

TWELFTH REPORT
STANDING COMMITTEE ON DEFENCE
(2001)

(THIRTEENTH LOK SABHA)

MINISTRY OF DEFENCE

MANPOWER PLANNING AND MANAGEMENT
POLICY IN DEFENCE

Presented to Lok Sabha on.....

Laid in Rajya Sabha on

24 AUG 2001



LOK SABHA SECRETARIAT
NEW DELHI

August, 2001/Sravana, 1923 (Saka)

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COMPOSITION OF THE STANDING COMMITTEE ON DEFENCE
(2001)

Dr. Laxminarayan Pandey — *Chairman*

MEMBERS

Lok Sabha

2. Shri S. Ajaya Kumar
3. Shri Raj Babbar
4. Shri Vijayendra Pal Singh Badnore
5. Shri S. Bangarappa
6. Col. (Retd.) Sona Ram Choudhary
7. Smt. Sangeeta Kumari Singh Deo
8. Shri Jarbom Gamlin
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18. Smt. Ranee Narah
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22. Prof. Rasa Singh Rawat
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24. Shri Madhavrao Scindia
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27. Shri C. Sreenivasan
28. Shri Vaiko
29. Dr. Jaswant Singh Yadav
30. Dr. (Smt.) Sudha Yadav
- **31. Shri P.R. Kyndiah

*Expired on 20.2.2001.

**Nominated w.e.f. 24.7.2001.

Rajya Sabha

32. Shri S. Peter Alphonse
33. Shri Nilotpal Basu
34. Shri T.N. Chaturvedi
35. Shri Palden Tsering Gyamtso
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37. Dr. Y. Lakshmi Prasad
38. Shri Janeshwar Misra
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40. Dr. Raja Ramanna
41. Shri Shanker Roy Chowdhury
42. Shri Adhik Shirodkar
43. Shri Kapil Sibal
44. Smt. Ambika Soni
45. Sardar Gurcharan Singh Tohra
- *46. Dr. Alladi P. Rajkumar

SECRETARIAT

1. Shri Ram Autar Ram — *Joint Secretary*
2. Shri Krishan Lal — *Director*
3. Shri K.D. Muley — *Under Secretary*

INTRODUCTION

I, the Chairman, Standing Committee on Defence (2001) having been authorised by the Committee to submit the Report on their behalf, present this Twelfth Report on the subject 'Manpower Planning and Management Policy in Defence'.

2. The Standing Committee on Defence (1993-94) was the first to select the subject 'Manpower Planning and Management Policy in Defence' for examination. The succeeding Standing Committees on Defence for the years 1994-95, 1995-96, 1996-97, 1997-98, 1998-99, 1999-2000 and 2001 decided to continue with the examination of the subject.

3. The following are the details of the sittings of the Committees/Sub-Committees for examination of the subject:—

- (i) 2 January, 1997 : Sitting of the Sub-Committee-I of the Standing Committee on Defence (1996-97) for framing the list of points on the subject.
- (ii) 30 January, 1997 : Sitting of the Sub-Committee-I of the Standing Committee on Defence (1996-97) to take oral evidence of the representatives of the Ministry of Defence.
- (iii) 31 January, 1997 : Sitting of the Sub-Committee-I of the Standing Committee on Defence (1996-97) to resume the evidence of the representatives of the Ministry of Defence.
- (iv) 9 July, 1998 : Sitting of the Standing Committee on Defence (1998-99) to take oral evidence of the representatives of the Ministry of Defence.
- (v) 7 January, 1999 : Sitting of the Standing Committee on Defence (1998-99) to hear the views of expert Shri Bharat Karnad.

(v)

4. Besides holding the sittings as above, the following written information was received from the Ministry of Defence:—

- (i) Background brief on Manpower Planning and Management Policy in Defence.
- (ii) Written Replies to the List of Points on Manpower Planning and Management Policy in Defence.
- (iii) Replies to the Supplementary List of Points on the subject.
- (iv) Factual note on the problems faced by Armed Forces Training Institutions.
- (v) Additional information about Fifth Pay Commission recommendations regarding Armed Forces Personnel.
- (vi) Updated brief on Manpower Planning and Management Policy in Defence.

5. Besides the above information received from the Ministry of Defence, the Committee also obtained Tables of Precedence from the Ministry of Home Affairs.

6. The Standing Committee on Defence (2001) wish to express their thanks to the expert Shri Bharat Karnad and Ministry of Defence for providing necessary relevant information to the Committee.

7. The Standing Committee on Defence (2001) would like to place on record their appreciation for the work done by the Standing Committee on Defence and Sub-Committees thereof for the years 1993-94, 1994-95, 1996-97, 1997-98, 1998-99 and 1999-2000. The composition of the Committees are given at Appendices I-VI.

8. The Report was considered and adopted by the Standing Committee on Defence (2001) at their sitting held on the 13th August, 2001.

9. For facility of reference the recommendations of the Standing Committee on Defence (2001) have been printed in thick type in the body of the Report.

NEW DELHI;
August, 13, 2001
Sravana 22, 1923 (Saka)

DR. LAXMINARAYAN PANDEY,
Chairman,
Standing Committee on Defence.

REPORT

A FACTUAL VIEW*

1. MANPOWER PLANNING POLICY IN DEFENCE

For the success of an organisation equipment is important, but still more important are the men behind the equipment. Manpower planning is aimed at determining how the organisation should move from its current manpower position to the desired manpower position at a future date. The goal of the manpower planning is to have the right number and the right kind of people, at the right time, doing things that result in maximum benefits, both for the nation as well as for the individual.

The following objectives are considered essential for effective manpower planning:—

- (a) Bringing down the level of deficiencies by improving intake.
- (b) Ensuring a steady intake.
- (c) Providing satisfying career opportunities to all ranks.
- (d) Carrying out periodic reviews to optimise output (Combat effectiveness).

2. The Ministry of Defence (MoD) is the nodal Ministry in the Government of India responsible for ensuring the defence of the country. The MoD provide the necessary policy framework and wherewithal to the Armed Forces to ensure preparedness to thwart any threat to the country's territorial integrity.

*All information in this Chapter is based on: (i) information/evidence furnished/tendered to the Committee by the Ministry of Defence, Government of India, (ii) Warrant/Table of Precedence obtained from the Ministry of Home Affairs, Government of India, and (iii) expert opinion given by Shri Bharat Karnad.

3. The Committee have been informed that an important feature of recruitment to our Armed Forces is that it is entirely voluntary. In pace with the changing times, the Government have now approved the induction of women officers into selected non-combatant branches of the Army, all branches of the Navy, and selected non-combatant and combatant branches of the Air Force, on Short Service Commission basis.

4. In order to maintain a youthful profile in the Armed Forces, a large number of Service personnel are retired at a comparatively young age, between the ages of 32 and 42 years. Each year approximately 70-80 thousand Service personnel retire, or are released from active service. Service personnel constitute a rich source of trained and disciplined manpower.

In our country definite manpower policies are being followed in the Armed Forces. Force levels in the Armed Forces are tailored to meet their operational requirements. Manpower planning in the Armed forces has been designed in such a way that the composition of the Services reflects the national milieu. The Armed Forces have evolved their recruitment policies and procedures so that the recruitment opportunities are available to all citizens of India.

Army

5. **Force levels**—It is necessary to cater for our vast active borders, diverse terrain configurations, threats to our internal security and our threat perception while planning the force levels for the Army. The process of determining the force levels commences with the enunciation of the national aims and objectives. The next step is to carry out a Strategic and Technological Environment Analysis (STEAN), to assess the threat and evaluate the current technological status of the country and our potential adversaries with a view to formulate military strategies and options. Having analysed the threats and formulated the strategies to meet them, the quantum and type of forces required are worked out. This indicates the numbers and types of units and formations which are required, along with a suitable weapon mix for them, keeping in view modernisation needs and progressive induction of force multipliers. At this stage an approximate costing exercise is also carried out, to assess the financial implications and the cost effectiveness of various force levels and force mix options. The initial, recurring, and life cycle costs are first considered. To these the manpower costs as well as training and logistics infrastructure costs are added.

6. For ease of accounting, budgeting and evolving channels of command and control, the Army is divided into Composition and Non-Composition Table Units, as approved by the Government. Composition Table Units constitute the main field force, whereas Non-Composition Table Units comprise units/establishments which play a supportive role to the main field force such as Military Engineer Services, National Cadet Corps, Defence Security Corps, Assam Rifles and Rashtriya Rifles.

7. The sum total of regular Army personnel in the Composition Table, as sanctioned by the Government from time to time is known as the 'Army Ceiling'. Depending upon the threat perception and the assessed requirements, additional manpower is sanctioned by the Government, sometimes from within the ceiling and in case required, over and above it. The manpower ceiling is normally approved by the Government.

8. Manpower ceiling specifies the total manning levels in the Army at any time. Within this ceiling, Army Headquarters plan judicious and optimum levels for the different formations/units/establishments, which constitute the actual combat power.

Asked about the details of procedure laid down for raising, re-organisation and utilisation of manpower in the Army, the Ministry have in their written reply stated as follows:—

- (a) An Army plan covering a period of five years is initially prepared by the Perspective Planning Directorate at Army Hqrs. in consultation with the Military Operations Directorate. Inputs from all concerned arms/services are scrutinised and a priority list drawn up to indicate the manpower and financial implications of each case. After approval of the Chief of the Army Staff (CoAS), these are then forwarded to the Director General Defence Planning Staff (DGDPS).
- (b) The DGDPS, thereafter, synthesises the plans from all the three Services and forwards them to the Ministry of Defence for obtaining the Cabinet (CCPA) approval.
- (c) After approval by the Government, the concerned arm/services directorate at Army Hqrs. initiates a case as per laid down procedure, wherein specifics of each proposal to include the manpower/weapons/equipment and financial requirements are spelt out. This proposal is thoroughly scrutinised in different directorates within the Army Hqrs. Financial support is confirmed within the annual budget by the Financial Planning Directorate of Army Hqrs.

- (d) Thereafter, each case is forwarded to the Ministry of Defence for obtaining Government sanction. Cases within the delegated powers are sanctioned and sent to Finance Ministry/Cabinet for approval.
- (e) After issue of Government sanction, necessary implementation and raising/reorganisation/conversion/disbandment schedules are issued by the Army Hqrs. and necessary actions are initiated on ground.

