

# **ESTIMATES COMMITTEE 1981-82**

**(SEVENTH LOK SABHA)**

**THIRTY-FIFTH REPORT**

**MINISTRY OF DEFENCE**

**Action taken by the Government on the recommenda-  
tions contained in the 15th Report of E. C.  
(7th Lok Sabha) on the Ministry of  
Defence—Re-Settlement of  
Ex-Servicemen**

*Presented to Lok Sabha on 29-4-1982*



**LOK SABHA SECRETARIAT  
NEW DELHI**

*April, 1982/Vaisakha, 1904 (Saka)*

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# ESTIMATES COMMITTEE

(1981-82)

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4. Shri Manoranjan Bhakta
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30. Shri Zainul Basher

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1. Shri H. G. Paranjpe—*Joint Secretary*
2. Shri K. S. Bhalla—*Chief Financial Committee Officer*
3. Shri H. C. Bahl—*Senior Financial Committee Officer*

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\*Shri Janardhana Poojary ceased to be member of the Estimates Committee w.e.f. 15-1-1982 consequent on his appointment as Deputy Minister.

## COMPOSITION OF STUDY GROUP 'I' OF ESTIMATES COMMITTEE

1. Shri S. B. P. Pattabhi Rama Rao—*Chāirman*
2. Dr. Shankar Dayal Sharma—*Convener*
3. Shri Kumbha Ram Arya
4. Shri K. T. Kosalram
5. Shri B. R. Nahata
6. Shri Nawal Kishore Sharma
7. Shri Virbhadra Singh
8. Shri R. S. Sparrow
9. Dr. Subramaniam Swamy
10. Shri D. P. Yadav

## INTRODUCTION

I, the Chairman of the Estimates Committee having been authorised by the Committee to submit the Report on their behalf present this Thirty-Fifth Report on Action Taken by Government on the recommendations contained in the Fifteenth Report of the Estimates Committee (7th Lok Sabha) on the Ministry of Defence—Resettlement of Ex-Servicemen.

2. The Fifteenth Report was presented to Lok Sabha on 30 April, 1981 Government furnished their replies indicating action taken on the recommendations contained in that report between December 1981 and March 1982. The replies were examined by the Study Group I of the Estimates Committee (1981-82) at their sitting held on 20th April, 1982. The Report was adopted by the Committee on 24th April, 1982.

3. The Report has been divided into the following Chapters :—

- (i) Report
- (ii) Recommendations which have been accepted by Government.
- (iii) Recommendations which the Committee do not desire to pursue in view of Government's replies.
- (iv) Recommendations in respect of which replies of Government have not been accepted by the Committee.
- (v) Recommendations in respect of which final replies of Government are still awaited.

4. An analysis of action taken by Government on the recommendations contained in the Fifteenth Report of the Estimates Committee is given in Appendix. It would be observed therefrom that out of 116 recommendations made in the report 86 recommendations i.e. about 74% have been accepted by Government and the Committee do not desire to pursue recommendations i.e. about 3% in view of Government's replies. The replies of Government in respect of 9 recommendations i.e. about 8% have not been accepted by the Committee. Final replies of Government in respect of 17 recommendations i.e. about 15% are still awaited.

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NEW DELHI :  
April 26, 1982  
Vaisakha 6, 1904 (S.E.)

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

## CHAPTER I

### REPORT

1.1 This Report of the Estimates Committee deals with the action taken by Government on the recommendations contained in their 15th Report (7th Lok Sabha) on the Ministry of Defence—Resettlement of Ex-Servicemen.

1.2 Action taken notes have been received from Government in respect of 104 out of 116 recommendations contained in the Report.

1.3 The action taken notes on the recommendations of the Committee have been categorised as follows :—

(i) Recommendations/observations that have been accepted by Government.

Sl. Nos. 1, 2, 4 to 19, 22 to 25, 27 to 34, 35 to 40, 42, 45, 46, 50 to 56, 58 to 60, 62 to 64, 66 to 67, 69, 72 to 74, 76, 77, 82 to 84, 87, 89, 91 to 104, 107, 108, 112 to 116.

(Total 86—Chapter II)

(ii) Recommendations/observations which the Committee do not desire to pursue in view of Government's replies :—

Sl. Nos. 21, 26, 110, 111 (Total 4—Chapter III).

(iii) Recommendations/observations in respect of which Government's replies have not been accepted by the Committee :—

Sl. Nos. 68, 75, 78, 79, 80, 81, 85, 86, 90

(Total 9—Chapter IV)

(iv) Recommendations/observations in respect of which final replies of Government are still awaited.

Sl. Nos. 20, 47, 48, 57, 61 (Total 5—Chapter V)

**1.4 The Committee regret to note that the Ministry has not been able to finalise action in respect of as many as 17 recommendations, out of which in respect of 12 \*recommendations not even an interim reply has been received. They would like that action on all these recommendations should be taken immediately and action taken notes furnished to the Committee at the earliest.**

**1.5 The Committee will not deal with the action taken by Government on some of their recommendations.**

*Re-organisation of Industrial Cell in the Director of Resettlement.*  
(Recommendation Sl. No. 68 (Para No. 4.63))

1.6 The Committee were informed that the DGR were not equipped to prepare project reports of industries for ex-servicemen. They give them only

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\*Sl. No. 3, 41, 43, 44, 49, 65, 70, 71, 88, 105, 106, 109

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 projects reports than is given at present. The Committee felt 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 Director 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 drawn 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 liked the Ministry to reorganise 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.

1.7 In this reply (Jan., 82), Government has stated that the Industrial Cell of the Self-Employment Directorate of the Directorate General Resettlement is designed to provide guidance to ex-servicemen entrepreneurs on various steps to be taken for setting up industrial units viz. preparation of project reports, securing credit at concessional rates and sponsoring cases for allotment of sheds/plots in Industrial Estates etc. It is not feasible to structure this Cell to render expert service on drawing up project reports and complete other formalities relating to the setting up of industrial ventures. The Central and State Governments have already established institutions like Small Industrial Services Institutes, Branch Institutes, Extension Centres and District Industries Centres, which are manned by experts in the fields of economics, technical guidance, training, marketing, credit, raw-material and preparation of project reports. An ex-serviceman desirous of establishing an industrial unit can obtain the requisite advice and knowledge of the facilities available under one roof in one of these organisations. This Ministry is of the opinion that restructuring of the Industrial Cell of the Self-Employment Directorate of the Directorate General Resettlement on the lines suggested by the Estimates Committee would amount to duplication of the facilities which have already been established all over the country. The significant role which this cell can play is to give guidance to ex-servicemen entrepreneur to which organisation could make available the requisite information to them and help them in setting up industrial units. This role is being played by the Cell through personal guidance and through bringing out suitable brochures, handouts etc.

1.8 The Committee are not satisfied with the Ministry's reply that restructuring of the Industrial Cell of the Self-Employment in Directorate of the DGR would amount to duplication of the facilities which have already been established all over the country. The Committee are of the opinion that if the Industrial Cell of the Self Employment Directorate is to serve a useful purpose, it should not merely act as a post office. DGR must have with them the model project reports of industrial units of various kinds and experts to



**explain to the ex-servicemen entrepreneurs the details of the industrial projects and actually help them in drawing up project reports and resolve their difficulties. The Committee therefore reiterate their recommendation to re-organise the Directorate of Self-Employment in DGR to make it of real practical use to inexperienced ex-servicemen entrepreneurs.**

### *Group Cooperative Schemes*

*(Sr. No. 75 Para No. 4.72 and 4.73)*

1.9 The Committee welcomed 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.

1.10 The Committee were happy to note the Defence Secretary also considers it necessary to organise such cooperative societies of ex-servicemen. The Committee recommended 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 would face the risk of failure which the Ministry should avoid at any cost.

1.11 In their reply (March 82), Government has stated that the cooperative form of organization, particularly industrial cooperatives, have not generally proved successful in our country. A large number of industrial cooperatives have gone sick. There is no separate institution for financing the industrial cooperatives and the existing cooperative banks are primarily agriculture-oriented. One of the major factors of the poor performance of industrial cooperative is poor management. Normally, all members in the cooperative do not take equal interest in its working. The lack of common interest on the part of the members leads to its failure. Ex-servicemen are generally persons of limited means. It would not be a worth-while proposition for them to put their hard earned money in industrial ventures whose chances of success are limited. It would be in the greater interest of ex-servicemen to provide them with adequate incentives for the promotion of individual ancillary industrial units of ex-servicemen to the public sector undertakings. The public sector undertakings under the control of the Ministry of Defence have already been requested to do their best to promote ancillary units of ex-servicemen.

1.12 The Committee are surprised at the shift in the Ministry's stand. During evidence the Defence Secretary had himself favoured the suggestion of encouraging formation of cooperatives of ex-servicemen, for setting up industrial units as ancillaries to already established public sector undertakings. The Committee are unable to appreciate the arguments now advanced by the Ministry against the very concept of cooperatives. The Committee reiterate the recommendation that the Defence Ministry should draw up a model scheme for setting up such cooperatives of ex-servicemen entrepreneurs and make efforts to encourage ex-servicemen to set up cooperative ventures.

*eed for Financial Consultancy for Ex-Servicemen Entrepreneurs*

**(Recommendation Sl. No. 78-81—Paras 4.79—4.81)**

1.13 The Committee felt that the Defence Ministry must bestir themselves to take stock of the difficulties of ex-servicemen in raising capital or starting self-employment ventures, without which none of the self-employment scheme 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.

1.14 According to the Committee 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.

1.15 The Committee suggested that 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 requirement of the situation. The formalities of guarantee, security and margin money would also have to be discussed with these authorities to make them less cumbersome. In fact, if schemes formulated by ex-servicemen were 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 had been agreed to by them in the case of certain other categories of entrepreneurs. The Committee strongly recommended 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.

1.16 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 were 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 would 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.

1.17 In their reply (January 1982) Government has stated that Ex-servicemen desirous of rehabilitating themselves through self-employment require loans for running small scale industries, transport business and other commercial activities. Their requirements are both for term loan and working capital. Normally, the working capital requirements are met by the banks and term loan requirements by State Financial Corporations, set up by most of the States and Union Territories. The financial institutions, viz. the Nationalised Banks and State Financial Corporations have already been approached to make available soft terms loans with low margin requirements to ex-servicemen entrepreneur. So far the State Bank of India, Punjab National Bank, Canara Bank and United Commercial Bank have agreed to extend the required facilities. Similarly, the Union Territory of Delhi has also agreed to reduce the requirement of margin money

to 10% on loans upto Rs. 3 lakhs for small scale industries, as against the normal requirement of 20% to 25%. The States of Haryana, Himachal Pradesh and Orissa have also agreed to lower the margin/rate of loans for small scale industries and purchase of trucks. Other State Government UTs Administration are being constantly urged to fall in line with these States. Efforts are also being continued to persuade other Nationalised Banks and financial institutions to come forward to assist the ex-servicemen entrepreneurs. It has also been decided that ex-servicemen entrepreneurs should be given interest subsidy on loans obtained by them from banks. This subsidy is available to individual entrepreneurs upto loans of Rs. 25,000/- and Rs. 1 lakh to the industrial cooperatives of ex-servicemen.

1.18 The question on making available consultancy services to ex-servicemen entrepreneurs at the Centre as well as in the State capitals has been examined carefully. As it is the Centre as well as the State Governments have already established financial as well as other institutions, from where expert advice on preparation of project reports, obtaining credit and other related matters could be obtained. Thus, the ex-servicemen entrepreneurs can avail themselves of expert guidance in the matter of setting up an industrial unit under one roof. It is, therefore, felt that it would amount to duplication of efforts if similar facilities are created in the DGR or in the Rajya Sainik Boards. The self employment cell of the Directorate General Resettlement and the Rajya Sainik Boards would, no doubt, continue to play the important role of giving guidance to the ex-servicemen entrepreneurs about the institutions and organisation where they could obtain expert advice relating to their self-employment projects.

1.19 The Committee do not think DGR can give proper guidance to the ex-servicemen in financial matters, as they say they would give, unless they have financial consultation at the Centre and in the Rajya Sainik Boards. The Committee are therefore unable to accept the position taken by the Ministry that the setting up Consultancy Services in DGR and in Rajya Sainik Board is not necessary in view such services available elsewhere. The Committee feel that ex-servicemen entrepreneurs should be provided financial consultancy by and under the auspices of DGR and they should not be made to go from pillar to post. The Committee reiterate their recommendation.

1.20 The reply of the Ministry has not touched upon the important suggestion made by the Committee that the Defence Ministry should 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 in cases where they fail to persuade the banks or financial institutions to waive guarantee and relax conditions of margin money. The Committee reiterate their recommendation that the Defence Ministry should feel morally bound to help ex-servicemen entrepreneurs in such situations.

#### *Pension of Ex-servicemen*

(Sr. No. 85, 86 Para No. 5.63, 5.64)

1.21 The Committee had observed that they could not be oblivious of the heartburning that the disparity in pensions would be causing to ex-servicemen. It was natural in the present day society in which rank structure

implies differential emoluments and this was as valid before retirement as afterwards. The Committee appreciated the limitations placed by the general pensions policy on the Defence Ministry which were otherwise fully conscious of the inequality that has resulted from this policy. This issue was 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 a senior appointment in the Armed Forces is chagrined to find that his pocket was woefully smaller than that of an ex-serviceman 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-serviceman desired was that pension after retirement should remain related to ranks just as the pensions and pay were related to rank before retirement. It was an extension of the well established pre-retirement principle to post-retirement period on a continuing basis. The Committee strongly felt that disparity in pensions was inequitable and unfair and there was no justification to perpetuate it particularly among ex-servicemen where rank structure had always been a principal determinant of emoluments, perks and privileges. The Committee recommended, 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.

1.22 In their reply (March 82) Government have stated :

The rates of pension of service personnel are laid down not only with reference to rank but also with reference to the maximum pay prescribed for each rank. Accordingly, as and when there is a change in their pay scales, the rates of pension are also revised. The rates of pension also undergo a change whenever there is a change in the formula for determining pensions. The rates of pension of service personnel were, therefore, revised several times in the past due to the change in the reckonable pay of each rank or change in the formula for assessment of pension. For example, scales of pay of each rank were revised with effect from 1-1-73 as a result of the recommendations of Third Pay Commission. Based on the revised scales of pay of each rank, rates of pensions of servicemen were also revised. As the individuals who had retired prior to 1-1-73 did not draw pay in the revised scales of pay, they cannot be made entitled to the revised rates of pension which were based on the revised scales of pay.

1.23 Rates of pension of Government servants, both civilians and defence personnel, are regulated as per the rules in vogue at the time of their retirement. Accordingly, pension once sanctioned as per the rules is not enhanced. This has naturally resulted in disparity in the rates of pension. However, this disparity has been reduced to some extent by grant of temporary/ad hoc increase and ad hoc relief to those who retired prior to 1-1-73, depending upon their date of retirement. Further, those who retired prior to 30-9-1977 are entitled to full periodic relief while in the case of those who retired on or after 30-9-77 and have been benefited by the merger of dearness pay, are entitled to periodic relief at a reduced rate, which is less by 20%. For instance, the former category of pensioners are at present entitled to periodic relief at 60% of pension, subject to a minimum of Rs. 65/- and maximum of Rs. 25/- per month while the later category are intitled to periodic relief at 45% of pension subject to a minimum of Rs. 45/- and a maximum of 225/- per month. Again, pensioners who retired prior to 1-1-73 are entitled to an ad hoc relief ranging

from Rs. 15/- to Rs. 90 per month, which is not admissible to those who retired on or after this date.

1.24 The Committee also recommended a fresh approach towards the commutation of pensions, especially when certain State Government have already agreed to restore commuted value of pension after the expiry of certain period. In the Committee view revision of pension rates coupled with restoration of a 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 moral of services.

1.25 In their reply (December, 1981) Government has stated that the question of restoration of commuted portion of pensions of the Armed Forces pensioners after they have outlived their expected span of life is not peculiar to the Armed Forces pensioners alone, but applies equally to civilian pensioners and has to be considered in the overall context. The scheme of commutation of pension has to be viewed as part of the package which is based on the longevity of the entire lot of retired employees. This is in the nature of life insurance, the financial viability of which depends on a balance between losses and gains. However, as a result of the demands made by pensioners, the request for restoration of the commuted portion of the pension is being examined by the Ministry of Finance Department of Expenditure. It will take sometime before a final decision is reached.

1.26 As regards the question of restoration of the commuted portion of pension by certain State Governments in respect of their pensioners, it may be stated that the State Governments are free to make rules for their employees and they do not consult the Central Government. The Central Government also do not follow the State Governments in these matters.

1.27 The Committee had taken into account all the arguments which have now been advanced by the Ministry against restoration of commuted value of pension and removal of disparity in pensions. There is nothing new which the Ministry has said now. The Committee are, therefore, not at all satisfied with the replies furnished by the Ministry. The Committee strongly reiterate that disparity in pensions of ex-servicemen which is causing great heart burning among them should be ended without delay. They also reiterate that commuted value of pensions after a certain period should be restored at the earliest as has already been done by certain State Governments in respect of their employees.

1.28 The Committee would like to emphasise that they attach the greatest importance to the implementation of the recommendations accepted by Government. They would, therefore, urge that Government should ensure expeditious implementation of the recommendations accepted by them. In case where it is not possible to implement the recommendation in letter and spirit for any reason the matter should be reported to the Committee in time with reasons for non-implementation.

1.29 The Committee desire that final reply in respect of the recommendation contained in Chapter V of this Report may be finalised and final reply of the Government furnished to the Committee expeditiously.

## CHAPTER II

### RECOMMENDATIONS/OBSERVATIONS THAT HAVE BEEN ACCEPTED BY GOVERNMENT

#### **Recommendation Sr. No. 1 (Para No. 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 co-ordination 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.

#### **Reply of Government**

This Ministry attach great importance to the resettlement and welfare of ex-servicemen. Various measures for their resettlement are constantly under review and new schemes are introduced wherever feasible.

It is proposed to appoint a Consultant/Study Team to look into the staffing pattern and working procedures of the Directorate General Resettlement, so as to suggest ways and means for improvement in its working and to enable it to look after the interests of ex-servicemen more efficiently. The Ministry has also constituted a high powered committee consisting of Secretaries, of the Ministry of Defence, Ministry of Labour & Employment and Department of Personnel & AR and the Director General Resettlement to review the measures taken to resettle ex-servicemen in civilian life periodically, with a view to making them more effective and fruitful.

[Ministry of Defence O.M. No. 18(79)/81/D(Res)  
dt. 23-1-1982.]

