to the serving and ex-servicemen personnel in the matter of allotment of houses/plots.
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93. 5.71		<p>The DGR, it is stated, publishes publicity material for the benefit of ex-servicemen. "A guide to Resettlement of ex-Servicemen"—a comprehensive booklet describing various concessions and facilities provided by Central and State Governments—was published in 1976 in English and in 1978 in Hindi. But surprisingly this "Guide" is not intended to be distributed automatically to retiring servicemen. The Committee see no reason why the publications like the afore-said "Guide", which are brought out for the use of ex-servicemen, are not distributed to retiring servicemen. The Committee recommend that the Ministry should select publications of special use to ex-servicemen and supply them to all servicemen before their retirement as a matter of course.</p>
94. 5.72		<p>The Committee expect that these publications should be updated periodically so that these give the latest information about resettlement scheme for the benefit of ex-servicemen. (Sl. No. 94)</p>
95. 5.73		<p>The Committee would like that DGR should review the need for publication of such books in regional languages and if, the publication of such books in regional languages is considered necessary, then they should ensure that such books are published in all the States where a sizeable number of ex-servicemen live.</p>
96. 5.74		<p>The Committee are informed that the Defence Ministry give wide publicity to resettlement schemes through the media of 'Sainik Samachar' which is published in 10 languages, All India Radio in 'Forces Programme' and newspapers and advertisements. The Committee agree with the Ministry that the publicity of resettlement schemes should be selective and not overdone. But it should, nevertheless, be adequate to carry, the message to ex-servicemen at regular intervals.</p>
97. 5.75		<p>The Committee recommend that programmes and interviews with knowledgeable persons on resettlement schemes should be broadcast from Radio stations also apart from Delhi station.</p>
98. 5.76		<p>The Committee would also suggest that whenever a new resettlement scheme was introduced or liberalisation of an existing scheme took place, a press release in different languages should be issued for general information.</p>
99. 5.77		<p>The Committee find that copies of Government orders and notification having a bearing on resettlement of ex-servicemen are sent to the Indian Ex-servicemen League which is expected to undertake dissemination of the information</p>

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further. It is highly doubtful if the League—a private though recognised body of ex-servicemen—would be despatching copies of Government orders etc. to all nooks and corners of the country at their cost. The Committee would like the Ministry to make random study to assess the extent of publicity which the League is able to give to resettlement measures and plug the gaps in the light of the random study.

100. 5.78

The Committee are unable to appreciate the DGR's opposition to making the copies of Govt. orders on resettlement measures available to all those who may register their names with the Ministry for the purpose. Since the ex-servicemen and their organisations find the present level of publicity too inadequate the Committee would like the Ministry to review the matter and make the publicity material available if necessary on payment to all those who may express a desire to have it. The Ministry will do well to maintain an open mailing list and include in it the names of all those who are prepared to pay for the material.

101. 5.79

The Committee feel that multiplicity of funds all of which have in the ultimate analysis a common objective of helping the ex-servicemen and the dependents of war casualties in their difficulties, adds to confusion and creates unnecessary administrative and paper work without commensurate advantages. The Committee would suggest that a serious exercise to amalgamate all or most of these funds should be carried out with a view to rationalising their aims and objects and streamlining their administration and control without difficulty or detracting from the specific purposes for which they were set up.

102. 5.80

The Committee cannot but conclude from the analysis of welfare funds that the needy and deserving ex-servicemen and others eligible for assistance from the Funds have either not got any assistance from the Funds or got inadequate assistance. The Committee would like the Ministry to study this unhealthy phenomenon and the mentality to accumulate funds when the needy ex-servicemen and others may be crying for help. If they cannot be helped in their hour of difficulty the purpose of establishing the Funds is defeated. The Committee would recommend that detailed guidelines on the utilisation of Funds should be issued and a watch kept on their utilisation from year to year.

103. 5.81

Against this background, the complaints received from ex-servicemen that it is "well nigh impossible" for ex-servicemen to obtain any financial assistance from these Funds because of rigid rules assume special significance. The Committee are

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		<p>pained to learn that even the Defence Ministry consider the rules governing the utilisation of Funds "hide-bound" and "old and ancient" making it difficult to use them for the benefit of the ex-servicemen to the extent they should be used. The Committee would like the Ministry not to lose any more time to institute an independent evaluation of these Funds vis-a-vis the demands received for financial aid from ex-servicemen and others and reationlise the rules to permit maximum and timely financial help to the needy consistant with the aims and objects of the Funds. The liberalisation of Rules alone will not achieve the purpose fully unless those charged with the responsibility of administration of the Funds are oriented to take a more human, flexible, compassionate and pragmatic attitude towards the needy ex-servicemen.</p>
104. 5.82		<p>The independent evaluation, as recommended above, should also be extended to the Funds placed at the disposal of State Governments many of which have also not made much use of the Funds as is seen from the information furnished by the Ministry.</p>
105. 6.21		<p>The Committee are pained to find from the memoranda received from ex-servicemen that the image of Directorate General Resettlement (DGR) among ex-servicemen is very poor. Suggestions made for the abolition of DGR are indicative of their total disenchantment and disappointment over the role and functioning of the Directorate. Even though some of these observations by ex-servicemen may be excessively critical, the Directorate will ignore them at their own peril. The Directorate will do well to do a little bit of introspection and retrospection to find out where precisely it had gone wrong and what it should do to come upto the expectations of ex-servicemen.</p>
106. 6.22		<p>After examining the role and functioning of Directorate General Resettlement (DGR) the Committee also feel that their efficiency, their organisation, their system of working, their coordinating role, their monitoring, leave much to be desired. The Committee would like that an organisation and methods study of the Directorate should be made by an expert group with a view to re-structuring it on modern lines and streamlining its working to enable it to cope with the onerous burdens of resettlement of ex-servicemen efficiently and systematically.</p>
107. 6.23		<p>The Committee do not agree that the DGR should be converted into a Corporation; nor do they agree that there should be a separate Directorate in each service headquarters to look after resettlement of personnel of the respective services sepa-</p>