9. The Government of India initially fixed the manpower ceiling for the Army in 1966. Thereafter, certain increases in the manpower ceiling have been sanctioned from time to time. The ceiling of 9,98,046 was fixed in 1987. Since then there have been raisings and restructurings of field force units but the overall ceiling was not revised by the Government and the manpower resources required have been met by restructuring of units/establishments. The 'Save and Raise' policy has been followed with a view to ensuring optimal utilisation of manpower resources within the prevailing financial constraints.

10. The Committee have been informed that the number of Army personnel actually in position were less than the Army ceiling. The requirement of manpower is under constant review. If over a period of time the manpower in some wings is found to be more than required, due to technology improvement or otherwise, the number of such posts are not filled up. The Army has formulated a plan for effecting under-posting of 50,000 soldiers over a period of two financial years till 31.3.99 covering all types of units and formations. During the year 1997-98 under-posting of 13,000 soldiers has been effected. Financial savings generated as a result thereof are proposed to be utilised for modernisation programmes of the Army and for improvement in the quality of life of the troops. In view of the continued employment of the Army in Counter Insurgency operations and other commitments, the need for continuing with suppression of manpower is being reviewed by the Army.

The present force level of Army is at approximately 11 lakhs considered to be the minimum inescapable force, level, keeping in view the perceived threats (Internal and External) and for meeting the requirements of Government's Operational Directive of 1993.

11. Enquired whether there was any proposal to revise the ceiling of manpower in the Army, the Defence Secretary during oral evidence stated that it was not proposed to be revised upward. He further stated that the future logic would seem to indicate a diminution of the manpower ceiling as and when the country would be able to cope with the internal security scenario and also invest adequately in modernisation and the force multiplier aspect of the Forces.

Asked to explain the position regarding Army ceiling on setting up of a new regiment, the Defence Secretary explained that it did not necessarily imply an enhancement of the ceiling. Within the ceiling, recruitment took place and therefore in concept, a carving out from within the existing ceiling was possible. However, due to increased commitment in Counter Insurgency Operations and modernisation programme, there may be a requirement to revise the ceiling.

12. The Committee note that the size of the Armed Forces in the country is fixed on the basis of Strategic and Technological Environment Analysis. Another important factor that is taken into consideration in this regard particularly in the case of Army is the State of internal security. While this is not a matter of direct concern of the Army, it has been often called upon to provide aid to civil authorities in maintenance of law and order. The extent of Army's involvement therein has been significant during recent years. Therefore, the Committee recommend that involvement of Army in counter insurgency operations should be reduced gradually.

13. As stated by the Defence Secretary during oral evidence, the battlefield scenario demands cut down on manpower cost so as to release resources for more investment in higher technology weaponry etc. The Committee note that the Army had formulated a plan for effecting under-posting of 50,000 soldiers over a period of two financial years till 31.3.1999 covering all type of units and formations. The Committee want to know the latest position in this regard and recommend that as there is cut down on manpower cost, the released resources should be invested in most modern warfare equipment in a time bound manner.

Manpower Planning for Officers Cadre

14. Army has a steep pyramidal cadre structure with restricted promotion avenues. The base of the pyramidal structure is quite wide because of the functional requirements. A large number of officers are, therefore, required at lower ranks necessitating larger intakes. Higher the rank, tougher is the competition. Approximate years taken to attain various ranks in officers cadre in the Army are as follows:

Sl.No.	Rank	Approximate years taken to attain rank
1.	Lieutenant	Entry Point
2.	Captain	after 4 years
3.	Major	after 10 years
4.	Lieutenant Colonel	18-20 years
5.	Lieutenant Colonel (Time-scale)	after 20 years
6.	Colonel	21-25 years
7.	Brigadier	28-30 years
8.	Major General	32-34 years
9.	Lt. General	36-37 years
10.	General	

Substantive promotions are granted by time scale up to the rank of major and equivalent including Lt. Col. (Time scale), on fulfillment of eligibility criteria for each rank. Promotion to the rank of Lt. Colonel and above is by selection and is vacancy based. The rank of Lt. Colonel has been kept for the purpose of promotion on selection basis because unit (Battalion) commanders initially were Lt. Colonels. However, after second cadre review in 1984, with upgradation, unit commanders in Army were upgraded to Colonel's rank. There have been a number of reviews for rationalisation of rank structure but the rank of Lt. Colonel has been retained as a select rank primarily because of functional requirement and also because equivalent rank of Wing Commander in Air Force is still an important Command appointment. Selection is strictly on merits taking into consideration comparative career profile, discipline record and medical category of the officers. The selection standards are very high. If between three people one gets selected, it does not mean that the other two are bad. They are not able to get it because the first man is outstanding among themselves.

15. The details regarding the Army officers (Major General and below) superseded for promotion during the years 1993 to 2000 are as under:

	Maj. Gen.	Brig.	Col.	Lt. Col.	Maj	Total
1993	25	207	614	290	516	1652
1994	53	160	450	280	667	1610
1995	126	201	463	389	579	1758
1996	38	178	444	491	620	1771
1997	115	172	496	291	323	1397
1998	Board	not	held	879	1158	2037
1999	15	Board not held	84	641	967	1707
2000	43	88	177	923	1099	2330
Average percentage of superseded officers <i>vis-a-vis</i> graded officers	60.09%	64.03%	50.09%	68.66%	66.94%	

Officers who are superseded for promotion to the next higher rank are permitted to proceed on premature retirement, if they so choose. Approximately 60 to 65 per cent of total premature retirement cases in the Army are due to reasons of supersession. During the years 1992, 1993, 1994, 1995, 1996 and 1997 - 390, 393, 292, 158, 165 and 310 Army officers respectively sought premature retirement due to supersession.

16. The technical people in the Army *i.e.* the technical experts, the medical people and the signal people are greatly in demand outside because technically they are highly competent and well organised. Thus, the Army officers in the technical fields, after proceedings on premature retirement, get their livelihood outside. But the Army officers in fighting arms and non-specialised categories have to face a lot of difficulties as a result thereof.

17. In a written reply the Ministry of Defence have stated that the number of Army officers on deputation/deployment to various paramilitary forces etc. as on 1st January of each of the years from 1993 to 1998 are as follows

Sl.No	Organisation	As on 1.1.93	As on 1.1.94	As on 1.1.95	As on 1.1.96	As on 1.1.97	As on 1.1.98
1.	NSG	60	70	76	86	71	113
2.	SFF	105	106	108	108	106	122
3.	CISF	—	—	—	7	1	1
4.	Assam Rifles	384	393	400	402	396	471
5.	CRPF	—	—	—	—	1	—
Total		549	569	584	596	574	707

18. The Committee have been informed that the deficiencies in the cadre strength of offices in the Army is not a recent phenomenon. The Army has always lived with certain deficiencies. The deficiency during the Sino-Indian conflict of 1962 was 28.9 per cent. In the Army, the emphasis is on quality—both physical and mental. One way of meeting the deficiencies in a short duration is to compromise on the quality standards and go on an enrolment drive but the consequences of such an action may not be desirable.

19. The Committee are unhappy to note that the deficiencies in the cadre strength of officers in the Army is not a recent phenomenon. The Army has always lived with certain deficiencies. The Committee are at a loss to understand as to why the Government have allowed the situation to continue. This shows lack of proper planning on the part of the Government. The Committee are convinced that sufficient action has not been taken to fill up the vacancies within a reasonable time by the Government and strongly recommend that necessary steps should be taken to fill up the vacancies.

Measures taken to increase the intake of officers

20. **National Defence Academy (NDA) Entry**—The details of cadets, who joined NDA from 1992 to 2000, are as follows:

	Year	Urban	Rural	Total
(a)	1992	422	100	522
(b)	1993	556	81	637
(c)	1994	688	18	706
(d)	1995	618	20	638
(e)	1996	567	17	584
(f)	1997	641	101	742
(g)	1998	526	82	608
(h)	1999	509	53	562
(i)	2000	614	39	653
	Total	5141	511	5652

The Committee have been informed that Army are now getting a large panel of successful candidates from the UPSC. Consequently without lowering standards at Services Selection Board (SSB) they have now been able to achieve intake into NDA, Khadakvasla which is as per designed and sanctioned capacity.

21. The Committee note that most of cadets joining the National Defence Academy, Khadakvasla are from the urban areas in the country. The Committee desire the Government to take necessary measures to build up the required confidence and interest among rural youth for a career in the country's Armed Forces. The Government/Ministry of Defence should also take measures to start familiarisation/coaching centres in all districts of the country where the aspiring youth can familiarise themselves with the tests they will be subjected to in NDA/Service(s) Selection Boards.

22. **Direct Entry** - Additional vacancies are being released for Direct Entry to make up for the shortfall of Army Cadet College (ACC) entry.

- (i) **Army Cadet College Entry** - ACC entry is for Other Ranks (ORs) in the Army into the officer cadre. The eligibility age has been modified from 22-27 years to 20-27 years. Service criteria of five years has been reduced to two years. These changes are expected to facilitate increased selection of ORs as officers in the Army, through the Service Selection Boards.
- (ii) **Technical Graduate Entry (TG)** - University Entry Scheme and Short Service Commission (Technical) have been revived to broaden the base for selection to TG entry. Response for the first course has not been very good because technical graduates get better pay/perks in the corporate sector. The compensation available in the Army is not comparable. When a technical graduate joins Army his pay is according to the rank and it has nothing to do with his engineering qualification except that he gets some technical pay. compared with other Service officers his pay is the same. A new technical entry at 10+2 level has been approved.
- (iii) **Short Service Commission (Non-Technical) Entry** - Response to this entry has always been poor due to unattractive terms of service. Short Service Commission offers an assured career for five years only. Thereafter, a person between 26 to 30 years of age has to find an alternate job. He gets no terminal benefits-lump sum amount etc. after his release from the service. Army is examining the feasibility of getting a larger panel from the UPSC, so that the selection rate can increase without diluting the SSB standards and thus achieve the intake of 500 officers per year. Short Service Commission route for recruitment in the Army is essential as the rank structure is pyramidal. Hence the need for a large support cadre, with avenues for exit after some years leaving a lean regular cadre. The following measures have already been implemented/are proposed to be implemented to make Short Service Commission more attractive:
- (a) Improvement in pay and allowances for Service officers based upon Fifth Central Pay Commission award.