#### **Recommendation Sr. No. 2 (Para No. 1-18)**

The Committee cannot do better than inviting attention to 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 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 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 is settling down in jobs and occupations with a sense of urgency.

### Reply of Government

The observations of Prime Minister during her inaugural address at the XIVth Meeting of the Kendriya Sainik Board and similar observations on other occasions have been brought to the notice of State Governments. One of the important aspects of resettlement and welfare of ex-servicemen touched upon by her is reservation of vacancies for ex-servicemen in the jobs under the departments of State Governments and public sector undertakings under their control. Rajya Raksha Mantri has written to the Chief Ministers of those States, where no reservation has been made for ex-servicemen or where the reservation accorded for ex-servicemen in various categories of posts is low. Simultaneously, the DGR has also taken up the matter with the State Governments with a view to bringing up the reservation of posts for ex-servicemen in various categories to the same level as has been done in respect of jobs under the Central Government and Central Public Sector Undertakings.

For re-employment of ex-servicemen in Central Public Sector Undertakings, the DGR maintains a constant liaison with the Bureau of Public Enterprises. Suitable instructions have since been issued by the Bureau of Public Enterprises reiterating the need for identification of posts in public sector undertakings, which can be manned by ex-servicemen with advantage.

As regards rehabilitation of ex-servicemen in the private sector, DGR has been making concerted efforts to enlarge the scope of employment assistance in the private sector to retired Defence Services personnel. In and around Delhi the DGR maintains constant liaison with various employers in the private sector. Similarly, Zonal Directors of Resettlement of the DGR located at Army Command Headquarters have also established contacts with the private employers located in the States in their jurisdiction. DGR has also approached Chambers of Commerce and Industries in Bombay, Punjab, Haryana, Delhi, Karnataka, Andhra Pradesh for enlarging the scope of re-employment of ex-servicemen in the private sector.

[Ministry of Defence O.M. No. 18(78)/81/D(Res)  
dt. 2-12-1981.]

#### Recommendation Sr. No. 4 (Para No. 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.

### Reply of Government

This Ministry assures the Estimates Committee that the recommendations of the Committee are being viewed in the spirit in which they have been made and appropriate action is being taken to implement such recommendations as could be accepted.

[Ministry of Defence O.M. No. 18(76)/81/D(Res)  
dt. 31-10-1982.]

**Recommendation Sr. No. 5 (Para No. 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.

**Reply of Government**

Due to certain technical difficulties the census of ex-servicemen could not be incorporated in the general census conducted in 1981. It is now proposed that the Rajya Sainik Boards, in close liaison with the Zila and State authorities, should undertake the census of ex-servicemen. Secretaries, Rajya Sainik Boards have accordingly been requested to undertake this work. Every effort will be made to complete the census of ex-servicemen as early as possible.

[Ministry of Defence O.M. No. 18(82)/81/D(Res)  
dt. 10-12-1981.]

**Recommendation Sr. No. 6 (Para No. 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.

**Reply of Government**

The importance to update census of ex-servicemen is realised by this Ministry. A system already exists under which the number of ex-servicemen residing within the jurisdiction of a Zila Sainik Board is updated. Under this system all Record Offices forward to Zila Sainik Boards concerned a monthly return of personnel who are retired/discharged and the Board suitably update the data relating to the number of ex-servicemen residing within its jurisdiction.

[Ministry of Defence O.M. No. 18(83)/81/D(Res)  
dt. 22-1-1982.]

**Recommendation Sr. No. 7 (Para No. 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 alongwith the countrywide enumeration of population done earlier this year (1981). The Defence Ministry should arrange with the census authorities to do so in future.



### Reply of Government

Due to certain technical difficulties, the Census of ex-servicemen could not be incorporated in the general Census conducted in 1981. The Census Commissioner of India who was approached has promised that the question of enumeration of ex-servicemen in the country in the year 1991 Census will be taken up for consideration at the appropriate time.

[Ministry of Defence O.M. No. 18(80)/81/D(Res)  
dated 22-12-1981]

### Recommendation Sr. No. 8 (Para No. 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.

### Reply of Government

The suggestion made by the Estimates Committee that the official publications should give accurate figures in regard to preferences of ex-servicemen in connection with the resettlement benefits is accepted and will be kept in view for the future.

[Ministry of Defence O.M. No. 18(86)/81/D(Res)  
dated 8-1-1982.]

### Recommendation Sr. No. 9 (Para No. 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 66,000 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 or 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.

### Reply of Government

Directorate General Resettlement organizes courses to provide vocational training to retiring personnel to improve their employability in Government Departments/Public Sector Undertakings and private industries

and also to prepare them for taking up self-employment. These training courses have been started sometimes back. It has been the experience that the training facilities organised for Junior Commissioned Officers and Other Ranks even on modest scale are not yet fully utilised for the reasons given below :—

- (a) The majority of retirees, particularly from the non-technical Arms, do not seem to be aware of the importance of the vocational training. They come to realise the importance after they leave the service and experience stiff competition in finding employment from civilian counterparts in Government and private sectors.
- (b) In view of their operational and training commitments, Unit Commanders are reluctant to detail the men without relief, particularly on long duration resettlement courses. viz. six months and beyond.
- (c) Resettlement training being voluntary, the retirees frequently change their mind on advice given to them by ill-informed friends and relatives.
- (d) The retirees generally have great attraction of going back home immediately on retirement to solve domestic problems and thus they do not want to continue their training beyond their retirement date.

The situation is now improving and it is being realised by the retiring Other Ranks that they have to equip themselves with the training in a trade of their choice so that chances of their employment after release from service are brightened. The difficulties encountered by them after their release in finding civil jobs have been an eye opener to them and the advantages of meaningful training in trades/vocations have dawned upon them as a result of the frustration experienced in finding civil employment. This has led to progressive increase in the number of volunteers for training in various trades/vocations.

[Ministry of Defence O.M. No. 18(34)/81/D(Res)  
dated 14-12-1981]

#### **Recommendation Sr. No. 10 (Para No. 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 spacious 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.

#### **Reply of Government**

It is true that a much higher percentage of officers get training as compared to the percentage of JCOs and ORs. This disparity is due to the reasons that courses for officers are of short duration, ranging from

4 to 8 weeks and majority of those who undergo training are local officers who utilise their annual leave to attend full time courses in stations other than where they are posted. They have also to pay 40% of the course fee. On the other hand, for the ORs courses are still under the "Pre-cum-post release training" scheme under which the second half of the training period is completed after their release from service. With a view to imparting particular momentum to training of JCOs and ORs during the current year, a special 'On the Job Training' scheme has been launched. The scheme aims at training retiring defence personnel in Public Sector Undertakings in 10 selected grades for 9 months. ORs are also detailed for ITI courses of one year duration (non-technical trades) and two years courses (technical trades) under the pre-cum-post release training scheme. In both courses, the second half of the training period is completed after release from service. The courses run for ORs are not yet popular even though as much as 105 courses have been planned for them.

The question of non-utilisation of training facilities for Other Ranks has since been gone into and remedial measures, as indicated below, have been taken to improve the situation :-

- (a) Annual conferences of various Arms and Services are being addressed by the DGR to apprise all of the measures being taken for resettlement of retirees. Special emphasis is laid on vocational training programmes and the measures required to enhance the utilisation of vacancies reserved for ex-servicemen.
- (b) Instructions have been issued to Record Offices and Centre Commandants to intimate their units the details of retiring personnel well in advance (1.1/2 to 2 years before their date of retirement), so that the Commanding Officers could plan the training of retirees well in advance and fully utilise the training vacancies with the right type of personnel.
- (c) Special Army Order on training programmes organized for the year 1981-82 has been published in October, 1980.
- (d) Adequate publicity is also being given to the training courses planned for retiring personnel through Sainik Samachar and leading English and Hindi newspapers.

A study is now in progress to identify the trades in each Army/Service which have low employment potential, so that a proper plan for retraining of the personnel in their trades could be drawn up. It is envisaged that with the completion of this study, the training of retirees will be carried on scientific lines. This will then be matched with the individual choice and the Unit Commander's ability to spare the concerned personnel for training.

The three Services Headquarters have been requested to estimate the number of retirees who require vocational training and of these the number that can be made available for vocational training without replacement. Further expansion of the training programme in future will be considered depending upon the number of retirees that the three Services Headquarters make available training.

[Ministry of Defence O.M. No. 18(17)/81/D(Res)  
dated 14-12-1981]

**Recommendation Sr. No. 11 (Para No. 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.

**Reply of Government**

This Ministry is fully conscious of the need to utilise all the available vacancies for training of other Ranks and is making all possible efforts in this direction. 1000 personnel are proposed to be deputed to each of the training courses starting from the 1st May and the 1st November 1982. Army Headquarters are presently conducting surveys to ascertain the preference of the retiring personnel about the type of courses to be arranged for them so that in the future training courses could be organised as preferred by the retiring personnel. It is also proposed to expand the scope of the training in subsequent years to absorb as many retiring personnel as are available.

[Ministry of Defence O.M. No. 18(17)/81/D(Res)  
dt. 20-2-1982]

**Recommendation Sr. No. 12 (Para No. 2-57)**

The Committee would strongly recommend that a policy decisions 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.

**Reply of Government**

The Government had already launched an 'On the Job Training' Scheme to train the retiring JCO's and other Ranks for a period of 9 months in 10 selective trades with the help of Central public sector undertakings. The training is to take place during the last year of service. While reviewing the progress of the scheme, it came to the notice of the Government that sufficient number of servicemen had not come forward to take the training. It has, therefore, been decided that the Colonels (Resettlement) of various Commands would tour the various units to ascertain the difficulties, if any faced by the Unit Commanders in releasing the personnel for the training and the reluctance of the Jawans to opt for the training, so that suitable remedial measures could be taken. It has also been decided that

shortage of personnel would not be allowed to come in the way of the Jawans who want to take "On the Job Training".

[Ministry of Defence O.M. No. 18(35)/81/D(Res)  
dt. 25-1-1982.]

#### **Recommendation Sr. No. 13 (Para No. 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 therefore and taking appropriate action.

#### **Reply of Government**

This Ministry is aware that the vacancies reserved for training of retiring service personnel are not utilised to the full extent. This is mainly due to the fact that volunteers do not come forward to take the training in sufficient number. It is felt that the pre-cum-post release training in the Industrial Training Institutes has not been popular with the retiring service personnel, as half the training is done while in service and the other half after retirement from service. After retirement, ex-servicemen trainees are eligible for stipends which are sometimes as low as Rs. 100/- per month. This amount is inadequate to meet the expenses of the outgoing personnel during training. The State Governments which grant stipends to the trainees have been approached to revise a minimum stipend from Rs. 100/- to Rs. 250/- per trainee. With the increase in the stipend, it is expected that there will not be any shortfall in the utilisation of reserved vacancies for training of Other Ranks.

[Ministry of Defence O.M. No. 18(36)/81/D(Res)  
dt. 8-12-1981]

#### **Recommendation Sr. No. 14 (Para No. 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.

#### **Reply of the Government**

The suggestion made by the Estimates Committee that this Ministry should take up the question of raising the stipends to the trainees from Rs. 100/- to Rs. 250/- is noted. This question has already been taken up with the State Governments and so far eight States/UTs (Punjab, Madhya Pradesh, Karnataka, Gujarat, Chandigarh, Jammu & Kashmir, Haryana and

Maharashtra) have agreed to raise the stipend. The question of raising the stipend is being pursued with the remaining State Governments/U.Ts Administration.

[Ministry of Defence O.M. No. 18(37)/81/D(Res)  
dt. 4-12-1981.]

#### **Recommendation Sr. No. 15 (Para No. 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 so in actual practice from year to year.

#### **Reply of Government**

The advice of the Committee has been noted for compliance in future. The scheme is being closely watched and monitored. The first session of “On the Job Training” scheme has commenced in March/May, 1981. Wherever necessary for administrative reasons, modifications are made from time to time. Efforts are also being made to obtain the maximum number of seats from the public sector undertakings so as to match them with the number of volunteers available for training.

[Ministry of Defence O.M. No. 18(38)/81/D(Res)  
dt. 22-12-1981.]

#### **Recommendation Sr. No. 16 (Para No. 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.

#### **Reply of Government**

The scheme formulated by the Ministry of Agriculture to train 20,000 ex-servicemen annually in agricultural vocations was shelved for the lack of funds with the Ministry of Agriculture as well as the Ministry of Defence. However, as an interim measure the Ministry of Defence have introduced a modified scheme to match the number of retiring personnel available for such training from the three Services. In collaboration with 10 Agricultural Universities and Gram Sewak Training Centres, approximately 15 courses a year are being run and about 300 retirees are being trained. This

interim measure has proved very fruitful. Action has already been initiated to ascertain the number of volunteers likely to be available for this training in the future and the scheme would be suitably expanded to accommodate all the volunteers who apply for training under this scheme.

[Ministry of Defence O.M. No. 18(39)/81/D(Res)  
dt. 16-1-1982.]

#### **Recommendation Sr. No. 17 (Para No. 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 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.

#### **Reply of Government**

This Ministry entirely agree with the Recommendation of the Estimates Committee. The Ministry is aware that one of the most effective ways to resettle Ex-servicemen from the rural areas is to encourage them to rehabilitate themselves through agricultural and farm level vocations and village industries. For this purpose they need to be brought under schemes for training and rural development like Scheme for Training of Rural Youth for self-employment (TRYSEM). This matter is being pursued in consultation with the Department of Rural development. It has been decided that, to start with, pilot programme on experimental basis of training ex-servicemen for resettlement through village industries and agricultural vocations would be taken up in six States by taking one district in each of the States. The Department of Rural Development would be providing to ex-servicemen the necessary guidelines/advice and also make available the existing infrastructure for taking up such programmes of rural development. On the basis of the experience gained in these pilot projects, the programme of rehabilitation of ex-servicemen through agricultural occupations and village industries would be expanded further.

[Ministry of Defence O.M. No. 18(40)/81/D(Res)  
dt. 11-3-82.]

#### **Recommendation Sr. No. 18 (Para No. 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.

#### **Reply of Government**

The annual training programmes for retiring officers and Other Ranks are reflected in the Annual Report of the Ministry of Defence every year. This practice would be continued in the future.

[Ministry of Defence O.M. No. 18(41)/81/D(Res)  
dt. 20-3-1982.]

**Recommendation Sr. No. 19 (Para No. 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.

**Reply of Government**

The success of the training scheme run at the Gorkha Rehabilitation Unit, Raiwala has undoubtedly opened possibilities for starting similar training programmes at other Regimental Centres. Accordingly, Army Headquarters have been advised to start such programmes at other Regimental Centres also.

[Ministry of Defence O.M. No. 18(42)/81/D(Res)  
dt. 8-1-1982.]

**Recommendation Sr. No. 22 (Para No. 2-69)**

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 degree or diploma, 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.

**Reply of Government**

Not only officers, but other Ranks also are already being sponsored for courses leading to the award of Degree/Diploma in Teaching and National Trade Certificates from the National Council for Training in Vocational Trades. Various educational institutions, viz., universities, vocational training institutes and the University Grants Commission, have been approached to enlarge the field of correspondence courses which will culminate in the award of post-graduate diploma. These courses will be available for all ranks of Defence Services personnel, provided they have the requisite academic qualifications.

[Ministry of Defence O.M. No. 18(32)/81/D(Res)  
dt. 20-1-1982.]

**Recommendation Sr. No. 23 (Para No. 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 Government to find out the areas in which trained ex-servicemen are not available to man the reserved posts and take initiative to organize crash programmes of training in those areas.

### Reply of the Government

Necessary action has been taken to approach the State Governments to find out the areas in which trained ex-servicemen are not available to man the reserved posts. Once the requisite information becomes available from the State Governments, necessary steps would be taken to organise suitable training programmes to make available adequate number of trained ex-servicemen to man the reserved posts under the State Governments.

[Ministry of Defence O.M. No. 18(44)/81/D(Res)  
dt. 4-12-81.]

### Recommendation Sr. No. 24 (Para No. 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.

### Reply of the Government

The recommendation of the Estimates Committee has been communicated to the three Services Headquarters for their consideration and implementation. Various Ministries connected with essential services like Railways, Post & Telegraph, State Electricity Boards, etc. are being contacted to ascertain the fields in which ex-servicemen can be utilised in the event of strikes and agitations. They are also being requested to intimate the details of training proposed to be provided to the defence personnel for this purpose. On completion of such training, necessary certificates will be issued to these servicemen by the respective Ministry/State Boards and the Directorate General Resettlement.

[Ministry of Defence O.M. No. 18(45)/81/O(Res)  
dt. 4-12-1981.]

**Recommendation Sr. No. 25 (Para No. 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.

**Reply of Government**

The training facilities for the disabled personnel are at present available at Queen Mary's Technical School, Krikee. It is found that sufficient number of disabled service personnel are not available to utilise the existing facilities at that school, to the full extent. It appears that all the disabled service personnel do not volunteer to avail the existing facilities at that school. With a view to motivating the disabled service personnel to utilise the facilities, service Headquarters have been requested to intimate the actual number of disabled personnel available and the type of vocational training required by them. Meanwhile, various training institutes have been contacted to ascertain the type of training being provided by them. In this way arrangements are proposed to be made to provide training to available disabled personnel in the vocational training of their choice to the extent feasible.

[Ministry of Defence O.M. No. 18(46)/81/D(Res)  
dt. 29-12-1981.]

**Recommendation Sr. No. 27 (Para No. 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.

**Reply of the Government**

The procedure for the rehabilitation of the out-going Defence Personnel, especially the disabled servicemen, is already well established. Full particulars of the disabled ex-servicemen are furnished by the Record Offices to the Directorate General of Employment and Training, who is primarily responsible for sponsoring the ex-servicemen for employment. The particulars are also furnished by the Record Offices to the Directorate General Resettlement, who maintains nominal rolls of disabled ex-servicemen registered with the Ex-Servicemen's Cell of the Directorate General of Employment & Training.

Disabled ex-servicemen are accorded Priority-I for purposes of employment in the Central Government vacancies. The Directorate General Resettlement is responsible for sponsoring disabled ex-servicemen against

vacancies occurring in the Ministry of Defence and its subordinate offices. Ex-Servicemen's Cell of the D.G.E.&T. is responsible for sponsoring them against vacancies occurring in Ministries/Departments other than the Ministry of Defence.

Disabled ex-servicemen have been granted relaxation in age and educational standards for the purpose of employment assistance. In addition to these provisions, employing Ministries/Departments under the Central Government are required to reserve 3 per cent vacancies for the physically handicapped personnel which are also open to the disabled ex-servicemen.