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		<p>rately. The Committee do not think it would be right to appoint a retired service officer or an officer from IAS or other Central Services as the head of the Directorate General Resettlement. The Committee are of the view that only a senior service officer who knows the problems of servicemen, who has been working amongst them and who has a feeling for them can be the most suitable officer to head this organisation.</p>
108.	6.24	<p>The head of Directorate General Resettlement has a challenging task of mobilising active support and cooperation of top officials of State and Central Governments and Chief Executives of public and private sector undertakings. The personal stature and status of the head of the Directorate are important factors in meeting the challenges successfully. The Committee would like the Defence Ministry to consider whether the Directorate's head has sufficiently high status to make a success of his job.</p>
109.	6.25	<p>The Director General Resettlement requires stature, experience and backing to be able to get things done at the Central and State levels and in the public and private sector undertakings. The Directorate require strength which it can get by having on its staff a judicious blend of serving as well as retired officers of proven competence from the three services for fixed terms, officers from IAS and other Central Services, officers of the State Governments on deputation and experts in industry, finance and management. The Committee strongly recommend that the staffing pattern of the Directorate General Resettlement should be critically reviewed by the Defence Ministry and competent, dedicated and experienced officers requisitioned for the Directorate to make it a dynamic and result-oriented organisation capable of delivering the goods to the satisfaction of the vast multitude of ex-servicemen.</p>
110.	6.26	<p>The Defence Secretary has observed that it will not be a bad idea to have a Central authority answerable to Parliament for the welfare and resettlement of ex-servicemen and their dependents on the same lines as the Commissioner of Scheduled Castes and Scheduled Tribe. The Committee would expect the Defence Ministry to evolve a complete scheme to translate the idea into a reality.</p>
111.	6.44	<p>The Committee agree with the Defence Secretary that the Kendriya Board is a very good machinery for involving the Ministries and others concerned with the problems of ex-servicemen. But if the Kendriya Board has to create an impact in the field in which it operates unless it should set up a small</p>

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		Working Group which can meet as often as necessary, at least once or twice a quarter to review the progress made in the implementation of decisions taken at the annual meetings of the Kendriya Board. The Committee recommend that a Working Group under the Chairmanship of Defence Secretary should be established as an executive arm of the Kendriya Board to give the decisions of the Board a concrete shape at all India level.
112. 6.45		The Kendriya Sainik Board coordinates the work of Rajya Sainik Boards and exercises overall supervision over Zilla Sainik Boards. The Committee are not aware whether the present set-up encourages or at least permits movement of ideas from Distt. level upwards and brings about inter-action between zilla and Rajya level Boards and between Rajya and Kendriya Boards. In the opinion of the Committee such an inter-action is very necessary for the fulfilment of the objects for which these Boards have been set up. The Committee would like the Defence Ministry to give this aspect of the working of the Boards a careful thought.
113. 6.46		The Committee find that one of the functions of the secretariat of Kendriya Sainik Board is to interview ex-servicemen and the representatives of their associations who may visit the Boards' office for the redress of their grievances. The Committee are very keen to ensure that the ex-servicemen who come for interview with the officers of the Kendriya Sainik Board should not be kept waiting unduly long. They should be properly received, seated and attended to promptly. The Committee would like the Defence Ministry to not only issue proper instructions in this regard but also see that these instructions are followed by all concerned.
114. 6.47		As the Zilla Sainik Boards are under the administrative control of State Governments, the Committee have not gone into their working from a critical angle. But they do feel that Zilla Boards should have the confidence of the ex-servicemen at the Distt. level and should be able to help them in their difficulties as otherwise the purpose of having Zilla Boards would be defeated. The Committee would suggest that the Defence Ministry should bring the gist of ex-servicemen's views to the notice of State Governments and suggest to them to look into the ex-servicemen's complaints sympathetically.
115. 6.48		A committee is stated to have been set up by Kendriya Sainik Board to go into the working of Sainik Boards and make recommendations for their revitalisation. The Estimates Committee are informed that the matter is now at the final stage and the report of the Committee is expected to be finali-

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116. 6.49	<p>sed shortly. The Estimates Committee would like to be apprised of the recommendations of the Revitalisation Committee and the follow-up action taken thereon by the Ministry.</p>	<p>The Committee are concerned to note that Indian ex-services League is not as united an association of ex-servicemen as it appears to be. They find that there have been parallel bodies within the League, each claiming to be the "genuine" league. The Committee are not happy at this development. They are aware that it is a non-official organisation on which the Defence Ministry or the DGR has no control. But the Committee do feel that for safeguarding the interests of ex-servicemen, there is an imperative need for a strong and united organisation of ex-servicemen which cannot only take up their problems with various agencies for effective action but can also be consulted by Government on welfare and resettlement measures.</p>