- (b) Image Projection campaign to project Army's career as an attractive career option is under implementation since October, 1997.
- (c) On regional basis, a drive has been initiated by the Army to motivate college students projecting Army's career prospects, through talks and seminars.
- (iv) **Special Commissioned Officers (SCO) Entry**—A new entry namely SCO entry has been created by merger of Permanent Commission (Select List) Quarter Master [PC(SL)QM] and Regimental Commission Officer (RCO) entries for future induction. The SCO entry will provide promotional opportunity up to the rank of Colonel and better employability. This entry will have a cadre ceiling of 6000 with induction rate of 130 per annum.

The salient features of the scheme are:

- (i) Medical— Shape 1 category
- (ii) Eligibility— Serving JCOs, NCOs and other ranks excluding Religious Teacher.
- (iii) Age limit— between 30-35 years as on 01 Jan/01 July of the year in which pre-commission training of Indian Military Academy (IMA)/Officers Training Academy (OTA) commences. However, upper age limit will be 40 years for a period of three years from the date of commencement of the scheme, which was notified on 01 March, 1997.
- (iv) Education Qualification—Army Senior School Qualification Certificate Examination Class XI Pass (CBSE/10+2 pattern) or any other recognised Technical or Non-Technical Examination/Certificate/diploma of one year or more than one year durations from a School/Board/Institution recognised by Government of India after doing matriculation or equivalent.

Response to first SCO course has been beyond expectation.

- (v) An Image Projection campaign has been launched since October, 1997 through professional media agencies to project Army as an attractive career option. After the first phase of the campaign, an independent market research agency was asked to evaluate the impact of the campaign on the target group. The findings of the agency are encouraging. It has revealed that the campaign has helped in a large way in spreading awareness among the eligible youth regarding Army career. Based upon the findings, the Government have decided to continue the campaign further so that the existing information gap about the career option is abridged.
- (vi) The Government have since implemented the Fifth Central Pay Commission award for Armed Forces officers and Other Ranks.

As a result of the above measures, the rate of selection of officers has improved substantially to 2477 in 2000 as compared to 1547 in 1997.

23. The Committee note that the entry levels for officers in the Armed Forces are based on the educational level *i.e.* a minimum of graduation. This includes 10+2 entry through NDA and Naval Academy wherein the entrants graduate at the respective Service academies and graduate direct entry scheme for the three Services. In Navy about 13 per cent vacancies are reserved for promotion of sailors to officer cadres. In Army a new entry namely Special Commissioned Officers has been started recently for which serving JCOs, NCOs and other ranks excluding religious teachers are eligible, with target induction rate of 130 per annum.

24. The Committee is constrained to express its concern and dissatisfaction at the casual approach of the Government/Ministry of Defence to the question of improvement of the career aspirations of officers and Personnel Below Officers Rank (PBOR). The steeply pyramidal rank structure for both officers as well as PBOR and consequent career stagnation in the Armed Forces with limited opportunities for upward mobility have been repeatedly identified as a major disincentive, and one of the main sources of dissatisfaction amongst all ranks. It is also the main reason for the ageing profile of the Armed Forces. Yet, there is a perceptible lack of interest within the Government to meaningfully consider the issue of lateral induction of Armed Forces personnel at all levels into Para Military Forces/Central Police Organisation (PMF/CPO) as well as other departments of the Government and Public Sector, which provides the only lasting solution of both these problems. The Committee also note with concern that the unilaterally dismissive attitudes of the Department of Personnel and Training as well as the Ministries of Home Affairs and Finance to the proposals from the Ministry of Defence regarding structured lateral induction and strongly urge the Government to convene an inter-Ministerial Committee to resolve the issue.

25. The Committee find some satisfaction to note that as a result of recent measures taken by the Government/Ministry, the rate of selection of officers has improved to 2234 in 1998 as compared to 1547 in 1997. The Committee, however, impress upon the Government the need for initiating some further short and long term measures urgently i.e. need to review the cadre structure so as to improve upward mobility, need for giving adequate deputation vacancies in select ranks to the Armed Forces, lateral induction of the officers into CPOs and defence related PSUs, a VRS scheme to help officers exit at higher ranks, need to prepare officers for a second career because of their early retirement, making Short Service more attractive etc. to attract youth from all over the country to join Army which will make up the deficiency of officers. The Government should re-examine the feasibility of giving Armed Forces Officers a running pay band on the lines of the Civil Services with rank pay as a separate entity.

Manpower Planning for Junior Commissioned Officers (JCOs) and Other Ranks (ORs)

26. The manpower planning process for Other Ranks keeps in view the existing social environment. The recruitment of Personnel Below Commissioned Officer Rank (PBOR) in the Army is open to all sections of the society irrespective of caste, creed, language, region etc. of the candidates. The Recruitable Male Population (RMP) of various States/Union Territories is the basis for determining/alloting number of vacancies to different zonal recruiting offices and centres of the Army. The total number of Army recruitment centres in the country is 130. This includes 13 HQ recruiting zones, 71 branch recruiting offices and 46 training centres. The RMP comprises of those eligible males who meet the laid down qualitative requirements i.e. educational qualification, physical and medical standards (Annexure-I) and is reckoned as 10% of the male population of each State/Union Territory (Annexure-II).

27. Enquired whether the Government allowed the States where there was a good response to recruit more number of people in the Army over and above the quota prescribed, in case there was a shortfall in some other States, the Defence Secretary stated during the evidence:

“Basically, the quota is divided in terms of recruitable male population. The recruiting officers have the authority to recruit upto that level. From one centre within the State you can make it good but there is no automatic transfer of shortages from one State’s recruitment target to another State’s recruitment target. It cannot be done at the field level. It is only when it comes up to Army Headquarters that the shortfall is allocated elsewhere.”

28. In a written reply, the Ministry have further stated that the unutilised vacancies of low response States are adjusted each year and allotted to high response States during October-November as mid-course correction and subsequently at the end of recruiting year with a view to achieve 100 per cent recruitment target.

The terms and conditions of service for JCOs/ORs applicable at present are as follows:—

(a) **Sepoys:**

- (i) **Group I** - 17 years of colour service extendable by screening and two years in reserve or till attainment of 42 years age, whichever is earlier.
- (ii) **Group II** - 20 years of colour service extendable by 2 years by screening and three years in reserve or till attainment of 48 years age, whichever is earlier.
- (b) **Naik:** 22 years service with colours extendable by 2 years by screening or 49 years of age, whichever is earlier.
- (c) **Havildar:** 24 years service with colours extendable by 2 years by screening or 49 years of age, whichever is earlier.
- (d) **Nb Subedar:** 26 years pensionable service extendable by 2 years by screening or 52 years of age, whichever is earlier.
- (e) **Subedar:** 28 years pensionable service extendable by 2 years by screening or 52 years of age, whichever is earlier.
- (f) **Subedar Major:** 32 years pensionable service extendable by 2 years by screening or 4 years tenure or 54 years of age, whichever is earlier.

The terms of engagement of Pakistan are as under:

Rank	Non-Selected Trades	Selected Trades
(a) Sep	15+8	18+8
(b) NK	18+7	20+5
(c) Hav	21+7	24+5
(d) Nb Sub	24+6	28+3
(e) Sub	28+5	30+3
(f) Sub Maj	34 years service or five years tenure, whichever is earlier.	

(Note - Figures preceding '+' indicate colour service and those succeeding represent liability.)

29. Based on past experience, a revised induction policy in respect of JCOs and ORs, has been implemented from 1992 onwards. It ensures that manning of all field units is at the optimum level. The salient features of the revised induction policy are as follows:

- (a) For every man leaving the service, a trained recruit is available.
- (b) The training period of arms/services is taken into account and induction into the system is done that much in advance to achieve the (a) above.
- (c) Training wastage due to recruits leaving the service on various grounds and unforeseen wastages such as discharge on compassionate/medical grounds and persons leaving the system on account of desertion, inefficiency and indiscipline, are released along with recruitment demand so that the manpower lost on account of these does not affect the strength of units.
- (d) A systematic method has been evolved which takes into account various factors like promotion, number of personnel serving in various service brackets and number of recruits for finalising the yearly induction pattern.

30. Audit of authorised manpower in each arm and service, based on new raisings/disbandment ordered during the previous financial year, is undertaken by the Staff Duty Directorate (SD Dte.) on 01 April every year. This exercise takes approximately three months, and verified figures of authorised manpower, arm and service-wise, is given by the SD Dte. to the AG Branch [Organisation (Org.) Dte.] by mid July. Based on these authorised figures, the anticipated wastages and the training period for new recruits, recruitment vacancies are released by the AG Branch (Org. Dte.) by October/November for the next financial year. Recruitment vacancies for each recruiting zone/branch based on Recruitable Male Population (RMP) of each State are worked out by AG Branch [Recruiting (Rtg. Dte.)] and instructions issued to zonal recruiting offices, so that recruitments can commence from 01 April of the next financial year.

Promotion Prospects

31. The pyramidal structure of the hierarchy is very narrow and results in only the best making it to the higher echelons. An analysis of the percentage of promotional posts available for JCOs/ORs in the Army is as under:

(a) Subedar Major	0.5%
(b) Subedar/Nb Subedar	8%
(c) Havildar	18%
(d) Naik	16%
(e) L/Naik	16%

Review of terms & conditions of Army Personnel Below Officers Rank (PBOR) and their training

32. The terms of engagement of Army personnel below officers rank have been under periodic review since 1950 with a view to attract the best possible manpower from the market and to improve the combat efficiency of the Army as also the lot of the soldiers. Major changes in this regard were effected in 1976 after taking into consideration all important aspects of physical fitness when colour service was increased considerably and reserve liability reduced drastically.

With a view to provide reasonable career in Service while simultaneously maintaining a youthful profile, a proposal with the following terms of reference was received in Ministry of Defence in September, 1994:—

- (a) While restructuring the Service pattern, effort would be made to make the Service as full a career as possible, *i.e.* till 58 years of service, whether employed within or outside the Army.
- (b) Youthful profile of the Army to be maintained.
- (c) Initial engagement for colour service of 7 years with statutory guarantee of second career to those infantry soldiers not being considered for raise/remustering within the Service in para-military forces (PMFs)/civil service.