With a view to enlarging the scope of rehabilitation of disabled ex-servicemen, the Directorate General Resettlement, during the past one year, approached the State Governments where proportionately large number of ex-servicemen are located, to make special provisions for the rehabilitation of the disabled ex-servicemen. In addition, voluntary organizations, like the Rotary International and Lions Club, have also been approached to mobilise further help in placing disabled ex-servicemen in suitable jobs.

[Ministry of Defence O.M. No. 18(48)/81/D(Res)  
dt. 2-12-1981.]

#### Recommendation Sr. No. 28 (Para No. 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.

#### Reply of Government

This Ministry fully agrees with the views of the Committee that training programmes can be properly framed only if the job opportunities are known. Keeping this in view, the Ministry of Finance have issued instructions to all the concerned Ministries/Departments of the Government of India to identify posts in the Central public sector enterprises where ex-servicemen could be appointed.

The Director General, Employment and Training have also identified the fields under which training could profitably be arranged for the retiring servicemen. Keeping in view their advise to start with the 'On the Job Training' scheme has been arranged to cover 10 selected trades. This position would be reviewed from time to time.

Liason has also been established with the State Governments to identify areas in which trained ex-servicemen are not available against the reserved

posts, so that suitable remedial measures by way of organization of appropriate training programmes could be taken.

[Ministry of Defence O.M. No. 18(49)/81/D(Res)  
dt. 20-1-1982.]

**Recommendation Sr. No. 29 (Para Nos. 2.75 and 2.76)**

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.

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.

**Reply of the Government**

Special feed back information system has since been introduced and all trainees have been given pre-paid printed posts cards to enable them to intimate to the Directorate General Resettlement as and when they find employment or start self-ventures. The information thus collected will be utilised for the review of the training courses.

[Ministry of Defence O.M. No. 18(50)/81/D(Res)  
dt. 4-12-81.]

**Recommendation Sr. No. 30 (Para No. 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 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 courses, 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.

**Reply of the Government**

All Services Headquarters units and formations are being informed about the various resettlement training facilities. A chart giving details of the course, course content location of the course, educational and other qualifications required, is issued by the Directorate General Resettlement every year. Service personnel are requested to study the chart and indicate their choice. Further details of such programmes are issued under an Army Order. A booklet named "A Guide to Resettlement of Ex-servicemen (Training)" containing all these details has been issued to all the units, which will enable retiring servicemen to choose the training programmes.

[Ministry of Defence O.M. No. 18(51)/81/D(Res)  
dt. 4-12-81.]

**Recommendation Sr. No. 31 (Para No. 2-7i)**

At present there are only three Training-cum-Production centres in operation in Rohtak, Chhehhraulti (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.

**Reply of Government**

The responsibility of making arrangements for the training of war widows and their female dependents can only be discharged by the State Governments. The recommendation of the Estimates Committee have been brought to the notice of the State Governments/UTs Administration with the request that arrangements may be made for opening up training-cum-production centres for widows and their female dependents in areas where adequate number of war widows/their dependents are available. The matter will be further pursued with the State Governments/UTs Administration.

[Ministry of Defence O.M. No. 18(52)/81/D(Res)  
dt. 22-1-1982.]

**Recommendation Sr. No. 32 (Para No. 3-81)**

For the purpose of employment assistance and speedy resettlement of ex-servicemen 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 organizations 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 13302 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 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.

**Reply of Government**

There is no denying the fact that the absorption of ex-servicemen against reserved vacancies in Government Departments/Public Sector Undertakings/private sector is low. Some of the major reasons for low

absorption are the lack of educational and technical qualifications possessed by the ex-servicemen, cumbersome employment exchange procedures, the lack of effective implementation of the Government orders on reservations by the employing Ministries/Departments/Public Sector Undertakings and reluctance of ex-servicemen to accept jobs away from their homes. In order to overcome these draw backs, the Ministry of Defence have taken various measures like formulation of training schemes, grant of sponsoring powers to Rajya Sainik Boards/Zila Sainik Boards, holding of a conferences of Liaison Officers of Ministries/Departments etc. and educating ex-servicemen to accept jobs away from their homes.

With regard to employment of ex-servicemen in the private sector, it may be stated that no Government instructions/guidelines exist in this regard. However, the Ministry of Defence have been making persistent efforts to enlarge the scope of employment of ex-servicemen in this sector. In and around Delhi, a constant liaison is maintained with the various private employers. Similarly, Zonal Directors of Resettlement of the Directorate General Resettlement located at Army Command Headquarters have also established liaison with private employers located in their respective jurisdiction. This Ministry is also in touch with the Chambers of Commerce and Industry in Bombay, Punjab, Haryana, Delhi, Karnataka, Andhra Pradesh, so as to enlarge the scope of re-employment of ex-servicemen.

In view of these steps taken recently, it is expected that the employment ex-servicemen in various sectors would improve markedly in the future.

[Ministry of Defence O.M. No. 18(87)/81/D(Res),  
dt. 23-1-1982.]

**Recommendation Sr. No. 33 (Para No. 3.82)**

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

**Recommendation Sr. No. 34 (Para No. 3.83)**

An analysis of the statement 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 vacancies, early 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.

**Reply of Government**

The question of re-employment of ex-servicemen in civil services/posts is kept constantly under review of the Government and suitable action/remedial measures are taken to increase the absorption of ex-servicemen

against the vacancies reserved for them. **As the percentage of ex-servicemen re-employed against the vacancies reserved for them is not satisfactory much greater attention is being given to training and an important 'On the Job Training Programme' was launched last year. The reason for short-fall in re-employment had also been gone into by the Raghavachari Committee and remedial measures, as suggested by the said Committee, have been taken. However, as the intake of ex-servicemen in Government jobs is still below the percentage reserved for them, a Conference of Liaison Officers of the Central Ministries was held on 30.10.1981 under the auspices of the Ministry of H.A., Department of Personnel & A.R., to consider ways and means of optimum utilisation of the reserved vacancies. The following action has been suggested :—**

- (a) All 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, lower educational qualifications could not be prescribed for ex-servicemen candidates.
- (b) All Ministries/Departments should furnish information on the vacancies reserves for ex-servicemen in various categories of Group 'C' and 'D' posts that are likely to arise every half-yearly so as to take steps for filling up these vacancies with suitable ex-servicemen candidates.
- (c) A suitable procedure may be evolved for monitoring the absorption of ex-servicemen against reserved vacancies as the existing system has not been very effective.

Necessary follow up action is being taken. The position would be further reviewed after the impact of the measures now suggested and implemented becomes known.

In addition to the measures referred to above the Directorate General Resettlement/Rajya Sainik Boards/Zila Sainik Boards have been given co-sponsoring powers alongwith the Employment Exchanges w.e.f. 1.1.1982, for sponsoring ex-servicemen against reserved vacancies. These organizations will be given exclusive sponsoring powers w.e.f. 1.4.1982. It is felt that this step will also help in increasing the percentage of employment of ex-servicemen against the reserved vacancies

[Ministry of Defence O.M. No. 18(11)/81/D(Res),  
dt. 2-2-1982.]

**Recommendation Sr. No. 35 (Para No. 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.

#### Reply of Government

It has been decided to grant sponsoring/co-sponsoring powers to the Zila Sainik Boards/Rajya Sainik Boards/Directorate General Resettlement in respect of the vacancies reserved for ex-servicemen in Group 'C' and 'D' posts in the Central Government departments/offices/public sector undertakings. Accordingly, the entire work relating to sponsoring of ex-servicemen against the reserved vacancies will be gradually transferred to Zila Sainik Boards/Rajya Sainik Boards/Directorate General Resettlement. They will operate as co-sponsoring agencies from the 1st January, 1982 to the 31st March 1982 alongwith the Employment Exchanges and from the 1st April, 1982 assume full sponsoring powers. In other words, from April 1, 1982 all vacancies reserved for ex-servicemen in the Central Government Deptts./Offices/public sector undertakings will only be from amongst persons nominated by Zila Sainik Boards/Rajya Sainik Boards/Directorate General Resettlement. The State/Union Territory Government have also been requested to grant similar sponsoring powers to the Rajya/Zila Sainik Boards in respect of the vacancies reserved by them for ex-servicemen in their departments, offices and public sector undertakings.

[Ministry of Defence O.M. No. 18(85)/81/D(Res),  
dt. 22-1-1982.]

#### Recommendation Sr. No. 36 (Para No. 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 rank 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.

#### Reply of Government

It has been the constant endeavour of the Ministry and the Directorate General Resettlement to explore avenues of re-employment for officers and Other Ranks without any discrimination of rank or service. The Directorate General Resettlement sponsors names of ex-servicemen for posts in the private sector but the privilege of selecting/rejecting a candidate is entirely that of the employer. In this connection it may also be stated that the Directorate General Resettlement plays the role of secondary sponsoring agency the primary agency being Employment Exchanges. Any impression that all ranks of ex-servicemen are not helped equally in finding placement for jobs is erroneous and unfortunate. The Dte. Gen. Resettlement makes concerted efforts to create avenues of employment for ex-servicemen of all ranks and for this purpose keeps a constant liaison with as many private employers as possible. In any case efforts would be made in the future to project the correct picture of the DGR through meaningful publicity, so that any erroneous impression about the DGR discriminating in favour of any particular ranks of ex-servicemen is removed.

[Ministry of Defence O.M. No. 18(10)/81/D(Res),  
dt. 23-1-1982.]



**Recommendation Sr. No. 37 (Para No. 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 organizations and utilise the reserved quotas for ex-servicemen in their own organisations fully.

**Reply of Government**

The question of shortfall in absorption of ex-servicemen against the vacancies reserved for them in the Defence Ministry Organizations has been examined. While it is acknowledged that organizations under this Ministry have so far not fully utilised the vacancies reserved for the ex-servicemen, efforts are being made to absorb ex-servicemen to the full extent against the vacancies reserved for them. Suitable instructions have been issued to the concerned organizations for this purpose. This Ministry assures the Estimates Committee that it would do its utmost to increasing the number of ex-servicemen to be absorbed against the vacancies reserved for them in the organizations under this Ministry.

[Ministry of Defence O.M. No. 18(84)/81/D(Res),  
dt. 23-1-1982.]

**Recommendation Sr. No. 38 (Para No. 3-87)**

Though Government Department are required to forward quarterly returns to the Directorate General Resettlement showing the number of ex-servicemen during that period the Committee regret that the DGR appointed 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.

**Reply of Government**

The observations made by the Estimates Committee have been noted. With a view to creating awareness for implementing instructions relating to submission of returns regularly, a meeting of the Liaison Officers of all Ministries/Department was convened on 30-10-1981 to impress upon them the desirability of strict compliance of instructions issued by the Department of Personnel & Administrative Reforms in this respect. It was decided that half yearly returns will be submitted by the respective authorities, including those of Para Military Forces, regularly in the future. It is, therefore, expected that the position would improve and Directorate General Resettlement would receive the prescribe returns regularly in the future.

[Ministry of Defence O.M. No. 18(81)/81/D(Res),  
dt. 23-1-1982.]

**Recommendation Sr. No. 39 (Para No. 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. The 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.

### Reply of Government

The observations made by the Estimates Committee have been brought to the notice of the Ministry of Home Affairs with the request to stress upon the authorities of the BSF the need of forwarding the requisite returns regularly and well in time.

[Ministry of Defence O.M. No. 18(15)/81/D(Res),  
dt. 13-11-1981.]

### Recommendation Sr. No. 40 (Para No. 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.

### Reply of Government

As the Committee are aware, the BSF have not been submitting returns relating to the recruitment of ex-servicemen since 1976. The DG have approached the BSF authorities for the regular submission of returns. This Ministry have also taken up the matter with the Ministry of Home Affairs. The Department of Personnel, who are concerned with the absorption of ex-servicemen in Central Government Departments, have also written to the Ministry of Home Affairs requesting them to direct the BSF authorities to regularly submit the returns. On the basis of the information furnished by the BSF authorities a watch would be kept in regard to the full utilisation of the reserved quotas for ex-servicemen in the para-military forces.

[Ministry of Defence O.M. No. 18(19)/81/D(Res),  
dt. 30-1-1982.]

### Recommendation Sr. No. 42 (Para No. 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 large number of disciplined trained and battle tested personnel would add to the strength and efficiency of para-military forces.

### Reply of Government

The proposal for the lateral induction of Servicemen into para-military forces towards the end of their Service career is already being pursued by this Ministry. While considering the proposal it has come to notice that in most of these forces even the vacancies already reserved for ex-servicemen have not been filled up. To make up this deficiency this Ministry is pursuing with the Ministries controlling the para-military forces the question of for increasing the intake of ex-servicemen so that the deficiency against the reserved quota is made up. It is expected that with the grant of powers to the Kendriya Sainik Board/Zila Sainik Boards/Rajya Sainik Boards to sponsor ex-servicemen against reserved vacancies, there will be better progress in filling up the reserved posts from amongst ex-servicemen. The question regarding lateral induction of the retiring servicemen into para-military forces to fill the reserved vacancies will continue to be pursued with the other Ministries controlling the para-military forces.

[Ministry of Defence O.M. No. 18(89)/81/D(Res),  
dt. 9-3-1982.]

### Recommendation Sr. No. 45 (Para No. 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 and 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.

### Reply of Government

At present there is reservation for ex-servicemen only in Group 'C' and 'D' posts against which the Airmen are reluctant to take up re-employment since they hold higher qualifications. In the Air Force a vast majority of Airmen are technical hands who are holding minimum educational qualification of Matriculation. They acquire higher qualifications during service and are issued with Diplomas in Engineering service at the time of their retirement. Although there is no reservation for Defence Services personnel in Group 'A' and 'B' posts, those Airmen, who are from technical trade, are eligible for appointment to posts like general candidates by virtue of their technical trade diploma and experience.

Further Air Force personnel are allowed to register their names with the Employment Exchange six months prior to their anticipated date of release/discharge and get employment without much difficulty. This is also one of the factors for low absorption of ex-Air Force personnel in civil Departments/undertakings.

The figures of placement of ex-Air Force personnel do not accurately reflect the overall picture of their resettlement, the reason being that a large number of Airmen do get employment with public/private undertakings against public advertisements. The number of such Airmen who get employment in public/private sector is not available as there is no proper feedback from the employers as well as the Airmen.

Due to the persistent efforts of the DGR very recently the Central Government in the Ministry of Home Affairs have extended the concession of age relaxation to ex-servicemen in respect of Group 'A' and 'B' posts.

To enable Air Force personnel to take the examination/appear for interviews well in advance before their retirement it had been recommended to Air Headquarters that they should be permitted to register their names with the Employment Exchanges/Directorate General Resettlement one year before their date of retirement as is being presently allowed by the Indian Navy. This proposal has been accepted by the Air Headquarters and necessary corrigendum to their earlier Air Force Order is under issue.

With these concessions it is expected that there would be higher re-employment of ex-Air Force personnel in Government Departments/under takings.

[Ministry of Defence O.M. No. 18(16)/81/D(Res),  
dt. 9-12-1981.]

#### **Recommendation Sr. No. 46 (Para No. 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.

#### **Reply of Government**

The State Governments of Uttar Pradesh and Bihar propose to raise Peace Keeping Forces. The Government of Uttar Pradesh have already agreed to induct a large number of ex-servicemen in their Peace Keeping Force. Bihar has also recently decided to recruit ex-servicemen to their Peace Keeping Force. The State Government has been approached to take **the maximum number** of ex-servicemen for the Peace Keeping Force to be raised by them.

As regards Task Forces for the restoration of ecological balance in the Himalayas, it has been decided in principle by the National Eco-Development Board to raise two Ecological Task Forces which ultimately may have 1800 ex-servicemen each for Uttar Pradesh and Himachal Pradesh. The details of these Task Forces are being worked out.

[Ministry of Defence O.M. No. 18(88)/81/D(Res),  
dt. 28-1-1982.]

#### **Recommendation Sr. No. 50 (Para No. 8-100)**

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 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.

### Reply of Government

The question of placement of service officers in accordance with the instructions issued by the Ministry of Home Affairs has been taken up by this Ministry with the concerned authorities in right earnest. In order to enable the DGR to sponsor suitable officers to man the posts in the Ministries and public sector undertakings, it is necessary that the posts on which the Service Officers could be employed are identified. Suitable instructions regarding identification of posts in public sector undertakings have since been issued by the Bureau of Public Enterprises in June 1981. This matter was also discussed in a meeting of the liaison Officers of the Central Ministries held in the Ministry of Home Affairs, Department of Personnel & A.R. on 30-10-1981. . Once the identification of posts on which Service personnel can be employed is completed, steps will be taken to sponsor retiring service personnel to posts which can be manned by ex-servicemen to good advantage. This matter is being pursued with the concerned authorities and is expected to yield the desired results.

[Ministry of Defence O.M. No. 18(13)/81/D(Res),  
dt. 20-1-1982.]

### Recommendation Sr. No. 51 (Para No. 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 interest and project a good image of the country.

### Reply of Government

The recommendation made by the Estimates Committee has been noted for compliance. Every effort is made by the Directorate General Resettlement to sponsor ex-servicemen for employment abroad. With this object in view, a close liaison is maintained not only with Directorate General Employment & Training, Ministry of Labour, but also with private agents engaged in recruitment of manpower for employment abroad and public sector employees/undertakings for construction work and transport industries. While sponsoring ex-servicemen for jobs abroad the national interest is kept in view and the endeavour is to sponsor only such ex-servicemen who are considered capable of projecting a good image of the country.

[Ministry of Defence O.M. No. 18(95)/81/D(Res),  
dt. 2-12-1981.]

### Recommendation Sr. No. 52 (Para No. 3-102)

The woefully low level of employment of ex-servicemen against reserved posts in offices and organizations 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 quota appears all right on papers but has failed to produce results.

#### Reply of Government

At the outset it may be stated that the figures of placement of ex-servicemen do not correctly reflect the overall picture of their intake in Government/Public and Private Sectors for the reason that a large number of ex-servicemen do get employment in these sectors against public advertisement and through their own efforts. Their number is not available with the DGR as there is no feed-back either from the employers or the ex-servicemen. Further the quarterly/half yearly returns from the employing Ministries/Departments/Public Sector Undertakings are not received regularly. In the absence of regular receipt of returns/feed-back from the employers and ex-servicemen, it has not been possible so far to work out the actual intake of ex-servicemen in various sectors.