- (d) In order to reduce the number of personnel for second career, remustering of personnel within the Service from the point of view of cost effectiveness.
- (e) Exit from the Service at various levels to cater for pyramidal structure, has to be governed by a statutory guarantee of a second career.
- (f) Suitable offsetting compensatory measures for personnel proceeding on retirement due to the constraints of Service, prior to full career.
- (g) Overall plan to be cost effective to the defence establishment.

The basis for reducing colour service to 7 years are as under:—

- (a) To maintain balanced and young profile as per Service requirements.
- (b) To effect savings in pension bill.
- (c) It may make available to the PMFs well-trained manpower, thereby considerably reducing their training costs.

33. However, this matter has to be decided in consultation with various nodal ministries like Ministry of Home Affairs (MHA), Department of Personnel and Training (DOPT) and Ministry of Finance.

MHA and DOPT had expressed their reservations on the feasibility of intake of such a large number of Other Ranks into Central Police Organisations (CPOs). Ministry of Finance also did not agree to the setting up of an inter-ministerial expert Committee to examine the problem.

34. In a subsequent written reply, the Ministry of Defence (MOD) have informed that a proposal *inter-alia* for transfer of personnel below officer rank of Army to the Central Police Organisations (CPOs), State Armed Police Forces and India Reserve Battalions (IRABs) after rendering 10 years of service in the Army, was taken up with the Ministry of Home Affairs (MHA). However, MHA has not been favourably disposed to the proposal due to a variety of reasons, *inter-alia*, that the job requirements, ethos and culture of the Central paramilitary forces (CPMFs) are different from those of the Army. However, as MOD felt that the proposal is a feasible proposition, the matter has again been taken up with MHA.

35. In other written replies the Ministry of Defence have informed that the average yearly intake and retirements of Infantry soldiers are about the same. The intake may increase due to new raisings like Rashtriya Rifles or on sanction of additional manpower. The ages of recruitment are from 16 to 25 years. On an average about 9656 Infantry soldiers superannuate every year. The annual intake into para-military forces is 18,280 for Group 'C' and 950 for Group 'D'. Considering the present service conditions of Central para-military forces, it may not be possible to absorb all the infantry soldiers after 7 years of the colour service in CPMFs/civilian service every year because only 10 per cent of the vacancies of CPMFs and other civilian groups 'C' & 'D' are reserved for ex-Servicemen.

36. During oral evidence the Defence Secretary clarified that the 9656 figure is only of Infantry. The total number of Service personnel retiring or being released from active Service would be about 50,000 a year. The fighting arms could not be absorbed in other arms because the other arms already had a corpus. Moreover, the projection of manpower coming out also varied. Sometimes it tended to be bulgy a bit. As regards lateral absorption of retiring Service personnel into State police forces, armed constabulary etc., the Defence Secretary stated:

"The problem is that the States recruit to the State Police Services. Firstly, recruitments in some cases are stopped. They are not recruiting. But when they are recruiting, I think the States have to agree to recruit from this source. From the States angle, when they recruit, they are recruiting inhabitants of that State and they are looking at boys of 17-18 years of age. If every boy of 17-18 years were to be recruited only by the Defence Ministry, I do not know whether the States will readily agree."

The Defence Secretary also stated that in case of soldiers exiting after 7 years of service, the training costs etc. would be relatively higher as compared to the soldiers going after a longer period of service.

37. The Fifth Pay Commission considered the proposal in detail and has recommended that one third of the annual intake into the combat & combat support arms of the Army PBOR should be engaged on a shorter term engagement of 7 years with the provision of their re-mustering into the other supporting arms and services within the Army. The Pay Commission has opined that while the scheme would keep the combat components young, it will save the effort required to find suitable jobs outside the Defence Forces to absorb these short term engaged personnel.

38. In a subsequent written reply, the Ministry of Defence have informed that the Government have not considered favourably any proposal to reduce the colour service from the existing period of 17 years extendable by 2 years by screening in respect of Group I and 20 years extendable by 2 years by screening in respect of Group II sepoys.

39. Recruit training period varies from 44 weeks for Infantry to 18 to 24 months for technical trades/categories. Recruit training comprises basic military training and special corps training. The total training capacity of the Army is 61785 recruits at any time. This aspect is kept in mind while planning recruitment, so that optimum utilisation of training capacity is achieved.

To ensure maintenance of efficiency at a very high level, a trained soldier undergoes various professional training capsules in the unit, or centrally under arm/service arrangements in the training centres, or in training establishments under Army Headquarters. This also prepares individuals for promotion to higher ranks as training is an ongoing process commencing at the level of a Sepoy, and goes on right up to the time of promotion to the rank of Subedar Major.

40. The Committee note that about 50,000 Service personnel who constitute a rich source of trained and disciplined manpower retire or are released from active service every year out of this annual exit of infantry soldiers is 9656. This trained manpower is not being utilised. Moreover, the pension bill of the Service personnel is increasing year after year. As a measure to reduce the pension bill a proposal for transfer of Personnel Below Officer Rank (PBOR) of Army to Central Police Organisations (CPOs), State Armed Police Forces (SAPFs) and Indian Reserve Battalions (RIBs) after rendering 10 years of service in the Army is stated to be under consideration of the Government. The annual intake into para-military forces is 18280 for Group 'C' and 950 for Group 'D'. The Committee recommend that more ex-armed forces personnel should be retrained and absorbed in PMFs besides 10 per cent vacancy already reserved for ex-servicemen and Ministry of Defence should also encourage Private Sector to provide employment to ex-servicemen in their respective organisation on priority basis.

41. The Committee note that the service personnel at lower levels are worried about their future after retirement. The Committee, therefore, recommend that a post retirement training scheme should be formed to help these personnel fitted suitably into the civilian society.

42. The Committee note the Fifth Pay Commission's recommendation regarding engagement of one third of the annual intake into the combat and combat support arms of the Army PBOR on a shorter term of 7 years with the provision of their re-mustering into the other supporting arms and services within the Army. The Committee are, however, do not understand the reasons for the government not considering favourably any proposal to reduce the colour service. Emphasising the need to reduce the pension bill of the Service personnel, the Committee feel that the issue requires an in-depth study and analysis. The Ministry and Army should take some positive initiative to examine the possibilities of implementing all the recommendations of Fifth Pay Commission.

43. The Committee are also of the view that as the recruitment of PBORs in the army is made on the basis of RMP of each State/ Union Territory, the Union Government should take up the matter with State Governments/Union Territories and persuade them to bear the responsibility to provide suitable opening for ex-Servicemen from a State/Union Territory in its police force or armed constabulary. For halting the large scale use of the Army for maintenance of law and order, the Committee recommend that about half of the strength of the para-military forces/Central police organisations officers/personnel and similarly a portion of police force in State(s) should consist of only ex-Army officers/personnel whose services could be utilised, by the State(s) as and when required. It would be an avenue for both employment and continual national service for the Army personnel, and also not require the Army to provide officers/JCOs/ORs to PMFs/CPOs.

Navy

44. Manpower planning policies in the Navy have been formulated depending upon operational and administrative requirements of the Service. The intake planning policy of the Navy is aimed at deciding the number of candidates to be entered into the Navy each year for filling the various posts available in different branches. The number depends on the vacancies lying unfilled, those likely to arise as a result of outgo of serving personnel during the time taken for recruitment and training of new entrants, as well as new posts that may be sanctioned during this period for manning the new ships / facilities which are commissioned. The policy also aims to utilise the recruitment and training infrastructure at the optimum levels by avoiding wide fluctuations in intake during successive years.

Accordingly, intake planning figures are worked out in a long term perspective in consonance with Naval plans, and suitably modified, as necessary, before recruitment actually takes place. While deciding intake levels, the career prospects of the personnel being recruited (based on the batch strength) are also kept in view, the effort being to ensure that comparable promotion prospects are provided to personnel from successive batches.

45. As new ships, submarines, aircraft squadrons and units are commissioned in the Navy, complement sanctions are accorded for manning them. The proposed complement in terms of branch and rank-wise strength of officers & sailors is formulated by Naval Headquarters depending on the role and tasks to be assigned to the concerned unit. For ships and submarines this is governed by the weapons, equipment and machinery fitted onboard, which are to be manned for exploiting the ship during war. In the case of shore-based units this is governed by the organisation structure, functions and workload to be handled. These proposals are examined by the Ministry of Defence (MoD) before sanction for the new posts is accorded. Normally complement sanctions of ships and submarines are not reviewed till they are decommissioned.

46. With the addition of new units, the workload of many of the existing ones such as logistics support units, repair and maintenance organisations (dockyards), training establishments etc. also increases progressively. It, therefore, becomes necessary to augment the sanctioned complement of such units, commensurate with their additional responsibilities/workload. Proposals for augmentation of the complement of such units are considered by the Naval Standing Establishment Committee (NSEC), and based on the recommendations of this committee, Government accord sanctions for the additional posts as necessary.

47. In a written reply, the Ministry of Defence have stated in a meeting held on 29.5.89 in the Ministry, a view was expressed that the norms for sanctioning staff for the Naval units/establishments were liberal and as such there was a need for evolving stricter norms. Pursuant to this decision, an exercise in this regard was undertaken by the then Director (NSEC) and a committee under the aegis of Assistant Chief of Personnel (ACOP) (Civ) was formed in 1990. Consequently, more stringent norms in all categories covering civilians and sailors in the Naval establishments were evolved keeping in view the ground realities.

The norms were formulated after a good deal of study and taking the following four vital aspects into consideration:—

- (a) realities on the ground;
- (b) functional requirements;
- (c) national priorities; and
- (d) effective managerial control.

The norms were approved by the Ministry of Defence on 28 January, 1994 with following main salient features:—

- (a) new norms for peons based on Staff Inspection Unit (SIU) norms;
- (b) norms for clerical staff have been tightened by about 10%;
- (c) safaiwala norms have been tightened by 20 to 30% and are mainly based on SIU norms;
- (d) norms for stenographers based on prescribed guidelines; and
- (e) norms for stewards ashore tightened by about 20%.

Induction of officers

48. The officers are inducted in various branches of the Navy either in Short Service Commission or Permanent Commission. The officers are recruited in executive, engineering, electrical and education branches of the Navy. The Executive Branch has various types of entries such as Cadet Entry (NDA), 10+2 Cadet Entry (Naval Academy) Graduate Special Entry, and Direct Entry (DE) schemes like Naval Armament Inspection cadre, Logistic cadre, Law cadre and ATC cadre. The Engineering and Electrical branches have Cadet Entry, and 10+2 (Tech) Cadet Entry. There is a direct entry scheme to join the Education Branch.

49. The educational qualifications and age limits for entry differ for the various DE schemes. All candidates have to qualify in the interviews conducted by the Service Selection Board and thereafter in a medical examination.

Officers inducted through the cadet entry scheme are granted Permanent Commission. Those who enter through the Direct Entry Schemes may be given either Permanent Commission or Short Service Commission (SSC). SSC involves a tenure of 7 years which may be extended to 10 years subject to requirement and satisfactory record of service.

Navy has the various ranks in officers cadre as detailed below:

Sub Lieutenant
 Lieutenant
 Lieutenant Commander
 Commander
 Commander (Time-scale)
 Captain
 Commodore
 Rear Admiral
 Vice Admiral
 Admiral

Details in respect of qualifying service for promotion in each rank of officers and average time taken in promotion in practice is as under:

(a) Times Scale Promotion		
(i)	Sub Lt. to Lt.	36 months (This period can be reduced up to 12 months and increased up to 6 months depending upon the performance basic training and professional course.)
(ii)	Lt. to Lt. Cdr.	7 years service as Lt.
(iii)	Cdr. (Time scale)	On completion of 20 years of Service.
(b) Selective Promotion		
		As per Regs Navy As per Practice
(i)	Lt. Cdr. to Cdr.	2 years 4-5 years as Lt. Cdr.
(ii)	Cdr. to Capt.	4 years 5 years as Cdr.
(iii)	Capt./Commodore to Rear Admiral	— 4 to 5 1/2 years (9 years as Captain)
(iv)	Rear Adm. to Vice Adm.	— 4 to 5 1/2 years as a Rear Admiral.

Recruitment policy for sailors

50. Candidates are inducted in the Navy in the sailor cadre as Artificer Apprentices (responsible for maintenance and operation of sophisticated electrical and engineering equipment), Direct Entry Matriculates (MER) and Direct Entry Non-Matriculates (NMER) (for logistic support trades). The annual intake is around 2500-3000.

In order to be able to attract sufficient volunteers for entry throughout the various entry schemes, a concerted effort is made to carry out publicity throughout the country and apprise prospective candidates of the career opportunities available in the Navy. Also, suitable attractive advertisements are made in the national newspapers calling for applications from candidates for the various entries.

51. Recruitment in the Navy is made through the Naval Recruitment Organisation based on written examination conducted on All India basis, physical fitness tests and medical examination. No RMP is fixed for any State/Union Territory. There are 20 Navy recruitment centres spread all over the country. Any eligible male who meets the laid down educational, physical and medical standards (Annexure-I) can join the Navy as sailor irrespective of his caste, creed, language, region etc.

As per the current policy, the initial engagement period of Artificers Apprentice is 20 years and for Non-Artificers it is 15 years. On expiry of the initial engagement, sailors may opt for further re-engagement which is granted subject to requirement/satisfactory record of service for 3 years at a time up to 25 years of service and 2 year period thereafter till the age of superannuation.

52. The various ranks in sailors cadre in the Navy are as follows:

- (a) **Artificers**
 - V Class-Artificers
 - Artificers V to IV Class
 - IV to Chief Artificers
 - Master Chief Artificers II
 - Master Chief Artificers I
- (b) **Non-Artificers (Excluding Domestic Branches)**
 - Seaman II
 - Seaman II to Seaman I
 - Seaman I to Leading Seaman
 - Leading Seaman to Petty Officer
 - Petty Officer to Chief Petty Officer
 - Chief Petty Officer to Master Chief Petty Officer II
 - Master Chief Petty Office II to Master Chief Petty Officer I

- (c) **Non-Artificers (Domestic Branches)**
 Seaman II
 Seaman II to Seaman I
 Seaman I to Leading Seaman
 Leading Seaman to Petty Officer
 Petty Officer to Chief Petty Officer
 Chief Petty Officer to Master Chief Petty Officer II
 Master Chief Petty Office II to Master Chief Petty Officer I

53. Details in respect of qualifying service for promotion in each rank of sailors and average time taken in promotion in practice is as under:

(a) **Artificer**

Sl.No.	Rank	Qualifying Service required for promotion at each rank	Average Time taken for Promotion at each rank
1	2	3	4
(i)	Recruit to V Class	04 years trg.	04 yrs.
(ii)	V to IV Class	01 year as V Class	01 year
(iii)	IV to CH ART	06 years as IV Class	07 years as IV Class
(iv)	MC ART II	01 year	02 as CH ART
(v)	MC ART I	04 years as MC ART II	04 years as MC ART II
(b) Non-Artificers (Excluding Domestic Branches)			
(i)	Recruit to	02 years	02 years
(ii)	Sea II to Sea I	01 year as Sea II	01 year as Sea II
(iii)	Sea to LS	02 years as Sea I	02 years as Sea I
(iv)	LS to PO	02 years as LS	03 years as LS
(v)	PO to CPO	03 years as PO	05 years as PO
(vi)	CPO to MCPO-II	02 years as CPO	04-06 years as CPO
(vii)	MCPO II to MCPO I	04 years as MCPO II	05-06 years as MCPO II

1	2	3	4
(c) Non-Artificers (Domestic Branches)			
(i)	Recruit to Sea II	02 years trg.	02 years UT/as recrt
(ii)	Sea II to Sea I	01 year as Sea II	01 year as Sea II
(iii)	Sea I to LS	02 years as Sea I	03 years as Sea I
(iv)	LS to PO	02 years as LS	06-07 years as LS
(v)	PO to CPO	03 years as PO	08-09 years as PO
(vi)	CPO to MCPO II	02 years as CPO	03-05 years as CPO
(vii)	MCPO II to MCPO I	04 years as MCPO-II	05-06 years as MCPO II

54. Ample facilities are extended to sailors to enhance their educational standard and professional career. These include:—

- (a) Conducting classroom instructions on academic subjects during initial training mainly in subjects like English, General Knowledge and Mathematics, in addition to professional/service oriented subjects.
- (b) Periodically, coaching classes in academic subjects are conducted to prepare the sailors to appear for educational and higher education tests required for promotion to higher ranks sailors and Commissioned Officers.
- (c) Leadership and management courses are conducted to improve their supervisory and managerial qualities and skills.
- (d) Provision has also been made to allow them to enhance their civil qualifications through any civil educational institute/university as private candidates.

- (e) Numerous capsule courses such as office management, accountancy, inventory control, catering management, security, computer and other technical courses are conducted at civil institutes.
- (f) Higher rank professional qualifying courses are conducted at various training establishments at different levels to maintain their professional competence and fitness for higher rank promotion in each category/branch.
- (g) A number of Service Technical courses with adequate experience have been equated with civil educational standards for better resettlement prospects.

Training

55. The level of technical sophistication and the complexity of tasks demand highly qualified manpower in the Armed Forces. In-house training schemes that have been developed in the Navy help in continuous development of the human resources.

The Navy has a strong network of training establishments to provide initial training as also in-service specialised courses. The latter are generally linked with promotion. The aim of training is to equip each officer and man for the job, which will be assigned to him. Navy, being a highly technical or technology a place of technical force its officers and men are trained at regular intervals to keep in touch with the latest developments in technology. The basic training to the officers is provided at the Naval Academy, Goa, INS Shivaji (Marine engineering College, Lonewala), INS Vulsura (Electrical and Mechanical Engineering college). The basic training of sailors is carried out at INS Chilka in Orissa. Besides there are various training establishments in Cochin for seamen and aviation sailors. Submarine sailors are trained at Vishakhapatnam. In fact the Southern Naval Command, Cochin is primarily a training command and controls all training establishments and sea training of officers and sailors.

With a view to developing modern training facilities, a Naval Academy at Ezhimala was sanctioned by the Government on 20 June, 1995 at an approximate cost of Rs. 167 crore. The academy is planned to be commissioned in 2001. Development of Infrastructure like power supply, rail head and roads is presently in progress by the State Government.

Air Force

56. The manpower requirements of the Indian Air Force (IAF) are determined by a number of inter-related factors. These are:—

- (a) Defence objectives derived from National Aims and Threat Assessments based on likely aims and military capabilities of potential adversaries.
- (b) The shape and size of the defence services required to fulfil defence objectives.
- (c) Consequent to requirements of organisations, structures, ranks and numbers of combat elements; combat support elements; and logistic support elements.
- (d) Historical traditions underlying Service structures.

57. During the years of expansion of the IAF in the 60s and 70s, establishments of new raisings, equipped mostly with imported systems, were authorised on a tentative basis. This to an extent was inevitable as there was no previous experience to back the operation of such systems. Sanctions for manpower were based on an extrapolation of information obtained from the suppliers. Since the establishments were somewhat tentative and expansion continual, to circumvent manpower figures in some sort of framework the concept of manpower ceiling came into vogue from the year 1973 in the IAF. A ceiling was laid down, and Air Force Standing Establishments Committee (AFSEC) was assigned the task of conducting periodic study of various units in the IAF and to authorise manpower to meet the changing role and task commitments of the units within this overall ceiling. The ceiling continued at this level till 1981, but as there was pressing need to enhance the establishment, in May 1981, the Government asked AFSEC to carry out a detailed examination of Air Headquarters proposals for manpower requirements of the existing and futuristic units of the IAF and to give a ten year projection for planning purpose. The AFSEC recommended upward revision in the manpower ceiling. The notional ceiling was arrived at by providing for an annual growth up to 1990.

58. However, the Ministry of Finance agreed to a growth rate per annum on a straight line basis, along with some additionality in terms of officers, airmen and civilians/non-combatants (Enrolled) [NCs(E)] to cater for some new schemes to 1985. Accordingly, Cabinet Committee on Political Affairs (CCPA) approval was obtained. The revised manpower ceiling for the IAF was last approved by the Government

on 27 August, 1982 which was valid up to 1985. The approval for manpower ceiling expired on March 31, 1985 and no further extension was granted as a ban was imposed on uniformed personnel also. Therefore, the notional manpower approved up to 1990 by the CCPA could not be implemented. At present, there is no manpower ceiling laid down for the IAF.