The low level of employment of ex-servicemen against reserved posts in offices/organizations under Central Government is due to various reasons. These are briefly discussed below :—

- (a) The low absorption of ex-servicemen in Group 'C' posts to some extent is attributable to their low educational qualification as majority of them are under Matric. Some of them lack technical qualifications.
- (b) Ex-servicemen are desirous of being re-employed in the areas/states where they settle down. They are not prepared to take up employment in other areas where such opportunities exist.
- (c) At present Employment Exchange on whom the demands are placed by the various employers are primarily responsible for placement of ex-servicemen but the response from the Employment Exchanges is not quite satisfactory. The procedure is cumbersome which causes considerable delay in sponsoring of ex-servicemen, thereby resulting in vacancies remaining unfilled.
- (d) (i) Even though the Government instructions on reservation of vacancies for ex-servicemen and their implementation provide adequate safeguards for fuller utilisation of the reserved vacancies, their implementation by the individual offices/organizations is not always satisfactory. This is one of the major reasons for shortfall in filling up of the reserved vacancies.
- (ii) Further in accordance with the instructions issued by the Ministry of Home Affairs, Department of Personnel & Administrative Reforms, each Ministry/Department is required to appoint a Liaison Officer for monitoring the implementation of Government orders in respect of ex-servicemen. Some Ministries have not yet appointed the

Liaison Officers. Where they have been appointed, they appear to be ignorant of their detailed duties. In particular, they do not oversee the implementation of directions of the Government to ensure fuller utilisation of vacancies reserved for ex-servicemen.

With a view to improving the situation, the following steps have been taken by the Directorate General Resettlement :—

- (a) Although Service personnel acquire considerable experience through in service courses before their release/retirement from the Armed Forces, the lack of formal educational qualifications and expertise for civil jobs results in their low employability. To overcome this weakness amongst ex-servicemen and improve their employability, the DGR has taken the following steps :—
- (i) Ex-servicemen are being encouraged through various media to acquire higher educational standards before their retirement.
  - (ii) For preparing ex-servicemen for competing for Group 'C' reserved posts in the nationalised banks, training courses are being organised for them at various training centres of the nationalised banks all over the country under the aegis of the Directorate General Resettlement. 23 such courses with a capacity of 30 to 40 ex-servicemen per course have been planned for the year 1981.
  - (iii) DGR has formulated a pre-release 'On the Job Training Scheme' for ex-servicemen. This scheme envisages training ex-servicemen as fitters, welders, plumbers, motor-vehicle mechanics and so on, in factories/plants, of various Central Government Departments/Institutes/Public Sector Undertakings for a period of nine months, so that they could acquire the requisite technical qualifications and expertise required for their absorption in civil jobs soon after their retirement. The first batch of ex-servicemen is already being trained with effect from the 1st May, 1981. In all ten trades are being covered. At the end of the training period ex-servicemen will be awarded National Trade Certificate by the National Council for Trade and Vocational Training and absorbed in the enterprises to the extent of the reserved vacancies available. The remaining ex-servicemen are to be encouraged to take up self-employment.
  - (iv) Coaching of Service personnel at the Delhi Institute of Management Services has also been planned to prepare them to compete in the following examinations :
    - (aa) Inspector of Central Excise/Income Tax;
    - (ab) Clerks Grade and Stenographers; and
    - (ac) Auditors/Junior Accountants.
  - (v) Another scheme envisages giving them training in stenography with a view to preparing them for competitive examinations conducted by various Government/Public/private sector organizations.

- (b) In view of the shortcomings in the present system of sponsoring of ex-servicemen by the Employment Exchanges, it has been decided that Secretaries of Zila Sainik Boards would be vested with co-sponsoring powers with effect from 1-4-1982.
- (c) In order to eradicate the lacunae in the areas of implementation of Government's directions in respect of ex-servicemen, Directorate General Resettlement, in conjunction with the Ministry of Home Affairs, Department of Personnel & Administrative Reforms, convened a Conference of Liaison Officers of the Ministries/Departments on the 30th October, 1981. The instructions of the Government on the aspects indicated below have been brought to the notice of the Liaison Officers with a view to ensuring strict implementation of the same :—
- (i) Identification of posts in Ministries/Departments which can, with advantage, be manned by ex-servicemen.
  - (ii) Procedure for collection of information pertaining to reserved vacancies for ex-servicemen in various Ministries/Departments/Public Sector Undertakings including nationalised banks.
  - (iii) Monitoring of the implementation of Government orders issued from time to time so as to ensure speedy resettlement of ex-servicemen.
- (d) Further, the Liaison Officer of the Directorate General Employment and Training is personally visiting the Ministries/Departments from time to time and impressing upon the concerned Liaison Officers the necessity of implementation of the Government orders on this subject strictly.

From the position explained in the foregoing paragraphs, it would be evident that the low level of employment of ex-servicemen against reserved vacancies in Central Government Office/Public Sector is not only attributable to the implementation of Government instructions, but also due to the lack of educational/technical qualifications amongst the ex-servicemen. It is also due to lack of proper response from the Employment Exchanges in sponsoring ex-servicemen as well as absence of feed-back information from the employers and ex-servicemen themselves. Various measures, as explained above have been initiated to improve the situation with a view to achieving enhanced placement of ex-servicemen against reserved vacancies. It is expected that with the vigorous steps being taken, the situation would improve in the coming years.

[Ministry of Defence O.M. No. 18(20)/81/D(Res),  
dt. 8-12-1981.]

**Recommendation Sr. No. 53 (Para No. 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.

### Reply of Government

A High Level Committee as suggested by the Estimates Committee, has since been constituted under this Ministry's O.M. No. 9(55)/81/D-(Res) dt. 16-1-1982 (Copy enclosed).

The High Level Committee would also review the efficiency of measures taken to promote employment of ex-servicemen in civilian posts with a view to making them more effective and fruitful.

[Ministry of Defence O.M. No. 18(21)/81/D(Res),  
dt. 8-3-1982.]

No. 9(55)/81/D(Res)

Government of India,  
Ministry of Defence,

New Delhi, the 16th January 1982.

### OFFICE MEMORANDUM

Subject :—Constitution of a Committee to oversee the policy as well as the implementational aspects of the resettlement of ex-servicemen.

In pursuance of the Recommendation of the Estimates Committee (1980-81) of the Seventh Lok Sabha that a high level Committee may be constituted to oversee the policy as well as the implementational aspects of the resettlement of ex-servicemen, it has been decided to constitute a Committee consisting of the following Members :—

1. Secretary, Ministry of Defence,
2. Secretary, Department of Personnel and Administrative Reforms.
3. Secretary, Ministry of Labour and Employment.
4. Director General Resettlement.

2. The Committee would review the measures taken to resettle ex-servicemen in civilian life periodically with a view to making them more effective and fruitful.

Sd/-

(S. K. Bhatnagar),

Addl. Secretary to the Govt. of India.

1. Shri P. K. Kaul, Secretary,  
Ministry of Defence.
2. Shri A. C. Bandopadhyay,  
Secretary, Department of Personnel & A.R.  
New Delhi.

3. Shri BC Deshmukh,  
Secretary, Ministry of Labour, New Delhi.
4. Major General Avtar Singh, AVSM  
Director General Resettlement, New Delhi.

**Recommendation Sr. No. 54 (Para No. 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 Undertakings to enable Parliament to evaluate their performance in this field also.

**Reply of Government**

The Recommendation made by the Estimates Committee has since been brought to the notice of the Ministries/Departments of Government of India for compliance. A copy of the instructions is enclosed.

[Ministry of Defence O.M. No. 18(22)/81/D(Res),  
dt. 2-12-1981.]

O.M. No. 18(22)/81/D(Res)  
Government of India  
Ministry of Defence  
New Delhi, the 21st October 1981

**OFFICE MEMORANDUM**

**SUBJECT :—***Employment of ex-servicemen in Central Government Offices/Undertakings.*

The undersigned is directed to state that the Estimates relating to the Resettlement of ex-servicemen were examined recently by the Estimates Committee of the Seventh Lok Sabha. With a view to ensure placement of ex-servicemen against the vacancies reserved for them that Committee has made the following recommendations :—

“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 number 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.”

2. Ministry of Home Affairs etc. are, therefore, requested to issue suitable instructions to all their office and Public Sector Undertakings to include the information desired by the Estimates Committee in their Annual Report.

Sd/-  
(R. K. DHIR)

Deputy Secretary to the Government of India

All Ministries/Depts. of the  
Government of India.

**Recommendation Sr. No. 55 (Para No. 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.

**Reply of the Government**

The information showing separately the employment of ex-servicemen in Central/State Governments/Services/Undertakings and in private sector is reflected in the Annual Report of the Ministry of Defence every year. However, the cumulative account of employment of ex-servicemen has not so far been reflected in the Annual Report. Instructions have been issued to DGR to do so in the future. In this connection a copy of this Ministry's Memo No. 18(23)/81/D(Res) dt. 18-11-81 is enclosed.

[Ministry of Defence O.M. No. 18(23)/81/D(Res),  
dt. 2-12-1981.]

No. 18(23)/81/D(Res)

Government of India

Ministry of Defence

New Delhi, the 18th November 1981

**SUBJECT:** *Consolidated account of retirement of ex-servicemen and their employment.*

It may be recalled that the Estimates Committee of the Seventh Lok Sabha examined the progress relating to expenditure incurred on Resettlement of Ex-servicemen early this year. That Committee has since rendered its 15th Report to the Lok Sabha on 30th April, 1981.

2. In their Recommendation No. 55 the Committee has desired that a 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 should be given in the Annual Reports to enable the Parliament to have an overall view of the ex-servicemen resettled on jobs throughout the country from year to year.

3. According to existing practice the information regarding employment of ex-servicemen in the Central/State Government service/Undertakings and in private sector is included in the Annual Report of the Ministry of Defence every year. However, cumulative account of employment of ex-servicemen is not shown in the Annual Report. In the light of the recommendation made by the Estimates Committee, it has been decided

that the cumulative account of employment of ex-servicemen should also be given every year in the Annual Report of the Ministry of Defence.

DGR is, therefore, requested to comply with the decisions taken in this regard.

Sd/-

(R. K. DHIR)

Deputy Secretary to the Government of India

Director General Resettlement.

Secretary Kendriya Sainik Board

Copy forwarded to :

DS (Plg.II).

### **Recommendation Sr. No. 56 (Para No. 3-106)**

The Committee are informed that barring a few States, posts have been reserved for ex-servicemen in almost all the States. 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 U.P. 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 Statewise 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.

### **Reply of the Government**

A statement indicating the percentages of vacancies reserved by the various State Governments/UTs Administration for reemployment of ex-servicemen in Government Departments and State Public Sector Undertakings is enclosed. There is no uniform practice in this regard. The question of having uniform percentages of reservation in all States and Union Territories in line with the reservations made by the Centre has been taken up with the State Governments and the Union Territories Administration several times. This matter was also discussed in the XIV meeting of the Kendriya Sainik Board held on the 29th October, 1980. This matter would continue to be pursued with the State Governments and the UTs Administration where so far the requisite percentages of reservation have not been made.

[Ministry of Defence O.M. No. 18(24)/81/D(Res),  
dt. 2-12-1981]

**RESERVATION OF VACANCIES FOR EX-SERVICEMEN BY STATE  
GOVERNMENTS AND UNION TERRITORIES.**

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	15%	15%	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	12½%	12½%	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%	10%	

**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		15%
		Class II		15%

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%

#### Recommendation Sr. No. 58 (Para No. 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-servicemen 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 organizations 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 employment disciplined and trained ex-servicemen is properly impressed upon the organizations 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.

#### Reply of Government

The question of placement of ex-servicemen in the private sector has been under constant review by the Defence Ministry through the Directorate General Resettlement. Instructions were issued by the Ministry of Home Affairs, Department of Personnel and Administrative Reforms in May, 1977 for providing reservation of vacancies to the extent of 10% in the lower and middle level posts of voluntary organizations which receive grant in aid from the Central/State Govts. Directorate General Resettlement has been making concerted efforts to enlarge the scope of employment assistance in the private sector to retired Defence Service personnel. In and around Delhi, DGR maintains constant liaison with various employers in the private sector. Similarly, Zonal Directors of Resettlement of the DGR located at Army Command Headquarters have also established liaison with the private employers located in the respective States of their jurisdiction. DGR has also approached Chambers of Commerce and Industries in Bombay, Punjab, Haryana, Delhi, Karnataka, Andhra Pradesh for enlarging the scope of re-employment of ex-service personnel.

The available figures of placement of ex-service personnel do not correctly reflect the overall picture of their intake in private sector, because

a large number of them get employment in this sector against public advertisements and through their own efforts. Their number is not available with the Directorate General Resettlement as there is no feed-back from the private employers as well as the concerned ex-servicemen. Sometimes, the private employers do not communicate the result of selection of ex-servicemen sponsored by the DGR inspite of repeated reminders. It needs to be appreciated that in the absence of feed-back from the employers and ex-servicemen, it is very difficult to ascertain intake of ex-servicemen in the private sector.

[Ministry of Defence O.M. No. 18(26)/81/D(Res)  
dt. 21-11-1981]

#### Recommendation Sr. No. 59 (Para No. 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.

#### Reply of Government

It is confirmed that Director General and officers of the Directorate General Resettlement make discreet attempts to impress upon the trade union leaders in selected areas the need for their cooperation in the rehabilitation of ex-servicemen.

[Ministry of Defence O.M. No. 18(27)/81/D(Res)  
dt. 2-12-1981]

#### Recommendation Sr. No. 60 (Para No. 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.

#### Reply of Government

Registration and sponsoring of the war disabled ex-servicemen is primarily the responsibility of the Directorate General Employment and Training (Ex-servicemen Cell) under the Ministry of Labour. Full particulars of war disabled ex-servicemen are furnished by the Record Offices to the Directorate General Employment and Training (Ex-servicemen Cell) and to the Directorate General Resettlement. Thus the Directorate General Resettlement also maintains nominal roll of disabled ex-servicemen registered with the Ex-servicemen Cell, of the DGE&T. The disabled ex-servicemen are accorded "PRIORITY-I" for purpose of employment in the Central Government vacancies. The Directorate General of Resettlement is responsible for sponsoring disabled ex-servicemen against vacancies occurring in the Ministry of Defence and its subordinate offices. Ex-servicemen Cell (DGE&T) is responsible for sponsoring them against vacancies occurring in Ministries other than the Ministry of Defence. The

disabled ex-servicemen sponsored against vacancies reserved for ex-servicemen are not expected to be rejected in a routine manner by the employing Ministries/Departments. In order to eliminate routine rejections of a Special Committee has been constituted comprising representatives of the Ministry of Labour Dte. Gen. Resettlement and of the employing Ministry/Department. Ex-servicemen Cell (DGE&T) is required to refer cases of routine rejections for examination by the Special Committee and for advising the employing Ministries/Departments accordingly. Refer cases of routine rejections for examination by the special Committee and to advise the employing Ministries/Departments accordingly.

The concessions in age, educational qualifications and reservation of vacancies have also been provided for early absorption of the war disabled.

The Directorate General Resettlement, during the past one year, have requested the Chief Secretaries of the State Governments of Uttar Pradesh, Punjab, Haryana, Rajasthan, Bihar, Jammu & Kashmir and Himachal Pradesh, where proportionately larger number of disabled ex-servicemen are located, to mobilise all possible assistance for the placement of such personnel in suitable jobs. In addition, voluntary organizations like the Rotary International and the Lions Club have also been approached to mobilise further help in their placement. It is hoped that these measures will result in achieving better placements of the disabled ex-servicemen.

The Committee of Experts set up by the Cabinet Secretariat has identified jobs suitable for different categories of war disabled with a view to providing guidelines for their placement.

The Directorate General Employment and Training have published a report in 1980 on the survey of jobs identified for the handicapped in various industries during the past few years. Further, a survey is being undertaken by them to identify jobs suitable for ex-servicemen in general in different public sector undertakings. The above mentioned surveys/reports and the proposed survey would provide the necessary insight in the placement of the disabled service personnel.

Not all disabled service personnel are mobile enough. Those with severe handicap need to be provided "Sheltered Employment" Possibilities of establishing sheltered workshops with the assistance of the industries in the public and private sectors, which subsequently could run as cooperatives, is being explored by DGE&T in consultation with the Ministry of Social welfare.

With the measure already taken and proposed to be undertaken it is expected that the placements of war disabled would increase to the desirable extent, in the near future.

[Ministry of Defence O.M. No. 18(94)/81/D(Res)  
dt. 4-12-1981]

#### Recommendation Sr. No. 62 (Para No. 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.



### Reply of Government

To help the servicemen to improve their educational qualifications, details of correspondence courses conducted by various Universities, have already been circulated among the Service Headquarters and formations/units. During the liaison visits of the Director General Resettlement and other officers to various formations/units, they make it a point to address the serving personnel and apprise them of the facilities available in different universities. The serving personnel are encouraged to undertake such correspondence courses so that their change over to a civilian life after retirement becomes smoother.

[Ministry of Defence O.M. No. 18(93)/81/D(Res)  
dt. 4-12-1981]

### Recommendation Sr. No. 63 (para No. 3-113)

The Committee are informed that out of 412 trades in three services, 234 trades have been equated with civil trades and the National Council for Training in vocational Trades had 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.

### Reply of Government

An inter-services Sub-Committee has been set up to establish equation of the remaining unequated service trades with civil trades speedily. This Committee is already in touch with various organizations like the Directorate General Employment and Training in the Ministry of Labour, the Ministry of Health & Family Welfare and the Ministry of Education & Culture for progressing this matter.

During 1981, an Army signal trade known as 'Yeomen of Signals' has been equated to 5 trades on the civil side. Equation of 4 meteorological trades of the Indian Air Force/Navy has already been finalised and is being incorporated in the 'Guide to Occupational Classification & Registration of Service Application & Employment'. Likewise the Ministry of Health have been approached for equation of undermentioned medical trades :—

- (a) Operation Room Assistant.
- (b) Ambulance Assistant.
- (c) Psychiatric Nursing Assistant.
- (d) Special Nursing Treatment Assistant.
- (e) Nursing Assistant.

To avoid difficulties in future equation of trades, the Service Headquarters have been advised to revised the course curriculum and syllabi, wherever this is required, to bring them at par with the existing curriculum and syllabi of the civil trades.

[Ministry of Defence O.M. No. 18(29)/81/D(Res)  
dt. 21-11-1981.]

### **Recommendation Sr. No. 64 (para No. 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.

### **Reply of Government**

This Ministry is well aware of the difficulties encountered by ex-servicemen in finding jobs after their release from service due to the lack of educational qualifications. The question of equivalence of military experience and examinations passed by ex-servicemen during their military service is already under active consideration in consultation with the Ministry of Home Affairs. This Ministry assures the Estimates Committee that the matter will continue to be progressed with the Ministry of Home Affairs till a solution is found.

[Ministry of Defence O.M. No. 18(3)/81/D(Res)  
dt. 11-3-1982]

### **Recommendation Sr. No. 66 (para No. 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 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 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 how many cases they succeeded in getting 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.

### **Reply of Government**

Self-Employment Directorate in the Directorate General Resettlement, comprises besides the Director, three other officers viz. one deputy Director (Agriculture), one Assistant Director (Industries) and one Assistant Director dealing with transportation and agencies.

The industrial cell of the Directorate of Self Employment provides guidance to the ex-servicemen entrepreneurs, who visit DGR, only in general terms. This guidance takes the form of discussing and identifying the individual requirements and aspirations of the ex-service personnel and informing them of the industrial policy in vogue in the country. In particular, the guidance in setting up small scale industrial units is provided as follows :—

- (a) List of items which fall under the Small Scale sector;
- (b) List of items of defence requirements, which can be purchased by DGS&D, Department of Defence Supplies and Ordnance Directorate;
- (c) Scope of industries in various States;
- (d) List of household items;
- (e) List of items which are banned for production;
- (f) Procedure for registration with DGS&D; and
- (g) Proforma and guidance for making project report.

Project profiles on different items obtained from the Small Industries Service Institute (SISI), New Delhi from time to time are also maintained. Besides, the project profiles in four Volumes, which have been brought out by National Small Industries Development Organisations of the Ministry of Industry have also been procured for consultation by the ex-servicemen entrepreneurs. For specialised guidance, ex-servicemen entrepreneurs need to approach Small Industries Service Institute and District Industries Centres in States. These Institutes and Centres have a team of experts in various fields of industrial technology and are expected to provide the requisite guidance to Small Scale entrepreneurs.

The Directorate of Self Employment has prepared a brochure for the guidance of ex-servicemen entrepreneurs desirous of setting up small scale industries, which contains information with regard to the organizational structure, sources of inputs, procedures involved and details of the schemes being implemented by the DGR for the promotion of small industries by ex-servicemen entrepreneurs. These brochures are distributed on demand to the ex-servicemen entrepreneurs who approach Self-Employment Directorate for seeking guidance. Copies of these brochure have also been sent to Rajya Sainik Boards and Zonal Directors for dissemination to the ex-servicemen.

The Self-Employment Directorate of the Directorate General Resettlement and Rajya Sainik Boards in the States have been approaching various financial institutions like the leading nationalised banks and State Financial Corporations to get loans on soft terms with the minimum rates of interest and margin money contribution from the ex-servicemen. Applications of ex-servicemen are sponsored to various financial institutions by the Directorate General Resettlement from time to time.

The Directorate General Resettlement and Rajya Sainik Boards in the States have approached various State Governments for allotting industrial plots to the ex-service personnel at concessional rates and as and when schemes for development of industrial areas are undertaken by various States, reservation of industrial plots for the ex-service personnel is sought

from them. In the XIVth Meeting of the Kendriya Sainik Board, it had been projected that all States may reserve some industrial plots for ex-service entrepreneurs.

The Ministry of Defence have also recently taken up with the State Governments the question of reservation of industrial plots for ex-servicemen.

With regard to statistics of providing guidance to the ex-Servicemen entrepreneurs, it may be stated that necessary guidance is provided to those ex-service personnel who visit the office of the Directorate General Resettlement. Such ex-servicemen are only those who either belong to Delhi or pass through Delhi. Apart from the Directorate General Resettlement assistance/guidance is provided by the Zonal Directors in each Command Headquarters and the Secretaries of the Rajya Sainik Boards in States. However, the point raised by the Estimates Committee with regard to maintaining a record of the work done has been taken note of and is being implemented.

[Ministry of Defence O.M. No. 18(7)/81/D(Res)  
dt. 8-12-1981]

#### **Recommendation Sr. No. 67 (para No. 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 guide books 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.

#### **Reply of the Government**

A Guide to Resettlement of Ex-servicemen was first published in 1976 and the same has been updated and issued in 1980. This guide is very comprehensive and covers all important aspects of resettlement and welfare. Self-employment is only one of the subjects covered in this book. The other main subjects covered are resettlement organization, resettlement benefits, re-employment, resettlement training, concessions and welfare and general information for the retirees.

In addition to the Guidebook, special brochures covering specific subjects have been published by the DGR. These are updated from time to time and issued to all concerned.

The Directorate of Self-employment has already brought out a brochure on self-employment, which is supplied to all those ex-servicemen who approach the Directorate for guidance on self-employment. It is being printed in English, Hindi and other important regional languages for wider circulation all over the country. The brochure contains information relating to avenues of self-employment, avenues in the field of small scale industries, agro industries, resettlement of ex-servicemen in Great Nicobar Island,

purchase of tractors, disposal vehicles, typewriters and duplicators by ex-servicemen, allotment of Regimental shops/unit shops national tourist tax permits, transportation of coal and agencies available in the field of fertilizers, cement and products of public sector undertakings, etc.

The Directorate has also prepared a brochure on small industries for the guidance of ex-servicemen. This brochure has been circulated to Rajya Sainik Boards for their information and guidance to ex-servicemen.

The brochure contains information on the following aspects :—

- (i) Existing definition of the terms small scale industries, tiny industries, village and cottage industries;
- (ii) Organizational structure at the Central and State level for the promotion of small industries;
- (iii) Procedure for setting up small industries;
- (iv) Sources of inputs, such as finance, land and building industrial estates, machinery and equipment, raw material marketing and technical know-how and consultancy services.
- (v) Details of the schemes being operated by the Central and State Governments for the promotion of small industries, such as industrially backward areas, capital subsidy scheme, credit guarantee scheme, tax concessions, facilities available under Integrated Rural Development Scheme and training of Rural Youth for self-employment scheme etc.
- (vi) Assistance provided by the Directorate General Resettlement and the Ministry of Defence for small scale industries.

[Ministry of Defence O.M. No. 18(4)/81/D(Res)  
dt. 4-12-1981]

#### Recommendation Sr. No. 69 (Para No. 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 the 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 decisions 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.

#### Reply of the Government

The observations of the Estimates Committee have been noted for compliance. This Ministry is already in touch with the State Governments/UTs Administration in connection with the implementation of the decision

taken in the XIV meeting of the Kendriya Sainik Board to encourage small scale industries run by ex-servicemen as a measure of rehabilitation. They have also been requested to reserve a percentage of industrial plots for ex-servicemen. In this connection a copy of this Ministry's letter No. 13(4)/80/D(Res) dt. 14-10-81 is enclosed.

[Ministry of Defence O.M. No. 18(33)/81/D(Res)  
dt. 2-12-1981]

No 13(4)/80/D(Res)  
Government of India,  
Ministry of Defence

New Delhi, the 14th October, 1981

To

The Secretary,  
Industries Department,  
Government of (All State Governments/UTs)

SUB : *Reservation of Industrial Plots to the Ex-Servicemen Entrepreneurs.*

Sir,

I am directed to say that the question of resettlement and rehabilitation of ex-servicemen in their civil life after retirement has been engaging the attention of the Government for quite some time. As you are aware, for maintaining the youthful profile of Armed Forces a large number of personnel of these Forces are retired at an early age. Most of the officers retire at the age between 48 and 54 years and Other Ranks at the age between 32 to 41 years. Approximately 50,000 personnel including about 1000 officers, retire every year from the Armed Forces. Their rehabilitation is a stupendous national task and the Government are taking all possible steps for their rehabilitation.

2. While inaugurating the XIVth Meeting of the Kendriya Sainik Board held on 29-10-1980, the Prime Minister had suggested that ex-servicemen should be encouraged to set up small scale industries for their rehabilitation in civil life. It is very difficult for an ex-serviceman to compete in the open auction for the purchase of industrial plots as they have limited resources. The only way they can be encouraged to set up small scale industries is to reserve some industrial plots for them. Some of the State Governments/Union Territory Administration like Delhi, Haryana are giving some concessions/reservations for allotment of industrial plots to ex-servicemen. It is, therefore, requested that necessary instructions to

reserve 4-5% of industrial plots for ex-servicemen may be issued to all concerned Departments of your State Government/Union Territory Administration.

Yours faithfully,

Sd/-

(R. K. DHIR)

Deputy Secretary to the Govt. of India

**Recommendation Sr. No. 72 (Para No. 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 atta 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.

**Reply of Government**

The Ministry of Defence is pursuing the setting up of industrial units run by ex-servicemen which would offer employment opportunities to ex-servicemen. Efforts are being made to set up atta grinding mill, tyre re-treading plant and a rum distillery. Other such industrial ventures would be considered after gaining adequate experience in the field.

[Ministry of Defence O.M. No. 18(5)/81/D(Res)  
dt. 21-11-1981]

**Recommendation Sr. No. 73 (Para No. 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.

**Reply of Government**

It is recognised that assured market is one of the pre-conditions for the success of any industrial enterprise. This is more so in the case of small scale units set up by the ex-servicemen. For ancillary units of the public sector undertakings there is doubt an assured market. With regard to Central Public Sector Undertakings, the Small Industries Services Institutes are engaged in identifying and promoting new items for ancillary industries, besides rendering technical and managerial assistance to the existing ancillary units. In addition, ex-servicemen entrepreneurs are given 5% subsidy on items, manufactured by them for supply to Defence Services. For encouraging ancillary units run by ex-servicemen suitable instructions have been issued by the Department of Defence Production to the public sector undertakings working under their control, A copy of the instructions is enclosed.

[Ministry of Defence O.M. No. 18(75)/81/D(Res)  
dt. 13-3-1982]

REGISTERED

No. 49|41|79|DOI.D(PS)  
 Government of India,  
 Ministry of Defence,  
 Department of Defence  
 Production.

New Delhi the 20th February, 1982.

To

The Chairman,  
 HAL Bangalore  
 The Chairman-cum-MD,

The Managing Director  
 BEL Bangalore  
 HDL Hyderabad

HEML Bangalore  
 MDL Bombay  
 GSL Vasco da gama, Goa  
 MDNL Hyderabad  
 GRS&E CALCUTTA  
 PTL Secunderabad

SUBJECT:—Assistance to Ancillary Units run by Ex-servicemen.  
 Sir,

I am directed to forward herewith a copy of Ministry of Defence u.o. No. 18(75)/81/D(Res), dated the 10th February, 1982 on the above-mentioned subject for information and necessary action.

Yours faithfully,  
 Sd/-

N. P. Gupta

Deputy Secretary to the Govt. of India

MOST IMMEDIATE  
 MINISTRY OF DEFENCE  
 D(RES)

SUBJECT :—Assistance to Ancillary Units run by Ex-servicemen.

Ex-servicemen needing resettlement are also encouraged to start self-employment ventures particularly in the field of small scale industries. However, a major problem faced by the ex-servicemen entrepreneurs is with regard to the marketing of the products. In this context, it is felt that ancillary units in Defence production undertakings should provide assured market. This issue was recently considered by the Estimates Committee of the Lok Sabha which have made the following recommendation:—

“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 of Defence should give preference to ex-servicemen’s ancillary units in the undertakings under their control.”

2. For setting up ancillary units, ex-servicemen need encouragement by way of reservation for them and arrangements for a package of inputs through Defence production undertakings. Accordingly, Department of Defence Production is requested to issue suitable instructions to the Undertakings under their control to consider reservation of at least 15% of the



ancillary units to ex-servicemen entrepreneurs and to provide a package of inputs for them.

3. A copy of the instructions issued may kindly be endorsed to this section.

sd/-  
(S. N. Bhargava)  
Deputy Secretary (N-II)

DS (A&M)  
M/D u.o. No. 18(75)/81/D(Res) dt. 10-2-1982.

### **Recommendation Sr. No. 74 (Para No. 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.

### **Reply of Government**

The Self-employment schemes formulated by State Governments are piece-meal and ad-hoc in nature. There are schemes for allotment of industrial plots/sheds, national transport permits, allotment of Jai Jawan Stalls, agencies of milk booth etc., but they are not implemented by State Governments on any uniform and regular basis. Even in the case of grant of transport permits, the directives issued by the Ministry of Transport for providing 10% reservation for ex-servicemen have not been uniformly implemented by the State Governments.

The question of allotment and implementation of self employment schemes for ex-servicemen by the State Governments is continually being pursued with the State Governments. In October, 1980, when the XIV Meeting of the Kendriya Sainik Board held, this question was specially brought out during the deliberations of the meeting. Almost all the States agreed to make reservation for exservicemen. Subsequently the State Governments were reminded to implement the undertaking given by them in the meeting. So far the State Governments of Haryana, Karnataka, Tamil Nadu and Union Territory of Delhi have agreed to introduce self-employment schemes for ex-servicemen. The matter would continue to be pursued with other State Governments till there is tangible progress.

[Ministry of Defence O.M. No. 18(92)/81/D(Res)  
dt. 22-1-1982]

### **Recommendation Sr. No. 76 (Para No. 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 could like this scheme to be given publicity as that ex-servicemen entrepreneurs can take full advantage of it.

### **Reply of Government**

The Directorate General of Resettlement are taking steps to give wide publicity to the scheme, so that more and more ex-servicemen entrepreneurs could take advantage of it.

[Ministry of Defence O.M. No. 18(54)/81/D(Res)  
dt. 20-1-1982]

### **Recommendation Sr. No. 77 (Para Nos. 4-75 and 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.

### **Reply of Government**

The question of dissatisfaction prevailing among ex-servicemen with the functioning of State Financial Corporations has been brought to the notice of the concerned State Governments with the request to make such corporations/institutions useful agencies for rendering financial assistance to ex-servicemen. The Government of Punjab have been separately requested to take action to streamline the functioning of the State Corporations connected with the grant of financial assistance to ex-servicemen in the light of the observations made by the Estimates Committee. In this connection copies of this Ministry's letters No. 18(101)/81/D(Res) dt. 14-12-1981 and No. 18(101)-A/81/D(Res) dt. 14-12-1981 are enclosed for information.

[Ministry of Defence O.M. No. 18(101)/D(Res)  
dt. 20-1-1982.]

## MOST IMMEDIATE

No. 18(101)-A/81/D(Res)  
 Government of India,  
 Ministry of Defence,  
 New Delhi the 14th Dec. 1981.

The Chief Secretary,  
 Government of Punjab,  
 Chandigarh

**SUBJECT :—**Financial Assistance to Ex-servicemen by State Financial Corporations.

**Sir,**

I am directed to say that the progress relating to the Resettlement of Ex-servicemen was reviewed by the Estimates Committee of the Seventh Lok Sabha early this year. One of the aspects reviewed by that Committee related to the financial assistance given to the ex-servicemen by the State Financial Corporations.

2. The Estimates Committee has particularly examined the working of the Punjab Ex-Servicemen Corporation and has made its observations in their Report. A copy of the Recommendation No. 77 and paragraphs 4.40 to 4.46 from the 15th Report of the Estimates Committee is forwarded for favour of consideration and necessary action by the State Government.

3. It is requested that the State Government may kindly consider streamlining the functioning of the Corporations connected with the grant of financial assistance to ex-servicemen in the light of the observations of the Estimates Committee of the Lok Sabha with a view to removing the prevailing dissatisfaction among ex-servicemen and also to making the State Corporations/Institutions useful agencies for rendering financial assistance to ex-servicemen.

4. It is further requested that the comments of the State Government may please be furnished at a very early date so that the Estimates Committee, if necessary, be informed.

Yours faithfully,

Sd/- (R. K. DHIR)  
 Deputy Secretary to the Govt. of India.

## MOST IMMEDIATE

No. 18(101)/81/D(Res)  
 Government of India,  
 Ministry of Defence,  
 New Delhi the 14th December '81.

The Chief Secretary,

All State Governments/UTs Administration (Except Punjab).

SUBJECT :—Financial Assistance to Ex-servicemen by State Financial Corporations.

Sir,

I am directed to say that the progress relating to the Resettlement of Ex-servicemen was reviewed by the Estimates Committee of the Seventh Lok Sabha early this year. In that regard the Committee has drawn attention to the dissatisfaction prevailing among ex-servicemen with the functioning of State Financial Corporations. The Committee has stressed that Financial Corporations set up by the State Governments should render financial assistance to the ex-servicemen in establishing industries and the rules framed for the purpose should be simple and the procedure followed for obtaining loans should not be cumbersome.

2. It is therefore, requested that the State Government/UTs Administration may kindly consider streamlining the functioning of the corporations/institutions set up by them in connection with the grant of financial assistance to ex-servicemen with a view to removing the prevailing dissatisfaction among ex-servicemen and also to making such corporations/institutions useful agencies for rendering financial assistance to ex-servicemen.

3. It is further requested that the comments of the State Government may please be furnished at a very early date so that the Estimates Committee may, if necessary, be informed.

Yours faithfully,

Sd/-

(R. K. Dhir)

Deputy Secretary to the Govt. of India

**Recommendation Sr. No. 82 (Para Nos. 4.82 and 4.83)**

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 settling 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.

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 Island 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.

#### **Recommendation Sr. No. 83 (Para No. 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 island so as to introduce an economic content in the resettlement scheme.

#### **Recommendation Sr. No. 84 (Para No. 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 island hereafter.

#### **Reply of Government**

Under the Special Area Development Programme, a project for resettlement of ex-servicemen in Great Nicobar Island was started in 1963. It was decided to induct families of ex-servicemen in batches gradually and to restrict their number to 1000 families. Notwithstanding the desertion by some ex-servicemen families, the programme of induction of ex-servicemen families would have continued, but for the decision of the Ministry of Home Affairs to set up a team of experts of the Department of Science and Technology to suggest the future strategy to be followed in respect of the development and exploitation of forest-wealth, medicinal herbs and marine resources of the Island.

It is true that ex-servicemen settlers in Great Nicobar have been facing some difficulties from time to time. It is the endeavour of this Ministry to remove such difficulties as far as possible in consultation with the Andaman and Nicobar Administration, who are administering the scheme. Apart from looking after the comforts of the settlers, fresh ideas and proposals for removing the hardships of the settlers and improving their economic conditions are also examined from time to time. The question of

promoting fishery in and around the Andaman & Nicobar Islands as an industry is already under consideration of the Andaman and Nicobar Administration. Every effort will continue to be made to find avenues for providing economic incentives to the settlers, so that the programme could prove a success.

[Ministry of Defence O.M. No. 18(8)/81/D(Res)  
dt. 23-1-1982]

**Recommendation Sr. No. 87 (Para No. 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.

**Reply of Government**

It has been decided in principle to pay as financial assistance a sum of Rs. 50/- per month per widow to the widows of those servicemen who retired before 1-1-1964 and are in penury. The expenditure will be borne by the Centre and the States/Union Territory Governments on 50 : 50 basis. The matter is being pursued and orders will be issued as soon as approval of all concerned authorities is obtained.