59. The manpower employed in the Air Force can broadly be classified as aircrew for flying aircraft and helicopters; maintenance staff for the first, second, third and fourth level maintenance of aircraft, helicopters, radars, missiles and other equipment; and logistic and administrative staff engaged in support activities. The aircrew required is directly related to the strength of aircraft and helicopters being operated. The number of maintenance personnel will depend upon the number of systems and sub-systems of aircraft, helicopters, radars, missiles and other equipment and the complexities of such systems and sub-systems. The logistic and administrative personnel required depend upon the number of commands, wings, stations and other units, the quantum and variety of spares to be procured and stored, the number of sources from which equipment and spares have to be procured, and other factors. In general, whenever there is an increase in the number of aircraft, helicopters, radars and other equipment, the manpower requirements also increase though not always in the same ratio.

60. The details of manpower requirement of a unit are finalised in consultation with the Directorate of Personnel Planning at Air Hqrs. This Directorate takes up each case with the Ministry of Defence (MoD) for approval. After approval by the MoD, necessary manpower changes are implemented.

Due to the ban imposed by the Government in January, 1984 on creation of new posts, over the last decade the enhanced manpower needs have been met from within the existing resources of the Air Force. To a large extent these were made up by:—

- (a) the manpower rendered surplus due to phasing out of obsolete equipment;
- (b) effecting general reduction of manpower and using then as matching saving for new equipment;
- (c) internal adjustment; and
- (d) tightening the norms

MANPOWER PLANNING FOR OFFICERS CADRE

61. The details of various types of entry including Short Service Commission for officers in the IAF are at Annexure-III.

Officers of the Flying branch are inducted through exams conducted by the UPSC followed by selection through Air Force Selection Boards. There is reservation for NCC 'C' certificate holders and airmen. In these cases, applications are invited directly by Air Hqrs. and thereafter selection is done by the Air Force Selection Boards. Induction of Ground Duty Officers comprising Administration, Logistics, Accounts, Meteorology Education and Aeronautical Engineering branches is done through Air Hqrs. Applications are invited in such cases directly by Air Hqrs. and finalised through Air Force Selection Boards.

The IAF has the various ranks in officers cadre as detailed below:

Flying Officer
 Flying Lieutenant
 Squadron Leader
 Wing Commander
 Wing Commander (Time-scale)
 Group Captain
 Air Commodore
 Air Vice Marshal
 Air Marshal
 Air Chief Marshal

Substantive promotions up to the rank of Sqn. Ldr. and Wg. Cdr. (T/S) are granted on completion of a specified number of years of service to all officers who satisfy the Qrs, irrespective of the vacancy situation. Promotion to the rank of Wg. Cdr. and Gp. Capt. are based on merit and are on selection, depending on the availability of vacancies. Promotion Boards III and II decide the merit of the empanelled officers for promotion to the rank of Wg. Cdr. and Gp. Capt. respectively. Promotion to the ranks of Air Cmdes. and AVMs. are based on seniority-cum-merit and recommended by Promotion Board I. A Special Board is constituted for recommending officers to the rank of Air Marshal.

Manpower Planning for Airmen

62. In the IAF, candidates in the age group of 16 to 20 years with matriculation as qualification, those within the age group of 16 to 22 years with 10+2 qualification and Diploma in Engineering, and those within age group of 20-25 years with BA/B.Sc. (Hons.), BA/B.Sc. with teaching degree or Diploma and within age group of 20-28 years passed MA/MSc. with IInd class are eligible for enrolment. For Musician (GpZ)

candidates with age group of 17-35 years with ability to read and write English, having knowledge of elementary arithmetic are eligible. Besides he should be proficient in playing one of the musical instruments. The selection is done on All India merit through a written test followed by medical examination. Recruitment in the Air Force is made on All India basis and no Recruitable Male Population (RMP) is fixed for any State/Union Territory. At present there are 13 Airmen Selection Centres in the country. Any eligible male who meets the laid down educational, physical and medical standards (Annexure-I) can join the Air Force as airman irrespective of his caste, creed, language, region etc.

Airmen are eligible for promotion to higher rank on fulfilling the following conditions:

Airman to Leading Aircraftsman	}	After one year from passing out from training institutions subject to passing reclassification test except Ach GD trade.
Leading Aircraftman to Corporal	}	Three years as Leading Aircraftsman or five years total service, whichever is less subject to passing requisite examination.
Corporal to Sergeant	—	Four years as Corporal or ten years of total service for airmen in Gp. X and four years as Corporal or twelve years of total service for airmen in Gp. Y and Z whichever is later.
Sergeant to Junior Warrant Officer	}	On Selection basis with four years as Sergeant or 17 years total service, whichever is later subject to passing requisite examination
Junior Warrant Officer to Warrant Officer	—	On selection basis with two years as Junior Warrant Officer or twenty three years total service whichever is later.
Warrant Officer to Master Warrant Officer	}	On selection basis after twenty eight years total service.

Further promotions are authorised on the basis of availability of vacancies in each trade. Candidates are initially recruited (*w.e.f.* 20 August, 1979) for a period of 20 years. Thereafter, they are granted extension of service for a period of 6 years followed by another tenure of 3 years at a time till they attain the age of superannuation, *i.e.* 57 years, subject to their suitability, willingness and the requirements of Service.

Shortage of Manpower in Armed Forces

63. There are certain shortages in the officer cadre in the Army. The Ministry have stated that the deficiency was about 11868 officers as on 31.3.2001 which was about one-third (25.8%) of the sanctioned strength of the Army. Most of the vacancies are at the level of Major, Captain & below. The reasons for shortages of officers are as follows:

- (a) On an average, about 1.7 lakh candidates appear in the Combined Defence Services examination conducted by the Union Public Service Commission (UPSC) every year. UPSC recommends 13000-14000 candidates. However, a large number of candidates are rejected at Services Selection Board (SSB) level.
- (b) There is a perceived general slide in employment preference of the present day youth in favour of more lucrative and softer jobs as compared to Army because:
 - (i) perception that remuneration is poor, limited promotion prospects, high risk and hazards and inadequate compensation for the same;
 - (ii) disturbance to family life and education of children;
 - (iii) shortage of married accommodation and low rental ceilings, despite provision of married accommodation as an 'entitlement' under terms and conditions of service;
 - (iv) early retirement age;
 - (v) unattractive terms of service offered to subsidiary cadre of Short Service Commissioned Officers who are to look for alternate career after serving for 5 years in the Army.

64. The cadets at the passing out parades have a tendency to opt for supporting Arms and Services in the Army. Infantry and Artillery are less attractive, but Armoured Corps and Air Defence Artillery are more attractive out of Combat Arms. This is because of softer employability.

During the oral evidence, the Defence Secretary stated that the allotment of Combat Arms does not go entirely by the choice of the cadets. It is done on the basis of the merit order of the cadets.

65. At present there is a shortage of 652 officers in the IAF. The Ministry of Defence have stated that the shortages in the Flying Branch and Non-Tech Ground Duty branches will be made good in due course. In the tech. branches, although there has not been a sustained/substantial qualitative drop in induction, it is a fact that Engineering graduates from IITs and other reputed institutions are not opting to join the IAF. In order to overcome the above problems pertaining to low induction, under-mentioned steps are being implemented:

- (a) Concerted publicity drive in Schools, Colleges and Educational Institutions country-wise to increase awareness regarding IAF.
- (b) Project the IAF as a 'quality' service.
- (c) Regular dissemination of information regarding career options to the target group.
- (d) Personal contact with all Training and Placement Officers of Educational Institutions.
- (e) Regular motivational lectures are being conducted in all Educational Institutions with special emphasis on Engineering Colleges.
- (f) Conduct of preliminary Screening Tests in Units all over the country to provide easy access.
- (g) Use of all forms of media to improve the image of the IAF.

As on 30.4.2001 there were 3748 vacancies in airmen cadre in the IAF. There is a higher wastage rate for technical trades due to good job prospects in the civil sector for trained and experienced technicians. The requirement for Rad Fit has gone up due to induction of new radars and communication equipments. The shortages have been catered for in the revised induction plan for the years 1999 to 2004 issued in January, 2001 and the deficiencies will be made up.

66. The total sanctioned strength of officers in the Indian Navy is 7840 (as on January 31, 2001) as follows:

(a) General List	
Executive Branch	3398
Engineering Branch	1495
Electrical Branch	1324
Education Branch	294
Medical Branch & Dental	403
(b) Special Duties list	926

At present there is a shortage of 979 officers in the Navy.

The total sanctioned strength of sailors is 47837 (as on January 31, 2001). There is a shortage of 8920 sailors in the Indian Navy.

There is a sizable deployment of civilians in the Indian Navy. The Navy has got a sanctioned strength of 48202 civilian personnel who are mainly working in naval dockyards, naval store depots and other shore establishments, etc.

67. The Committee view that strength of a nation depends on the strength of its Armed Forces. Even the economic and foreign policies must have strong military backing. The battlefield environment is changing fast. It is becoming highly technical. Failure to achieve the objective assigned to an Armed Force(s) officer could have greave and far reaching consequences. Therefore, an Armed Force(s) officer must not only be a first class brain but also has the fighting spirit. Candidates having these qualities do not find it an attractive and remunerative career as due to economic liberalisation, the cost and standards of living of the people have increased. Pay and perks have become an important driving factor for selection of a career. The private enterprise is prepared to pay attractive pay and perquisites to the competent. A career in the Armed Forces is unattractive also due to the reasons of field tenure, long separation from the family, maintenance of double establishment, housing and children's education problems, stagnation in promotion because of steep pyramidal structures etc. Due to the above factors there are shortages in the officer cadre of the Armed Forces. The situation is

grim particularly in the Army where shortage is to the extent of about one-third of the sanctioned strength of officers. This is really a matter of serious concern particularly in view of the fact that most of the vacancies are in the ranks of Major, Captain and below in the Army and their equivalent ranks in the other two Armed Forces which is the fighting element of the officer class in the Armed Forces.

68. The Government should take effective steps for implementation of the proposal that whoever enters the Government service including Public Sector Undertakings etc., either State or Central, must compulsorily serve in the Armed Forces for a minimum period of two/three years. Alternatively, the Government may consider giving incentives in promotional avenues, place of posting etc. to those who enter the Government service, after serving a minimum period of two/three years in the Armed Forces.