[Ministry of Defence O.M. No. 18(58)/81/D(Res)  
dt. 20-1-1982]

**Recommendation Sr. No. 89 (Para No. 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 other 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.

**Reply of Government**

The age of retirement of all ranks of the Armed Forces is reviewed from time to time. It is changed whenever considered necessary, after taking in view all relevant factors, including the paramount requirement to maintain operational efficiency of the Armed Forces. At present, there is no general proposal to enhance the age of retirement of the personnel of the Armed Forces.

[Ministry of Defence O.M. No. 18(60)/81/D(Res)  
dt. 17-11-1981]

**Recommendation Sr. No. 91 (Para No. 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 not so far been accorded with a view to expediting the enactment of suitable law to protect the interest of retiring service personnel.

**Reply of Government**

The Ministry of Defence is aware of the need to bring about uniform legal provisions in all the States/UTs to enable the service personnel to have their houses vacated on their retirement for their own use. This matter has been pursued with the concerned authorities of the State Government for a long time. The necessity for such legal provisions for ex-servicemen has also been discussed in various meetings of the Kendriya Sainik Board. Recently, this was again discussed in the XIV Meeting of the Kendriya Sainik Board held on 29-10-1980. The matter continues to be pursued with those States where legislation to safeguard the interest of retiring service personnel to have their houses vacated on their retirement for their own use has not yet been enacted. This Ministry would continue to pursue the matter with the State Governments in question till the necessary legislation has been enacted in all the States and Union Territories.

Ministry of Defence O.M. No. 18(62)/81/D(Res), dated 21-11-1981.

**Recommendation Sr. No. 92 (Para No. 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.

**Reply of Government**

The suggestion made by the Committee to take up the question of allotment of houses/plots for allotment to serving and ex-servicemen personnel in States other than those where such reservation have been made has been noted. Kendriya Sainik Board has written to the Secretaries of Rajya Sainik Boards to take up this matter with their respective State Governments. A copy of the Kendriya Sainik Board's letter No. 189-KSB/Concess/1981 is enclosed. This matter would be pursued with the State Governments.

Ministry of Defence, O.M. No. 18(63)/81/D(Res), dt. 4-12-81.

No. 189-KSB/Concess/1981

Government of India

Ministry of Defence

Kendriya Sainik Board,

Maulana Azad Road,

New Delhi-110011

19th November, 1981

To

The Secretary,  
Rajya Sainik Board

SUBJECT :—Allotment of Houses/Plots to Ex-Servicemen

Appended below is an extract of recommendation No. 92 of the Estimates Committee (1980-81) of the 7th Lok Sabha.

“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 other States to have similar concessions extended to serving and ex-servicemen personnel in the matter of allotment of houses/plots”.

2. It is, therefore, requested that a case for reservation of a percentage of house plots/houses in urban areas wherever the State Government develops/allots land for residential purposes may be taken up with your State authorities for the benefit of both serving personnel of Armed Forces and Ex-Servicemen, their widows and dependents. In this connection your attention is invited to Item X-B of the minutes of the XIth Meeting of the Kendriya Sainik Board which was held in New Delhi on 30th April, 1976, a copy of which is appended below :—

**ITEM X-B : *Housing Colonies for Armed Forces Personnel and Ex-Servicemen.***

“60 All State Governments agreed to consider various measures such as reservation of homes and urban plots for serving personnel and ex-servicemen of the Armed Forces in housing colonies being set up or proposed in the future in urban areas. Assistance is also to be given to Co-operative Societies of serving personnel and ex-servicemen formed with the object of setting up Defence Colonies.

61 Reference made to this subject by some of the Members are given at @Appendix to this note.”

@Appendix not enclosed.

Action : All States/UTs.



3. Action taken in the matter may please be intimated at an early date.

Sd/- Wg Cdr  
(M A Kamath)  
for Secretary,  
Kendriya Sainik Board

**Recommendation Sr. No. 93 (Para No. 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 surprising 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.

**Reply of Government**

The book "A Guide to Resettlement of Ex-servicemen" covers various concessions and facilities available to ex-servicemen for their resettlement and welfare in a comprehensive form, and, is designed to be a reference work. Its revised version brought out in 1980 is available in English only and costs Rs. 7.75P per copy. All the information contained in the book is not required by every defence retiree. Moreover, its free distribution among 70,000 retiring personnel every year will involve an annual recurring expenditure of over Rs. 3 lakhs without commensurate advantage.

It has now been decided to bring out in English, Hindi and other regional language folders/booklets each dealing with a specific aspect of resettlement or welfare. These will be available from the Directorate

General Resettlement, Records Offices and the Zila Sainik Boards to the retirees free of cost.

[Ministry of Defence O.M. No. 18(64)/81/D(Res) dt. 23-12-81]

### **Recommendation Sr. No. 94 (Para No. 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.

#### **Reply of Government**

The publications brought out by the Directorate General Resettlement are updated as and when necessary. In this connection it may be stated that the chart of resettlement training courses first produced in 1978 was updated in 1980. The revised action of the book "A Guide to Resettlement of Ex-servicemen" was also brought out in 1980. Brochures containing updated information regarding resettlement facilities are also being issued regularly.

[Ministry of Defence O.M. No. 18(74)/81/D (Res) dt. 22-12-1981]

### **Recommendation Sr. No. 95 (Para No. 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.

#### **Reply of Government**

As a measure of economy the literature meant for officers is brought out in English only. But action has been initiated to bring out the booklets/folders meant for Junior Commissioned Officers and Other Ranks not only in English but also in Hindi and some regional languages, e.g. the folder 'Be your Own Employer', dealing with self-employment, is being brought out in English, Hindi and nine other regional languages.

Rajya Sainik Boards are also being urged to bring out booklets in their regional languages to publicise the facilities and concessions being extended by the State Government concerned. So far the Boards in Maharashtra, Kerala, Assam, West Bengal, Meghalaya, Tripura, Mizoram, Uttar Pradesh, Jammu & Kashmir and Goa, Daman & Diu have brought

out such publications and production of similar booklets for Orissa, Gujarat and Union Territory of Chandigarh is in hand.

[Ministry of Defence O.M. No. 18(64)/II/81/D(Res) dated the 22nd December, 1981]

**Recommendation Sr. No. 96 (Para No. 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.

**Reply of Government**

The pictorial weekly 'Sainik Samachar' and the 'Forces Programme' of the All India Radio carry the information and news regarding resettlement of ex-servicemen. Whenever any important decision is taken at the Central level, the news is released through the Director of Public Relations, Ministry of Defence, to all newspapers in the country in their own languages. Similarly, in the States, the Rajya Sainik Boards release to the Press the information concerning State level decisions.

Recently, a multi-media multi-lingual intensive publicity campaign has been launched to carry the information down to the Jawan in the field and the ex-servicemen in the villages. Taking points have been provided to Unit Commanders. Folders "Be your Own Employer", "Your Tomorrow" and "Resettlement Assistance to Defence Service Officers" and a Sheet giving in a nutshell, the concessions available to Junior Commissioned Officers and Other Ranks have been produced and further production of more such literature is in hand. Planned use of media of broadcasting is also now being made. Already the Director General Resettlement has broadcast talks from different AIR Stations about various facilities being extended to Ex-servicemen for their resettlement. Talks by officers of the Directorate General Resettlement on different aspects of resettlement are being recorded for broadcast from All India Radio.

Ministry of Defence O.M. No. 18(65)/81/D(Res) dt. 22-12-1981.

**Recommendation Sr. No. 97 (Para No. 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.

**Reply of Government**

At the instance of this Ministry, the Directorate General, All India Radio, has issued instructions to its 15 stations to broadcast special programmes for the Forces, which include talks discussions, etc. concerning resettlement and welfare of ex-servicemen. Other AIR stations have agreed to include such items in their general transmissions. The Rajya

Sainik Boards have also been requested to help the radio stations in their regions in preparation of suitable items.

Ministry of Defence O.M. No. 18(66)/81/D (Res) dt. 22-12-1981.

**Recommendation Sr. No. 98 (Para No. 5-76)**

The Committee would also suggest that whenever a new resettlement scheme was introduced or liberalisation on an existing scheme took place, a press release in different languages should be issued for general information.

**Reply of Government**

The suggestion of the Committee is being implemented. It is the practice that whenever a new resettlement scheme is introduced or liberalisation of an existing scheme takes place, wide publicity is given through the acknowledged information media in the country in different regional languages.

Ministry of Defence O.M. No. 18(67)/81/D(Res) dt. 29-12-1981.

**Recommendation Sr. No. 99 (Para No. 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.

**Reply of Government**

To enable voluntary bodies like the Indian Ex-Services League to disseminate news of interest to ensure that they are provided by DGR with news items prepared on the basis of Government orders. The news items are published in the monthly magazine "Indian Ex-Servicemen" published by the Indian Ex-Services League. This bulletin has 1300 subscribers—A survey recently conducted shows that out of 41 news items sent to the League during the period November, 1980 to October, 1981, 40 had been published. To obtain wider dissemination of information of late, the DGR has started supplying news items to other ex-servicemen associations also.

Ministry of Defence O.M. No. 18(68)/81/D(Res) dt. 2-2-1982.

**Recommendation Sr. No. 100 (Para No. 5-78)**

The Committee are unable to appreciate the DGR's opposition to making the copies of Government 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 organizations 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 included in the names of all those who are prepared to pay for the material.

### Reply of Government

Orders and instructions issued by the Government in regard to resettlement of ex-servicemen are published in the weekly 'Sainik Samachar'. All those persons who are interested to get themselves acquainted with such information, are advised to subscribe to this weekly.

Moreover, to facilitate wider dissemination of this information, organizations of ex-servicemen which show interest in receiving such news are also placed on the mailing list. The news releases as well as printed folders/booklets also are sent to them free of cost.

Ministry of Defence O.M. No. 18(69)/81/D (Res) dt. 22-12-1981.

### Recommendation Sr. No. 101 (Para No. 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.

### Reply of Government

The Kendriya Sainik Board is at present administering the following eight Funds :—

- (a) War Bereaved and Disabled Servicemen Special Relief Fund.
- (b) Special Fund for Reconstruction and Rehabilitation of Ex-servicemen.
- (c) Armed Forces Reconstruction Fund.
- (d) Armed Forces Benevolent Fund.
- (e) Flag Day Fund.
- (f) Indian Gorkha Ex-servicemen Welfare Fund.
- (g) Indian Soldiers' Sailors' and Airmen Board Fund.
- (h) Services Welfare Fund.

The question of amalgamating these Funds has been considered by the Managing Committees of various Funds again and again in the past five years. The Managing Committees of the War Bereaved and Disabled Servicemen Special Relief Fund and Special Fund for Reconstruction and Rehabilitation of Ex-servicemen during their deliberations on the 10th October, 1979, decided to appoint a Committee consisting of the three Chiefs of Staff, Defence Secretary, Financial Adviser (Ministry of Finance/Defence) and Director General Resettlement to go into the question of amalgamating these Funds and to define the aim, objectives and scope of the amalgamated Fund.

The Managing Committee of the Armed Forces Benevolent Fund and Armed Forces Reconstruction Fund decided to explore the possibility of amalgamating these two Funds and to define the objectives and scope of the amalgamated Fund.

The amalgamation of the War Bereaved and Disabled Servicemen Special Relief Fund and the Special Fund for Reconstruction and Rehabilitation of Ex-servicemen has not been considered feasible by the Committee set up for this purpose on the ground that the scope and objectives of the two Funds are entirely different. However, amalgamation of the Armed Forces Benevolent Fund and Armed Forces Reconstruction Fund has been considered feasible, provided the objectives of the donors are given requisite weightage in the scheme of the amalgamated fund. The amalgamation of the remaining four Funds, i.e. Flag Day Fund, Indian Gorkha Ex-Servicemen Welfare Fund, Indian Soldiers, Sailors and Airmen's Board Fund, and Services Welfare Fund is not practicable on account of the following reasons :—

- (i) The Indian Gorkha Ex-servicemen Welfare Fund has altogether a separate entity for the benefit of Gorkha Ex-Servicemen of Indian origin. Therefore, it is considered that this Fund cannot be merged with any other Fund as long as Indian Gorkhas are to be treated as a separate group.
- (ii) The Services Welfare Fund was established recently with a grant of Rs. 30 lakhs from the National Defence Fund to meet additional expenditure involved on the pay and allowance of Welfare Officers appointed by the Indian Red Cross Society in various Military Hospitals. Since the object and purpose of this Fund is distinct from other Funds, it was decided not to merge this Fund with any other Fund.
- (iii) The Indian Soldiers, Sailors and Airmen's Board Fund is meant for providing special pension to blinded soldiers. Once again, this Fund has a distinct purpose and hence it is not considered appropriate to amalgamate it with any other Fund.
- (iv) The Flag Day Fund has acquired a special identity and rational significance over the years. Further, since there are a large number of transactions in this fund during the year, it is considered advisable that this Fund is allowed to maintain its independent entity.

[Ministry of Defence O.M. No. 18(70)/81/D(Res) dt. 2-12-1981]

### **Recommendation Sr. No. 102 (Para No. 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 Funds, Armed Forces Benevolent Fund, Indian Gorkha Ex-servicemen's Welfare Fund, Flag Day Fund and the War 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.

### **Recommendation Sr. No. 103 (Para No. 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 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.

### **Reply of Government**

The question of full utilisation of welfare funds for the benefit of ex-servicemen and their dependents has been carefully re-examined. During the last few years the income from War Bereaved and Disabled Servicemen Special Relief Fund, Special Fund for Reconstruction and Rehabilitation of Ex-servicemen, and Flag Day Fund could not be utilised to the full. Income from other Funds, viz. the Armed Forces Benevolent Fund, Armed Forces Reconstruction Fund, Indian Gorkha Ex-servicemen Welfare Fund and Services Welfare Fund was more or less utilised to the full extent.

In order to ensure that income from those Funds which are not at present utilised fully should be spent to the full extent, the following measures have been taken :—

(a) *War Bereaved and Disabled Servicemen Special Relief Fund* :

- (i) One-time grant of Rs. 3 lakhs to each Regimental Centre for construction/furnishing of War Memorial Hostels for the wards of war widows, war disabled and attributable cases in a phased programme subject to the availability of funds.
- (ii) Payment of maintenance grant of Rs. 1200/- P.A. per child for the eligible children staying in such War Memorial hostels.
- (iii) Payment of Rs. 200/- per month to the wives/children of paraplegics who wish to stay in the Paraplegic Homes to take care of their husbands/fathers.
- (iv) One-time grant of Rs. 13 lakhs for construction of Shaheed Bhawan and an annual grant of Rs. 5 lakhs for maintaining Training-Cum-Production Centre at Shaheed Bhawan, New Delhi run by War Widows Association.

(b) *Special Fund for Reconstruction and Rehabilitation of Ex-Servicemen* :

- (i) It has been decided to extend grants for construction of Sainik Rest Houses (with commercial complex at the ground floor).
- (ii) It has been decided to further liberalise the payment of interest subsidy on loans upto Rs. 1 lakh taken by Cooperative societies of ex-servicemen from banks.

(c) *Flag Day Fund* :

An annual grant of Rs. 10 lakhs has been sanctioned for meeting the expenditure on purchase of medicines for treatment of ex-servicemen/their dependents suffering from chronic/malignant diseases like T.B., Leprosy and Cancer, at selected Military Hospitals. This will be a major step for optimising the utilisation of donations and interest earnings in respect of this Fund.

In the light of these measures it is expected that the total annual income from all the Funds would be fully utilised on welfare of ex-servicemen, war widows, war disabled and their dependents .

[Ministry of Defence O.M. No. 18(72)/81/D(Res) dt. 20-1-1982.]

**Recommendation Sr. No. 104 Para No. 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.

**Reply of Government**

An assessment of the utilisation of welfare funds at the disposal of State Governments has since been made. It is found that the income from the Welfare Funds is generally utilised for the purpose for which the funds



have been created. The corpus of Welfare Funds together with their income and expenditure in some of the major States for the year ending 31st March, 1981 is given below :—

Sl. No.	Name of State	Corpus of Fund (in lakhs)	Annual Income (in lakhs)	Annual Expenditure (In lakhs)
1.	Bihar	60.17	4.00	5.10
2.	Haryana	145.00	9.23	9.23
3.	Himachal Pradesh	64.90	6.03	6.93
4.	Madhya Pradesh	66.25	6.00	5.00
5.	Rajasthan	139.00	11.62	9.41
6.	Maharashtra	72.06	6.76	4.86
7.	Uttar Pradesh	207.00	33.91	27.82
8.	Jammu & Kashmir	62.00	5.27	5.27
9.	Tamil Nadu	101.00	7.42	6.00
10.	Punjab	263.00	21.00	19.85

It will be evident from the above figures that the annual expenditure of the State Welfare Funds generally matches with the income from the Funds. However, a watch will be kept on the future utilisation of Welfare Funds by the State Governments.

[Ministry of Defence O.M. No. 18(73)/81/D(Res) dt. 23-1-1982.]

#### **Recommendation Sr. No. 107 (Para No. 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 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 suitable officer to head this organization.

#### **Reply of Government**

This Ministry agree with the views of the Committee that the Directorate General Resettlement should not be converted into a Corporation, nor should there be a separate Directorate in each Service Headquarters to look after resettlement of personnel of respective services separately. This Ministry also agree with the view of the Committee that only a senior Service Officer should head this organization. This is the existing practice and would be continued in the future.

[Ministry of Defence O.M. No. 18(106)/81/D(Res) dt. 1-2-1982.]

#### **Recommendation Sr. No. 108 (Para No. 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.

### **Reply of Government**

The Ministry has carefully examined the question of the status of Director General Resettlement. The Director General is presently of the rank of Major General, which is a sufficiently high rank. The status of the heads of most of the other inter-services organizations under this Ministry is that of a Major/Brigadier. Raising the status of the DGR will necessitate the raising of the status of other posts in the organizations also by one step otherwise the normal structure of the organization will be vitiated. This Ministry, therefore, do not feel any requirement of raising the status of the Director General Resettlement.

[Ministry of Defence O.M. No. 18(106)-1/D(Res)/81 dt 1.2.1982.]

### **Recommendation Sr. No. 112 (Para No. 6.45)**

The Kendriya Sainik Board coordinate the work of Rajya Sainik Boards and exercises overall supervision over Zila Sainik Boards. The Committee are not aware whether the present set up encourages or at least permits movement of ideas from Distt. level upwarded 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.

### **Reply of Government**

There is already inbuilt mechanism for interaction amongst various levels of Sainik Boards Organization at present. Sainik Boards in the States are permanent departments of the State Governments with the Rajya Sainik Boards controlling & coordinating the activities, including the budget of the Zila Sainik Boards under their jurisdiction. The Secretary of the Rajya Sainik Boards makes annual inspections of all the Zila Sainik Boards in the State. He also attends the quarterly meetings of the Zila Sainik Boards.

As for the interaction between Rajya Sainik Boards and the Kendriya Sainik Board, annual meetings of the Rajya Sainik Boards as also of those of the Managing Committees of the various welfare funds with the States are attended by the Director General Resettlement/Secretary of the Kendriya Sainik Board. Directors, Resettlement Zones are members of the Boards & also invariably attend meeting of Fund Managing Committee as members/coopted members. Further, since 1979 annual zonal meetings of Secretaries, Rajya Sainik Boards are held under the aegis of the Directors, Resettlement Zones, just prior to the annual meetings of the Secretaries of the Rajya Sainik Boards at New Delhi, which are invariably chaired by the Rajya Raksha Mantri

The ex-servicemen rallies and other functions connected with the ex-servicemen organized by the Zila Sainik Boards enable the authorities to understand the problems of ex-servicemen and take action to redress their grievances. Such rallies etc. also serve the purpose of appreciating and understanding the requirement of welfare activities.

[Ministry of Defence O.M. No. 18(111)/81/D(Res) dt. 2.12.1981.]

### **Recommendation Sr. No. 113 (Para No. 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.

### **Reply of Government**

The ex-servicemen and representatives of their Associations who visit the Kendriya Sainik Board are properly received, seated and attended to promptly. All officers and staff of the Board have been directed to extend all courtesy and facilities to the visitors. A copy of the fresh instructions issued in this regard is enclosed.

[Ministry of Defence O.M. No. 18(112)/81/D(Res) dt. 17-11-1981]

No. 18(112)/81/D(Res)

Government of India

Ministry of Defence

New Delhi the 6th November, 1981.

**SUBJECT :—***Arrangements at the Kendriya Sainik Board Secretary for visitors.*

As Kendriya Sainik Board are aware, the Estimates Committee of the Seventh Lok Sabha examined the progress relating to the expenditure incurred on Resettlement of Ex-servicemen early this year. That Committee have since rendered its 15th Report to the Lok Sabha on 30.4.1981.

2. In their Recommendation No. 113 the Committee have desired that the ex-servicemen and the representatives of their associations who may visit the Board's office for interview with the officers of the Board should not be kept waiting unduly long. They should be properly received, seated and attended to immediately.

3. KS Board are, therefore requested to issue suitable instructions to all officers and staff members of the Board to extend all courtesy and faci-

lities to the visitors. It should be emphasised on all concerned that these instructions should be strictly adhered to.

Sd/-  
(R. K. DHIR),

*Deputy Secretary to the Government of India.*

*Director General Resettlement -  
Secretary, Kendriya Sainik Board*

#### **Recommendation Sr. No. 114 (Para No. 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.

#### **Reply of Government**

This Ministry share the concern of the Estimates Committee about the effectiveness of the Zila Sainik Boards for meeting the needs of ex-servicemen and winning their confidence. In order to achieve these objectives and to strengthen the Sainik Boards Organisations, this Ministry had set up a Committee in October, 1979 for the revitalisation of the Sainik Boards organisations all over the country. The Committee has since submitted its report which has been accepted by the Central Government. The recommendations of the Committee have been circulated to the State Governments for their comments and acceptance of their share of the expenditure involved before final Government orders could be issued. It is felt that with the implementation of the recommendations of the Committee, the Zila Sainik Boards would become more effective in looking after the requirements and removing the difficulties faced by them.

[Ministry of Defence O.M. No. 18(113)/81/D(Res) dt. 25.1.1982.]

#### **Recommendation Sr. No. 115 (Para No. 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 follow-up action taken thereon by the Ministry.

### Reply of Government

In pursuance of the decision of the XIIIth Meeting of the Kendriya Sainik Board held on 18.4.1979, a Committee on Revitalisation of Sainik Board Organizations in India was constituted in January, 1980 under the chairmanship of Additional Secretary, Ministry of Defence. A Sub-Committee was also set up to assist the Committee. The Committee has since finalised and submitted its Report to the Government. The Government have also agreed in principle to the recommendations of the Committee. A summary of the recommendations made by the Committee is enclosed.

The Recommendations of the Committee on Revitalisation of Sainik Board Organisations in India have been referred to the State Governments/UTs Administration for their acceptance and for working out the financial implementations. This matter will be progressed further on receipt of their response.

[Ministry of Defence O.M. No. 18(114)/81/D(Res) dt. 7.12.1981.]

#### RECOMMENDATIONS OF THE COMMITTEE FOR REVITALISATION OF THE SAINIK BOARDS ORGANISATION IN INDIA HELD IN ROOM NO. 102 SOUTH BLOCK, NEW DELHI ON 16TH MARCH 1981.

The recommendations made by the Committee constituted under the Chairmanship of Additional Secretary, Ministry of Defence for suggesting measures to revitalise the Sainik Boards Organisation in India are summarised below :—

- (I) New Zila Sainik Boards can be set up by the concerned State Governments themselves if the population of ex-servicemen and families of serving/deceased service personnel is 7,500 and above. In other cases, prior approval of the Central Govt. will be required for setting up of new Zila Sainik Boards.
- (II) The standard establishment of a Zila Sainik Board should be as indicated below :—
  - (a) *For Zila Sainik Boards with a population of 7500 and over of ex-servicemen and families :*

(i) Secretary . . . . .	1	
(ii) Asstt. Secretary . . . . .	1	(For Zila Sainik Boards where the population of ex-servicemen and families is more than 20,000).
(iii) Superintendent/Head Clerk . . . . .	1	
(iv) Welfare Organiser . . . . .	1	(And one for every additional 10,000 ex-servicemen and families of serving/deceased personnel).
(v) Clerk UDC/LDC . . . . .	1	
(vi) Clerk Typist . . . . .	1	
(vii) Accounts Clerk . . . . .	1	
(viii) Peon . . . . .	1	

(ix) Chokidar	1	
(x) Driver	1	(Where an independent transport is authorised).
(xi) Sweeper	1	(Instead of Class IV as recommended by the Sub-Committee).

(b) *For Zila Sainik Boards with a population of below 7500 ex-servicemen & families.*

(i) Secretary	1	
(ii) Superintendent/Head Clerk	1	
(iii) Welfare Organiser	1	
(iv) Clerk UDC/LDC	1	
(v) Clerk Typist	1	
(vi) Driver	1	(Where an independent transport is provided).
(vii) Sweeper	1	

- (c) Where additional staff of the above mentioned categories is required to be provided, it is to be provided at the instance of the States themselves subject to the norms for provision of additional staff as per State Government rules.
- (d) Where the new categories of posts other than those specified in sub-para (a) and (b) above required, prior approval of the Centre is to be obtained.
- (e) Prior sanction of the Centre is also to be obtained where posts of Assistant Secretary are required in Zila Sainik Boards which have a population of less than 20,000 ex-servicemen and families.

(III) The Committee did not recommend any standard establishment for the Rajya Sainik Boards. The revision of the existing categories of staff upwards or downwards in these Boards is also to be left to the State Governments to decide as per their norms.

(IV) The TA/DA of the Secretaries, Welfare Organizers and other staff of the Rajya and Zila Sainik Boards should also be regulated in accordance with prevailing rules on the subject in force in the concerned State.

(V) The requirements of office accommodation, furniture and other office requirements, including contingent expenditure of the Rajya Sainik Boards and Zila Sainik Boards are to be met as per the State Government rules and norms.

(VI) The Committee recommended that—

- (a) all Rajya and Zila Sainik Boards should be authorised office telephones.
- (b) all Secretaries/Directors of State/Union Territories Rajya Sainik Boards should be authorised both office and residential telephones.

(VII) The Committee recommended that—

- (a) Independent transport should be authorised for all Secretaries of the Rajya Sainik Boards. Where Rajya Sainik Boards have a complement of 3 or more officers, additional transport may be authorised with prior sanction of the Central Government.

- (b) Independent transport should be authorised to all Zila Sainik Boards having a population of 20,000 or more ex-servicemen and families under their jurisdiction.
- (c) Where geographical and other special circumstances justify, independent transport for other Zila Sainik Boards may be sanctioned with prior approval of the Central Government.
- (VIII) The pattern of record-keeping in the Rajya and Zila Sainik Boards should be in conformity with that followed by their respective State Governments.
- (IX) The Committee recommended that—
- (a) (i) Secretary of the Rajya Sainik Board should be a Class I Gazetted Officer with a status of Head of Department enjoying administrative and financial powers of similar Head of other Departments in the State Government. He should also be accorded a status of an ex-officio Deputy Secretary in the State Government.
- (ii) The Office of the Sainik Board at the State level should be designated as Department of Sainik Welfare and its Secretary/Director as Director, Sainik Welfare.
- (iii) For the purpose of continuity and efficient functioning, the ex-service officers appointed to the post of Director, Sainik Welfare, should be given a tenure of service of minimum three years at a time of appointment.
- (b) (i) Secretaries of the Zila Sainik Boards should be Class I Gazetted Officers with a status of Head of Office with similar administrative and financial powers as enjoyed by other Head of Offices in the District administration.
- (ii) The Office at the District level should be designated as Zila Sainik Welfare Office and its Secretary as Zila Sainik Welfare Officer.
- (c) All Rajya Sainik Boards and posts of Secretary/Director, Rajya Sainik Boards, should be declared as permanent departments and posts respectively as has already been done in the case of Zila Sainik Boards.
- (X) The guidelines laid down in respect of sharing of expenditure on the maintenance of Zila Sainik Boards in letters Nos. 5(4)54-55/ISSAB dated 13-8-1955, 9(3)/55-56/ISSAB dt. 17-4-56 and D.O. letter No. 27(23)/61/ISSAB/6338/D(AD-I) dated 19-7-1962, should continue to be followed :—
- (a) The Budgets of the Boards will be examined and sanctioned by the State Governments, but copies of the sanctioned budgets will be furnished to the Central Board. The Central Government on reviewing the estimates may draw the attention of the States to any items of expenditure, which in its opinion appear exorbitant and can be curtailed.

- (b) The Boards shall continue to furnish statements of actual expenditure and audit reports to the Central Board. The responsibility for ensuring that the observations made in audit reports are investigated and other recommendations made therein are implemented will devolve on the States. Each District Soldiers', Sailors' & Airmen's Board shall also be required to submit an annual report at the end of each financial year describing the activities during the year under report.

However, in regard to the payment of the share of the Centre of the maintenance expenditure, it was recommended by the Committee that this should be transacted as under :

- (i) 50% to be released in the month of June following the receipt of the Budget Estimates from the States;
  - (ii) 40% to be released in the months of November/December on receipt of the Revised Estimates from the States; and
  - (iii) balance of 10% on receipt of audited statement of accounts from the States.
- (XI) The Committee recommended that the definition of ex-servicemen, as given in the Department of Personnel and Administrative Reforms Notification No. 39016/16-79/Estt. (C) dated the 15th December, 1979 should be adopted uniformly by the Sainik Boards Organization for use in connection with their welfare activities.
- (XII) The undermentioned revised charter of duties of the Zila Sainik Boards was recommended by the Committee :
- (a) The Welfare responsibilities of the Zila Sainik Boards will encompass all such traditional activities performed by the Boards as heretofore with particular reference to :
    - (i) Settlement of financial problems such as pension and other retirement/release benefits/dues to ex-servicemen and grants and assistance in kind to ex-servicemen beneficiaries and their dependents from the Central/State Governments or other organizations such as the Indian Red Cross Society, etc.
    - (ii) Maintain close liaison with the pension disbursing authorities/agencies in the district to ensure prompt and correct payment of pension and reliefs to ex-servicemen pensioners or their dependents.
    - (iii) Providing assistance for settlement of land and other disputes.
    - (iv) assist families of serving personnel in regard to their safety/security during absence away on duty of the serving personnel.
    - (v) promote and maintain under the guidance of the State Rajya Sainik Boards, welfare measures in the district such as a Rest Houses for ex-servicemen, old age pensioners homes, Jawans Bhavans/shops, vocational and other training facilities etc.



- (vi) provide assistance for medical treatment in Military/ civil/hospitals.
  - (vii) maintain liaison with other welfare organizations such as the Indian Red Cross Society, etc. with a view to enlarge the field of additional sources of welfare and concessions for ex-servicemen and their families/ dependents in the district.
  - (viii) Maintain an up-to-date register of war widows and dependents of those disabled in action with a view to ensure their welfare and security.
- (b) The responsibilities of the Zila Sainik Boards in regard to resettlement of ex-servicemen are :—
- (i) To maintain close and effective liaison for purpose of resettlement through employment of ex-servicemen with.
    - (1) local Central/State/Private Industrial organizations;
    - (2) local employment exchange particularly in States where co-sponsoring powers for re-employment of ex-servicemen.
    - (3) local revenue authorities in connection with schemes for resettlement on land of ex-servicemen.
    - (4) District Industries/Block Development Offices and assisting such of those ex-servicemen desirous of setting up small industries.
  - (ii) assist ex-servicemen in forming and setting up of co-operatives for their self-employment.
  - (iii) Provide all resettlement assistance to war widows and dependents of war disabled as well as those who die/ are disabled while in service due to attributable reasons.
- (c) Other responsibilities of the Zila Sainik Board are :—
- (i) Organise Flag Day and Flag Day collections and any other authorised fund raising measures in the district.
  - (ii) Organise rallies/re-union of ex-servicemen.
  - (iii) Explore avenues for providing educational and vocational/training facilities for ex-servicemen and their dependents to enable them to seek and obtain employment or set up self-employment schemes.
  - (iv) Assist the three Services whenever called upon to do so, to disseminate information within the district regarding terms and conditions of service in the Armed Forces, publicity for recruitment notices, publicity for assistance rendered by the Armed Forces in times of natural calamities, notifications of awards of gallantry and other decorations, introduction of welfare schemes for service personnel and their families, etc.

- (XIII) (a) The Committee recommended that in those States where the Secretaries of the Zila Sainik Boards are Indian Commissioned Officers (as distinct from ECOs/SSCOs) and do not get any pensionary and retirement benefits after retirement/ release from their posts, they should be paid a terminal gratuity at the rate of Rs. 1,000/- for each year of satisfactory service rendered by them subject to a minimum qualifying service of two years. They should also be made eligible for other terminal benefits such as encashment of leave concessions, eligibility to the membership of Group Insurance Scheme, etc.
- (b) The Committee also recommended that ex-Emergency Commissioned and Short Service Commissioned Officers, who are appointed as Secretaries of the Zila Sainik Boards, should be considered by the State Governments for permanent absorption into the State Civil Service Cadre after completion of 2 years of satisfactory service. Where such officers cannot be absorbed in the State Civil Service, they should be made entitled to terminal and other benefits as applicable to ex-Indian Commissioned Officers mentioned in sub-para (a) above.
- (XIV) The Committee recommended that suitable re-orientation training for the staff of the Zila Sainik Boards organisation especially for welfare Organisers, should be arranged under the aegis of the concerned Rajya Sainik Boards.

#### Recommendation Sr. No. 116 (Para No. 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 paralled 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 organization on which the Defence Ministry or the DGR has no control. But the Committee do feel that for safeguarding the interest of ex-servicemen, there is an imperative need for a strong and united organization 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.

#### Reply of Government

The Ministry of Defence fully share the concern of the Estimates Committee in regard to multiplicity of ex-servicemen associations and in-fighting in the Indian Ex-Servicemen League. For bringing about a united and effective organization of ex-servicemen, the Ministry of Defence has been dealing only with the Indian Ex-servicemen League, which is the premier organization of ex-servicemen. Similarly, instructions have been issued to the States to deal with the affiliate associations of Indian Ex-Servicemen League at the State and District levels. The Executive Committee of the Indian Ex-servicemen League is also seized of the problems faced by the organization and is in the process of amending its constitution so as to make it more broad-based and strong.

[Ministry of Defence O.M. No. 18(115)/81/D(Res) dt. 4-2-1982]

## CHAPTER III

### RECOMMENDATIONS/OBSERVATION WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF GOVERNMENT'S REPLIES

#### Recommendation Sr. No. 21 (Para No. 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.

#### Reply of Government

There is absolutely no discrimination in the allotment of training courses to retiring officers, including those officers who do not have minimum pensionable service. Detailed guidelines have been framed for selection of officers for training courses. However, in view of the large number of officers applying for the limited number of courses being conducted by this Ministry, preference is given in allotment of training courses to officers in their last 18 months of service or 12 months after their retirement. Other officers get lower priority. Special courses, such as in Hotel Management, have also been arranged for Short Service Commissioned Officers.

[Ministry of Defence O.M. No. 18(8)/81/D(Res) dt. 20-1-1982]

#### Recommendation Sr. No. 26 (Para No. 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.

#### Reply of the Government

The disabled soldiers who are under training are paid a sum of Rs. 150/- per month as stipend by the Kendriya Sainik Board, in addition to the payment of Rs. 100/- to Rs. 150/- per month by the respective State Governments as maintenance charges. Under the circumstances, any increase in the stipend of the disabled personnel under training at Queen Mary's Technical School is not considered necessary at present.

[Ministry of Defence O.M. No. 18(47)/81/D(Res) dt 4-12-1981]

#### Recommendation Sr. No. 110 (Para No. 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.

### Reply of Government

The question of having 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, as suggested by the Estimates Committee, has been carefully examined in this Ministry. The Committee is aware that the Kendriya Sainik Board with the Raksha Mantri as Chairman and the following as its Members lays down the board policy relating to the resettlement and welfare of ex-servicemen.

### MEMBERS

- (a) Other Ministers in the Ministry of Defence.
- (b) Chief Ministers of Jammu & Kashmir, Kerala, Rajasthan, Punjab, Himachal Pradesh, Haryana, Madhya Pradesh, West Bengal, Maharashtra, Assam, Orissa, Bihar, Tamil Nadu and other Ministers from Andhra Pradesh, Gujarat, Karnataka and Uttar Pradesh.
- (c) Two Members of Lok Sabha
- (d) One Member of Rajya Sabha
- (e) Secretary, Ministry of Defence
- (f) Three Services Chiefs
- (g) Financial Adviser, Ministry of Finance (Defence)
- (h) D.G.A.F.M.S.
- (i) Director General of Employment & Training of Ministry of Labour & Employment.
- (j) Director General Resettlement, Ministry of Defence.
- (k) Secretary General, Indian Red Cross Society
- (l) President, Indian Gorkha Ex-servicemen's Association.
- (m) Six Senior Retired Officers
- (n) Two Retired Junior Commissioned Officers
- (o) Lady Member
- (p) Secretary, Kendriya Sainik Board—Secretary.