69. In Army the troops have to be deployed in rugged and inhospitable high altitude terrain having extreme adverse climatic conditions where living and survival is a major problem. In addition to the hostile environment, isolation has an adverse impact on troops operating in such areas. Many medical problems which are never experienced in plains frequently occur there. Many troops deployed there suffer from permanent impairment or disability. Similarly in Navy, personnel who are deployed in ships etc. have to work under adverse conditions. The cadets at the passing out parades have a tendency to opt for supportive arms in the Army instead of combat arms. The Committee observe that for Infantry soldiers there are hardly say two years in five years when they could go to a peace station. Even at a peace station, they are again employed in internal security duty. So there is hardly any time they can stay with their families. The same soldiers are compared to men in supply corps. After the introduction of free ration to the officers, another traumatic situation has arisen. When an officer is posted in the field, he has to maintain two establishments, whereas an officer in the supply corps is very comfortable, he gets everything and lives in peace with his family. During evidence the Defence Secretary has stated that the allotment of combat arms does not go entirely by the choice of the cadets.

70. The Committee are of the view that if the Government do not find out the root cause of the problem, we are not able to raise a force of high standard that would answer the challenge to the nation in the manner and fashion that it ought to and with the required spirit. The Committee, therefore, desire the Government to take necessary measures in this regard. The possibilities of payment of sufficient pay or perks such as combat allowance as an incentive to join combat arms and/or lateral transfer between support element and combat element should also be examined.

Corruption and irregularities in recruitment in the Armed Forces

71. As regards complaints of corruption and irregularities in recruitment in the Armed Forces, the Ministry have in the written replies stated that recruitment of officers and sailors in the Navy is centrally controlled by the Naval Headquarters and is based on all India merit. The Air Force Selection Boards and Recruitment Centres are also centrally controlled and are subject to frequent checks by various agencies. Regarding corruption in the recruitment into Army, the number of complaints received are as follows:—

Year	Number of Complaints
1993	135
1994	184
1995	137
1996	110
1997	134
1998	92
1999	82
2000	102
2001 (till April, 2001)	44

These complaints are investigated and necessary action is promptly initiated against defaulters. There are six such cases including one from 1992 in which disciplinary action is in progress.

72. As regards the steps taken by the Government to check corruption in recruitment into Army, the Defence Secretary during the course of evidence stated:

“The inquiries are made periodically. This is something which we are also disturbed about because these complaints do come and whenever we find that the complaint gives some details which are credible inquiries are held. Some complaints are very bald and you cannot take any action on them, but wherever a complaint seems to be something which is actionable, we ask Army Headquarters to go into it. They do take action whenever they can get to the bottom of it. I cannot say that all cases can be taken to the point of action, but certainly, we look on these complaints seriously and request Army Headquarters also to inquire into and report.”

In a subsequent written reply, the Ministry have stated that from April 1, 1998, all recruitments are carried out in open recruitment rallies. The local branch recruiting office (BRO) is involved only in tendering administrative and logistic supports. The actual recruitment is carried out by a team of officers drawn from other BROs. This system of open rally based recruitment has been adopted primarily with a view to make the system full proof and transparent and also to eradicate corruption. The Government have also ordered to constitute a Task Force consisting of officers of the Ministry and the Army Head Quarters to visit various places to investigate charges of corruption and to take prompt action against the guilty so that corruption in the recruitment is checked.

73. The Committee observe with concern that there have been cases of corruption in recruitment into Army. The Committee are of the view that soldiering is a profession that has to be entrusted to eligible and committed men. The Committee would like the Government to take further necessary steps including harsher punishment to those found involved in irregularities in recruitment into the Army so as to ensure that those who wish to serve in the Army as a call of honour, a location and commitment are not rejected and the candidates fulfilling requisite qualification and standard are selected.

2. INDUCTION OF WOMEN IN THE ARMED FORCES

74. The Army Act, 1950, the Navy Act, 1957 and the Air Force Act, 1950 include provisions enabling enrolment of women in the Armed Forces. Under the relevant provisions of the Acts, the Government have the authority to permit enrolment of women in branches of the Armed Forces to be specified by the Government.

Traditionally, women have been recruited only in the Medical, Dental and Nursing Corps of the Armed Forces, but not in other branches mainly on the consideration of their physical and mental make-up, and also on the consideration of hazards of service in the Armed Forces. In recent times, however, there has been an increasing representation of women in every field of socio-economic activity such as business, administration, professions like medicine, law and so on.

75. In such career avenues women have belied the traditional perception of them and proved that they are at par with men in almost every walk of life involving test of skill, stamina, endurance, administrative acumen or technical expertise. Moreover, many countries around the world have started the induction of women in their Armed Forces.

Taking into consideration in socio-economic and cultural changes and also the changing value systems in our society it was considered that the Armed Forces should not be averse to the idea of inducting women in certain specified areas. In pursuance of this philosophy, in October 1991 a decision was taken by the Government to recruit women in the Navy in non-combatant branches as Short Service Commission Officers mainly on the consideration that in view of their education and social background their adjustment in the officer cadres will be relatively easier. Similarly, decisions in respect of the Army and the Air Force were taken in November, 1991 and January, 1992 respectively.

Army

76. The Ministry have in a written reply stated that the response of women for joining Army as Short Service Commission Officers has been quite encouraging. Between the period from 1993 to 16th December, 2000 a total of 583 women were commissioned in the Army *viz.* Corps of Engineers (78), Corps of Signals (82), Corps of Electrical and Mechanical Engineers (68), Army Service Corps (Food Scientists and Catering officers) (111), Army Ordnance Corps (Central Ammunition Depots and Material Management) (160), Army Education Corps (54), Judge Advocate General's Department (14), and Intelligence Corps (16).

The response in technical stream has been on low side. The Army has increased the planned intake of women from 50 to 100 per year in non-technical stream, where the response is good. Women entry scheme has since been extended for a further period of 5 years beyond 1997. The tenure of engagement under this scheme has also been extended up to 10 years subject to the officers opting to serve beyond the initial 5 years period.

Navy

77. The response to the scheme for induction of women officers into the Navy, according to the Ministry, has been overwhelming. Initially the induction of women was approved only into Education Branch and Logistics & Law cadres. The first batch of 22 officers was recruited into the Navy in July, 1992 from amongst more than 10000 applicants. In 1993, approval was accorded to induct women officers in the Air Traffic Control cadres also.

The Short Service Commission is for 7 years extendable to 10 years. No special status is conferred on women for entry. They compete with short service male candidates on open merit. Vacancies are filled in the order of merit based on marks obtained in Service Selection Boards (SSBs). Some modifications have been made in the SSBs tests to suit women. For the time being, women officers are not permitted to serve onboard ships or go to sea for afloat training. The Ministry have stated that women officers have not found any difficulty in adopting to the Naval environment and their performance has been satisfactory. In August, 1998, Government have approved induction of women in all branches/cadres of the Indian Navy.

Air Force

78. In the Indian Air Force 10 per cent of the cadre vacancies of Flying and Technical Branches and 15% of Cadre Vacancies of Non-Technical ground duty branches are at present filled by women officers only. Between the period from 1993 to April, 2001, a total of 429 women were inducted in Air Force on Short Service Commission basis, both in non-technical ground duty branches and technical branches including selected combatant branches. The women have been inducted in Administration Branch (104), Education Branch (23), Logistics (41), Accounts Branch (23), Meteorology Branch (10), Flying Pilots (Transport & Helicopter Streams) (46), Technical branches (110) and Administration (Air Traffic Control and Flight Control) (72).

For the recruitment of women as officers in the Armed Forces, the required physical standards are comparable to those for lady officers in the Army Medical Corps. Other eligibility conditions are the same as applicable to males as Short Service Commission Officers.

79. The selection of women as officers is done by inviting applications through advertisements in newspapers. The applications are screened by the respective Service Headquarters and the candidates short-listed are sent to SSBs or the Air Force Selection Board, as the case may be, for interview and medical examination. A merit list is drawn up based on the results of SSBs. The Service Headquarters make final selection in order of merit *vis-a-vis* the availability of vacancies. Induction into training courses are made twice a year.

Women officers in the IAF are posted to all units as per their profile, which would ensure proper career progression.

80. During the course of evidence the Committee sought to know the reasons for non-induction of women in combatant branches. The Defence Secretary explained as follows:

“The response may be all right. But, I think, there are some inherent problems in opening it to women. There is not a concrete proposal as of now. But I know that the Navy Chief is thinking of having ladies on board the ship. He has a proposal in his mind. I have some reservations on this because, traditionally, over the centuries, it has always not been found wise to have ladies on board the ship particularly in countries like India. Elsewhere, even in somewhat different societies like that in the United States of America, the Navy has had problems, so much so that one Navy Chief had to take retirement not because of anything that he did but because under him, something went wrong. So, what I am trying to say that there are some obvious problems of having a few women in a predominantly male environment. Once you have enough women, I think, the problem will become easier. But if you have a few women, there is a problem.”

It has been stated before the Committee that traditionally, soldiers do not like/expect women to fight with enemy. Moreover, it is more demoralizing if women are taken as prisoners-of-war.

81. The Committee are happy to note that women are being recruited in the three Armed Forces into selected non-combatant branches of the Army, all branches of the Navy and selected non-combatant and combatant branches of the Indian Air Force as Short Service Commission Officers and on the whole they have been a success. The Committee desire the Government to increase representation of women in the Armed Forces by taking necessary steps including opening up of more non-combatant and combatant branches to them.

3. MANPOWER MANAGEMENT POLICY IN DEFENCE

82. The Manpower management policy, in the Armed Forces, is to maintain a well trained and motivated Armed Forces, at an optimum level of manpower, to carry out their assigned roles, both in war and peace. The size of the forces is dependent on the national military aims and threat perceptions.

The Committee have been informed that in our Armed Forces restructuring of manpower through redeployment and retraining has been made an ongoing exercise, so as to use the existing manpower to the maximum extent possible for filling operational and logistical manpower voids. In order to utilise the available manpower in the most cost-effective manner, the following measures are taken:

Army

Periodic reviews of existing organisations

83. All the existing organisations are subjected to periodic reviews after every four to five years by an expert body called the Army Standing Establishment Committee (ASEC). All reviews are done after prior approval of General Staff Branch. The system of periodic reviews ensures the optimisation of the combat effectiveness of all the organisations, taking into account the weapons profile, the levels of absorption of technology, and the most appropriate manning norms. The manpower saved by this Committee is redeployed for necessary modernisation thereby ensuring optimal utilisation of manpower.