The Directorate General of Resettlement of which Kendriya Sainik Board is a part and parcel, functions under the administrative control of the Ministry of Defence. The Ministry of Defence is answerable to the Parliament in regard to the functioning of the Directorate General of Resettlement including the Kendriya Sainik Board. The two Houses of the Parliament are already represented on the Kendriya Sainik Board through its Members. The activities of the Directorate are included in the Annual

Report of this Ministry, which is presented to the Parliament every year. Matters relating to the resettlement are also brought before the Parliament in reply to the Parliament Questions. The Consultative Committee of the Parliament attached to this Ministry also discusses the various questions relating to the resettlement of ex-servicemen.

It is, therefore, felt that it will not serve any useful purpose to reorganise the Directorate General of Resettlement on the lines of the Commissioner of Scheduled Castes and Scheduled Tribes.

[Ministry of Defence O.M. No. 18(109)/81/D(Res) dt. 12-3-82]

### **Recommendation Sr. No. 111 (Para No. 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 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 Boards to give the decisions of the Board a concrete shape at all India level.

### **Reply of Government**

The Estimates Committee have separately suggested that a High Powered Committee consisting of Secretary, Ministry of Defence, Secretary, Department of Personnel and Administrative Reforms, Secretary, Ministry of Labour and Employment and Director General Resettlement to oversee the policy as well as the implementational aspects of the resettlement of ex-servicemen, which include the working of the Kendriya Sainik Board as well. Accordingly, a High Powered Committee, as suggested by the Estimates Committee has been constituted under this Ministry Orders' No. 9(55)/81/D(Res), dated 16-1-1982 (Copy enclosed).

With the setting up of the High Powered Committee it is felt that constitution of another Working Group under the Chairmanship of Defence Secretary as suggested by the Estimates Committee in this recommendation is not felt necessary.

[Ministry of Defence O.M. No. 18(110)/81/D(Res) dt. 28-1-1982]

No. 9(55)/81/D(Res)

Government of India

Ministry of Defence

New Delhi, the 16th January 1982

*OFFICE MEMORANDUM*

**SUBJECT :—**Constitution of a Committee to oversee the policy as well as the implementational aspects of the resettlement of ex-servicemen.

In pursuance of the Recommendation of the Estimates Committee (1980-81) of the Seventh Lok Sabha that a high level Committee may be constituted to oversee the policy as well as the implementational aspects of the resettlement of ex-servicemen, it has been decided to constitute a Committee consisting of the following Members :—

1. Secretary, Ministry of Defence.
2. Secretary, Department of Personnel and Administrative Reforms.
3. Secretary, Ministry of Labour and Employment.
4. Director General Resettlement.

2. The Committee would review the measures taken to resettle ex-servicemen in civilian life periodically with a view to making them more effective and fruitful.

Sd/- S. K. Bhatnagar

Addl. Secretary to the Government of India.

1. Shri P. K. Kaul, Secretary, Ministry of Defence.
2. Shri A. C. Bandopadhyay,  
Secretary, Deptt. of Personnel & A.R.,  
New Delhi.
3. Shri B. C. Dēshmukh,  
Secretary,  
Ministry of Labour,  
New Delhi.
4. Major General Avtar Singh, AVSM,  
Director General Resettlement,  
New Delhi.

## CHAPTER IV

### RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHILE REPLIES OF GOVERNMENT HAVE NOT BEEN ACCEPTED BY COMMITTEE

#### Recommendation Sr. No. 68 (Para No. 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 projects 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 drawup 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.

#### Reply of Government

The Industrial Cell of the Self-Employment Directorate of the Directorate General Resettlement is designed to provide guidance to ex-servicemen entrepreneurs on various steps to be taken for setting up industrial units viz. preparation of project reports, securing credit at concessional rates and sponsoring cases for allotment of sheds/plots in Industrial Estates etc. It is not feasible to structure this Cell to render expert service on drawing up project reports and complete other formalities relating to the setting up of industrial ventures. The Central and State Governments have already established institutions like Small Industrial Services Institutes, Branch Institutes, Extension Centres and District Industries Centres, which are manned by experts in the fields of economics, technical guidance, training, marketing, credit, raw-material and preparation of project reports. A ex-serviceman desirous of establishing an industrial unit can obtain the requisite advise and knowledge of the facilities available under one roof in one of these organizations. This Ministry is of the opinion that restructuring of the Industrial Cell of the Self-Employment Directorate of the Directorate

General Resettlement on the lines suggested by the Estimates Committee would amount to duplication of the facilities which have already been established all over the country. The significant role which this Cell can play is to give guidance to ex-servicemen entrepreneur to which organization could make available the requisite information to them and help them in setting up industrial units. This role is being played by the Cell through personal guidance and through bringing out suitable brochures, handouts etc.

[Ministry of Defence O.M. No. 18(6)/81/D(Res) dt. 25-1-1982]

**Recommendation Sr. No. 75 (Para No. 4.72 and 4.73)**

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 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.

**Reply of Government**

The cooperative form of organization, particularly industrial cooperatives, have not generally proved successful in our country. A large number of industrial cooperatives have gone sick. There is no separate institution for financing the industrial cooperatives and the existing cooperative banks are primarily agriculture oriented. One of the major factors of the poor performance of industrial cooperative is poor management. Normally, all members in the cooperative do not take equal interest in its working. The lack of common interest on the part of the members leads to its failure. Ex-servicemen are generally persons of limited means. It would not be a worth-while proposition for them to put their hard earned money in industrial ventures whose chances of success are limited. It would be in the greater interest of ex-servicemen to provide them with adequate incentives for the promotion of individual ancillary industrial units of ex-servicemen to the public sector undertakings. The public sector undertakings under the control of the Ministry of Defence have already been requested to do their best to promote ancillary units of ex-servicemen.

[Ministry of Defence O.M. No. 18(53)/81/D(Res) dt. 9-3-82]

**Recommendation Sr. No. 78 (Para No. 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.

**Recommendation Sr. No. 79 (Para No. 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 advise should be provided at least at the State level under the auspices of Rajya Sainik Boards.

**Recommendation Sr. No. 80 (Para No. 4.80)**

The Defence Ministry should approach the Ministry of Finance and the Chief Executives of Banks and Financial Institutions for making the procedure and formalities of advancing loans to ex-servicemen as simple as these can be consistent with requirement 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 could judge the performance of Defence Ministry in this regard by the results.

**Recommendation Sr. No. 81 (Para No. 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 of margin money.

**Reply of Government**

Ex-servicemen desirous of rehabilitating themselves through self-employment require loans for running small scale industries, transport business and other commercial activities. Their requirements are both for term loan and working capital. Normally, the working capital requirements are met by the banks and term loan requirements by State Financial Corporations, set up by most of the States and Union Territories. The financial institutions, viz. the Nationalised Banks and the State Financial Corporations have already been approached to make available soft terms loans with low margin requirements to ex-servicemen entrepreneur. So far the State Bank of India, Punjab National Bank, Canara Bank and

United Commercial Bank have agreed to extend the required facilities. Similarly, the Union Territory of Delhi has also agreed to reduce the requirement of margin money to 10% on loans upto Rs. 3 lakhs for small scale industries, as against the normal requirement of 20% to 25%. The States of Haryana, Himachal Pradesh and Orissa have also agreed to lower the margin/ rate of loans for small scale industries and purchase of trucks. Other State Governments/UTs Administration are being constantly urged to fall in line with these States. Efforts are also being continued to persuade other Nationalised Banks and financial institutions to come forward to assist the ex-servicemen entrepreneurs. It has also been decided that ex-servicemen entrepreneurs should be given interest subsidy on loans obtained by them from banks. This subsidy is available to individual entrepreneurs upto loans of Rs. 25,000/- and Rs. 1 lakh to the industrial co-operatives of ex-servicemen.

The question of making available consultancy services to ex-servicemen entrepreneurs at the Centre as well as in the State capitals has been examined carefully. As it is the Centre as well as the State Governments have already established financial as well as other institutions, from where expert advice on preparation of project reports, obtaining credit and other related matters could be obtained. Thus, the ex-servicemen entrepreneurs can avail themselves of expert guidance in the matter of setting up an industrial unit under one roof. It is, therefore, felt that it would amount to duplication of efforts if similar facilities are created in the Directorate General Resettlement or in the Rajya Sainik Boards. The Self Employment Cell of the Directorate General Resettlement and the Rajya Sainik Boards would, no doubt, continue to play the important role of giving guidance to the ex-servicemen entrepreneurs about the institutions and organization where they could obtain expert advice relating to their self-employment projects.

[Ministry of Defence O.M. No. 18(100)/81/D(Res) dt. 20-1-1982]

#### **Recommendation Sr. No. 85 (Para No. 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 emoluments and this is as valid before retirement as afterwards. The Committee appreciate the limitations placed by the general pensions 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 pensions 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.

### Reply of Government

The rates of pension of service personnel are laid down not only with reference to rank but also with reference to the maximum pay prescribed for each rank. Accordingly, as and when there is a change in their pay scales, the rates of pension are also revised. The rates of pension also undergo a change whenever there is a change in the formula for determining pensions. The rates of pension of service personnel were, therefore, revised several times in the past due to the change in the reckonable pay of each rank or change in the formula for assessment of pension. For example, scales of pay of each rank were revised with effect from 1-1-73 as a result of the recommendations of the Third Pay Commission. Based on the revised scales of pay of each rank, rates of pensions of servicemen were also revised. As the individuals who had retired prior to 1-1-73 did not draw pay in the revised scales of pay, they cannot be made entitled to the revised rates of pension which were based on the revised scales of pay.

Rates of pension of Government servants, both civilians and defence personnel, are regulated as per the rules in vogue at the time of their retirement. Accordingly, pension once sanctioned as per the rules is not enhanced. This has naturally resulted in disparity in the rates of pension. However, this disparity has been reduced to some extent by grant of temporary/adhoc increase and adhoc relief to those who retired prior to 1-1-73, depending upon their date of retirement. Further, those who retired prior to 30-9-1977 are entitled to full periodic relief while in the case of those who retired on or after 30-9-77 and have been benefited by the merger of dearness pay, are entitled to periodic relief at a reduced rate, which is less by 20%. For instance, the former category of pensioners are at present entitled to periodic relief at 65% of pension, subject to a minimum of Rs. 65/- and a maximum of Rs. 325/- per month, while the latter category are entitled to periodic relief at 45% of pension subject to a minimum of Rs. 45/- and a maximum of Rs. 225/- per month. Again, pensioners who retired prior to 1-1-73 are entitled to an adhoc relief ranging from Rs. 15/- to Rs. 35/- per month, which is not admissible to those who retired on or after this date.

[Ministry of Defence O.M. No. 18(56)/81/D(Res) dt. 11-3-82]

### Recommendation Sr. No. 86 (Para No. 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 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.

### Reply of the Government

The question of restoration of commuted portion of pensions of the Armed Forces pensioners after they have outlived their expected span of life is not peculiar to the Armed Forces pensioners alone, but applies equally to civilian pensioners and has to be considered in the overall context. The scheme of commutation of pension has to be viewed as part of the package which is based on the longevity of the entire lot of retired employees. This is in the nature of life insurance, the financial viability of which depends on a balance between losses and gains. However, as a result of the demands made by pensioners, the request for restoration of the commuted portion of the pension is being examined by the Ministry of Finance, Department of Expenditure. It will take sometime before a final decision is reached.

As regards the question of restoration of the commuted portion of pension by certain State Governments in respect of their pensioners, it may be stated that the State Governments are free to make rules for their employees and they do not consult the Central Government. The Central Government also do not follow the State Governments in these matters.

[Ministry of Defence O.M. No. 18(57)/81/D(Res) dt. 4-12-1981]

### Recommendation Sr. No. 90 (Para No. 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 enhance the benefits of widows whose husbands are killed while on duty in warlike operations in peace time.

### Reply of Government

According to this Ministry's letter No. 2000847/Pen-C/71 dated the 24th February, 1972, the widows of servicemen killed in action or on duty in war like operations in peace time are eligible to liberalised pension. Children allowance, family gratuity, war injury pay and Constant Attendance Allowance. The awards sanctioned in the aforesaid letter also cover casualties :

- (i) in the international wars of 1965 (including Kutch and Kargil operations), 1962 and 1947-48 (Kashmir operations), as well as the Goa and Hyderabad operations;
- (ii) (a) as a result of fighting in war-like operations or border skirmishes either with Pakistan on the cease-fire line or any other country.

- (b) while fighting against armed hostiles like Nagas and Mizos.
- (c) during fighting in service with peace-keeping Missions abroad.

Orders were also issued in 1979 extending the admissibility of liberalised pensionary awards to the families of servicemen killed while dealing with agitating para-military personnel. Periodical reliefs are also admissible to them w.e.f. 1-1-1981.

[Ministry of Defence O.M. No. 18(61)/81/D(Res) dt. 7-12-81]

## CHAPTER V

### RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH FINAL REPLIES OF GOVERNMENT ARE STILL AWAITED

#### Recommendation Sr. No. 20 (Para No. 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 ORS/JCOs retire they are well-equipped in the vocation of their choice. The Committee would like the Ministry of to examine this matter.

#### Reply of Government

The three Services have been apprised of the Recommendation made by the Estimates Committee. As the matter is required to be examined in detail, keeping in view the operational commitments of the Services, it is likely to take sometime before a decision is arrived at. The final decision in this matter taken in consultation with the three Services headquarters would be intimated to the Estimates Committee.

[Ministry of Defence O.M. No. 18(43)/81/D(Res) dt. 2-2-1982]

#### Recommendation Sr. No. 47 (Para No. 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.

**Recommendation Sr. No. 48 (Para No. 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.

**Reply of Government**

This Ministry is actively pursuing the question of lateral induction of Armed Forces personnel to all categories of posts with the Ministry of Home Affairs, Department of Personnel & Administrative Reforms. The Ministry had recently organised a meeting of Liaison Officers of all the Ministries/Departments of the Central Government and urged that a review should be made not only of Recruitment Rules for posts of categories 'A' and 'B' but the Ministry of Home Affairs approached for amending the Rules, so that the personnel of the Armed Forces due to retire or being sent to reserve within the period of one year could be inducted to civil posts. This matter will be pursued vigorously with the Ministry of Home Affairs to ensure that the Recruitment Rules are amended by the various Ministries/Departments as directed by the Department of Personnel & Administrative Reforms.

[Ministry of Defence O.M. No. 18(1)/81/D(Res) dt. 12-1-1982]

**Recommendation Sr. No. 57 (Para No. 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 of ascertain the position. The Committee would like that instead of waiting passively for returns from States for indefinite period Defence Ministry should be stir themselves to reach out to the State Governments concerns 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 mittee 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.

### Reply of Government

The State Government/UTs Administration have been requested to implement this Recommendation of the Estimates Committee. It will, no doubt, take some time for the States Governments/UTs Administration to take a view in this regard and to implement the recommendation. The Estimates Committee would be informed of the upto date position in due course.

[Ministry of Defence O.M. No. 18(25)/81/D(Res) dt. 20-1-1982]

### Recommendation Sr. No. 61 (Para No. 3-111)

The Committee find that the Department of Personnel and AR have advised the Ministries and department 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 advise 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 Cenral and State authorities and report the outcome of their efforts to the Committee.

### Reply of Government

The question of prescribing lower qualifications for ex-servicemen for recruitment to posts for which their service experience could be of distinct advantage is already under examination in consultation with the Department of Personnel and AR of the Ministry of Home Affairs. This matter would continue to be pursued with the Ministry of Home Affairs and its outcome would be reported to the Estimates Committee indue course.

[Ministry of Defence O.M. No. 18(14)/81/D(Res) dt. 23-1-82]

NEW DELHI;

April 26, 1982

Vaisakha 6, 1904 (Saka)

S. B. P. PATTABHI RAMA RAO

Chairman,

Estimates Committee



## APPENDIX

### *Vide* Introduction

Analysis of action taken by Government on the 15th Report of Estimates Committee (7th Lok Sabha).

I. Total number of Recommendations	116
II. Recommendations which have been accepted by Government (No. 1, 2, 4, to 19, 22 to 25, 27 to 34, 35 to 40, 42, 45, 46, 50 to 56, 58 to 60, 62 to 64, 66 to 67, 69, 72, 73, 74, 76, 77, 82, 83, 84, 87, 89, 91 to 104, 107, 108, 112 to 116).	86
Percentage to total	74%
III. Recommendations/observations which the Committee do not desire to pursue in view of Government's reply (Nos. 21, 26, 110, 111).	4
Percentage to total	3%
IV. Recommendations/observations in respect of which Government's replies have not been accepted by the Committee. (Nos. 68, 75, 78, 79, 80, 81, 85, 86, 90)	9
Percentage to total	8%
V. Recommendations/observations in respect of which final replies of Government are still awaited. (Nos. 20, 47, 57, 61, 3, 41, 43, 44, 49, 65, 70, 71, 48, 88, 105, 106, 109)	17
Percentage to total	15%

Sl. No.	Name of Agent	Agency No.	Sl. No.	Name of Agent	Agency No.
<b>DELHI</b>					
24.	Jain Book Agency, Connaught Place, New Delhi.	11	33.	Oxford Book & Stationery Company, Scindia House, Connaught Place, New Delhi-1.	68
25.	Sat Narain & Sons, 3141, Mohd. Ali Bazar, Mori Gate, Delhi.	3	34.	People's Publishing House, Rani Jhansi Road, New Delhi.	76
26.	Atma Ram & Sons, Kashmere Gate, Delhi-6.	9	35.	The United Book Agency, 48, Amrit Kaur Market, Pahar Ganj, New Delhi.	88
27.	J. M. Jaina & Brothers, Mori Gate, Delhi.	11	36.	Hind Book House, 82, Janpath, New Delhi.	95
28.	The Central News Agency, 23/90, Connaught Place, New Delhi.	15	37.	Bookwell, 4, Sant Naran-kari Colony, Kingsway Camp, Delhi-9.	96
29.	The English Book Store, 7-L, Connaught Circus, New Delhi.	20	<b>MANIPUR</b>		
30.	Lakshmi Book Store, 42, Municipal Market, Janpath, New Delhi.	23	38.	Shri N. Chaoba Singh, News Agent, Ramlal Paul High School Annexe, Imphal.	77
31.	Bahree Brothers, 188 Lajpatrai Market, Delhi-6.	27	<b>AGENTS IN FOREIGN COUNTRIES</b>		
32.	Jayana Book Depot, Chapparwala & Kuan, Karol Bagh, New Delhi.	66	39.	The Secretary, Establishment Department, The High Commission of India, India House, Aldwych, LONDON, W. C.—2.	59

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