84. From 1985 till September, 1998, the ASEC has carried out 1021 reviews. Salient features of these reviews are as under:

- (a) A balanced establishment is provided for the task in hand and that all personnel included are fully employed.
- (b) An establishment is produced in consultation with the sponsor which is workable from a practical point of view and is also economical in the utilisation of available resources.
- (c) All establishments are critically scrutinised and contain only those elements which are essential.
- (d) There is no duplication of functions.
- (e) The rank of personnel is justified by the responsibility carried or by the technical knowledge required.
- (f) While recommending increase during review of the establishment, ASEC will keep in mind that overall authorised manpower ceiling is not exceeded.

General Staff Reviews are undertaken periodically by the General Staff at the Army Headquarters in order to get an overview of the commitment of manpower for various purposes, *e.g.* operations, training and administration.

85. In addition, major reviews have been carried out to optimise the organisational structure of the Army by constituting the following committees in-house by Army Headquarters:-

- (i) Expert Committee for overall review and rationalisation of the Army in 1989, headed by a Corps Commander. The Committee presented its study in five volumes.
- (ii) Two special committees for review of combat and logistic echelons respectively in 1991, chaired by two different Army Commanders, to validate the recommendations of the expert Committee in detail.

These measures have resulted in generating manpower resources in a phased manner for essential and inescapable modernisation of the Army and improved the overall teeth to tail ratio. In addition, the Government have also been able to fill inescapable voids in operation and logistic formations.

Monitoring of Manpower

86. Constant monitoring of manpower is carried out by the system of checks as follows:

- (a) Sanction Register is maintained by Army Headquarters in respect of all Composition Table Units. All manpower sanction by the CCPA/Cabinet from time to time for the Composition Table Units is entered in this register. The final tally gives the manpower ceiling. The manpower ceiling so fixed by the CCPA/Cabinet is never exceeded.
- (b) A comprehensive audit of manpower for Composition Table Units is carried out by Army Headquarters once in a year as on 31 March for effective monitoring of manpower.
- (c) Manpower is also monitored in statistical terms, using a systems approach. This statistical data pertaining to manpower is made available in the form of periodic publications.

Teeth to Tail Ratio

87. A leaner and more cost-effective Army is targeted by improving the 'teeth to tail' ratio. All field formation Hqrs. up to and including Corps Hqrs., units of arms (*i.e.* Armoured Corps, Artillery, Engineers, Signals and Infantry) and certain intelligence corps units are counted as 'teeth' elements of the Army. The rest of the Army, including all static headquarters, training centres and record offices of all arms are included in the 'tail'.

There has been an improvement in the 'teeth to tail' ratio during the period 1970 to 2000, as indicated below:

	Teeth	Tail
1970	62	38
1980	68.21	31.79
1990	69.98	30.02
1997	72	28
2000	71.43	28.27

Category-wise details of the ratio as in 1990 are as follows:

	Teeth	Tail
Officers	61.86	38.14
JCOs	73.37	26.63
ORs	70.17	29.83
Overall	69.98	30.02

The Committee have been informed that the 'teeth to tail' ratio of the Indian Army is at present one of the best amongst the large Armies of the world. There is no scope to further reduce the 'teeth to tail' ratio as the tail can be reduced up to a certain level but beyond that it is not possible because these are inescapable elements which are required to built up the teeth.

88. India has fourth largest Army in the world. Despite the fact that the Indian Army has at present one of the best 'teeth to tail' ratio amongst the large Armies of the world, the Indian Army spends over 40 per cent on manpower related cost. This expenditure is likely to increase in future. A developing country like India which is hard pressed for resources, can not afford to maintain such a large Army.

89. The Committee recommend that British practice of using jawans as batmen etc. should be stopped forthwith and jawans should be treated in a dignified manner.

90. The Committee impress upon the Government the necessity of taking further steps for developing a leaner and the technologically more sophisticated Army and at the same time to ensure that the country has sufficient number of reserves which could be mobilised quickly in case of any eventuality.

Navy

91. The Committee have been informed that the Navy has a hierarchical command and control system. Performance and optimal utilisation of manpower is monitored at every step; non-performance and low productivity are taken serious note of; corrective steps, wherever called for, are taken without undue delay as part of the administration and monitoring system.

The Navy is pursuing a long-term manpower management policy that places emphasis on optimal utilisation of manpower through restructuring by means of redeployment of manpower resources arising from decommissioned ships/submarines/aircrafts, cutting down of non-essential staff and increasing productivity and efficiency of Naval personnel, particularly those employed at the Naval dockyards and other maintenance establishments.

92. The Navy regularly carries out an internal review of the sanctioned complement *vis-a-vis* any changes in the role/task/load of various units which may take place over a period of time through stringent norms, with a view to achieving the optimal utilisation of existing manpower. This system is stated to be generally working satisfactorily.

In a written reply the Ministry have added that internal reviews of the sanctioned complement of operational shore support centres, training establishments, maintenance and repair organisations, store and other administrative support organisations are also carried out periodically.

93. The sanctioned complement of shore establishments are reviewed based on the changes in their role/task/load, if any, by the respective administrative/operational authorities and by Naval Headquarters. Government approval for extension of civilian manpower is obtained on the basis of these reviews every 2 years. The complements of existing Naval units are to be reviewed by the Naval Standing Establishment Committee (NSEC) at 3 years intervals for augmentation/reduction, as necessary. Till 1989, notwithstanding the ban imposed on creation of new posts, the review of Naval establishments were being regularly carried out by NSEC. From the period January, 1983 till mid 1989 about 220 cases were reviewed of which about 118 cases were cleared, in principle. However, owing to the financial constraints and curbs in manpower growth during the last few years, such reviews by the NSEC had been kept in abeyance.

The reviews of Naval units by NSEC have recommended from July, 1995. Under the new stringent norms, NSEC has undertaken review of 03 cases out of which one case was a test case undertaken on 07 February, 1994 prior to promulgation of new norms. Also, the Committee with a view to achieve efficiency and improving

environmental/living conditions and at the same time achieving economy in manpower and transport, had earlier issued recommendations on the solid waste management including for hospital wastes in the entire Navy. These recommendations have since been approved by Government on 08 October, 1996.

94. The delay in review of cases have been due to late appointment of full time members of MoD and MoD (Fin.) and non receipt of vetted copies of statement of cases. Programme for review of 38 cases of Goa and 65 cases of Kochi/Naval Hqrs. has been approved by MoD and are being progressed and data entry of unit particulars is also being undertaken. 20 cases of units located at Goa and 32 cases of units located at Kochi duly vetted were forwarded to NSEC during 1997-98 and are also pending review.

As on November, 1998, approximately 410 units/establishments are pending review by NSEC for the last 8 years or so due to financial crunch and ban of creation of new posts and non-availability of members of NSEC. After completion of review in these 40 units/establishments, NSEC will go back and start re-reviewing of complement.

95. The Committee are unhappy to note that the functioning of Naval Standing Establishment Committee (NSEC) has not been satisfactory particularly due to the reasons which are otherwise avoidable. The Committee desire the Ministry of Defence to take urgent necessary corrective steps in this regard.

Air Force

96. The Air Force Standing Establishment Committee (AFSEC) has been assigned the task of conducting periodic study of various units of the Air Force and authorising manpower to meet the changing role and tasks/commitments of the units within the overall ceiling. In 1991, the AFSEC norms were revised and manhours in relation to Airmen/civilian technician were increased. The norms for civilian lascars and safaiwalas were also made stringent, in 1995.

97. The Ministry have informed that a special Committee for review of combat echelons was constituted in November, 1992. The report of this Committee was finalised on 30 January, 1995. The study concluded that the Air Force has pruned its establishment in the past to a great extent. Starting with OMPACT (A study carried out by the then

Air Chief Marshal Om Prakash Mehra). Air Force surrendered 10,012 posts between 1973-83. Merger of units yielded 5,206 posts, dis-establishment of D-VINA (Surface to Air Missile - SAM II of erstwhile USSR origin) Sqns. and Air Observation Post Flights (AOP Flts) 6,512 and Cadre Rationalisation Committee 2,845 posts. 2,058 posts from combat échelons were included in the 10% cut in October, 1991. A total of all, 11,756 posts recommended by AFSEC since 1985, have not been released by the Government. From 1984 onwards, 13450 posts have been internally adjusted. The Air Force was thus not in position to surrender any more manpower from its combat echelons. On the contrary, due to ban on creation of posts for the last 17 years, the gap between the establishment and available manpower has increased phenomenally. The shortages, thus, has started effecting the operational efficiency of field units.

The IAF has constituted a Cadre Rationalisation Committee (CRC) to rationalise its manpower as an in-house exercise. One of terms of reference of this Committee is to examine the recommendations made by the special Committee for revision of combat echelons and incorporate relevant aspects of the size, structure and organisation of the combat unit.

Teeth to Tail Ratio

98. Shri Bharat Karnad, Research Professor in National Security Studies, Centre for Policy Research, and Member of the National Security Advisory Board of the National Security Council, in his briefing to the Committee stated as follows:

“The most worrying thing about the Air Force’s manpower structure is the fact that, for its size, it is weighted more on the side of the “tail” rather than the “teeth”. Over-manning is a major problem and the IAF should consider reforms to correct it.”

Citing examples regarding the extent of over-manning, he stated:

“Several studies done in-house by Air Head Quarters over the last several years (the last such having been conducted 4-5 years back) indicated, for example, that a typical IAF MiG-21 squadron is over-staffed by between 20% compared to a similar squadron in the Soviet/Russian and Czech Air Forces.

The manning strength recommended by the Ex-Soviet/Russian suppliers for their radar, for instance, was no more than seven or eight persons (one senior officer of Major's rank, two junior officers and 4-5 JCOs and NCOs) to continuously operate the equipment. The size of the IAF radar crew comprising 34 persons (11 officers plus 23 JCOs and NCOs), however, is five times as large."

He further stated:

"There is no periodic re-prioritisation of tasks, from time to time, involving newer equipments, their technical upkeep and of periodic adjustments in the teeth-to-tail ratio to maintain the force at its fighting best and with very little fat. Thus, inadequate effort is presently going into the emerging and decisive spheres, like avionics and Precision Guided Munitions. In an inordinately high-tech aerial battlefield, the manpower shortfalls in these areas would constitute grave operational weaknesses for the IAF.

The crux of IAF's problem really is that every little accretion in warfighting capability is treated as an ADD-ON, rather than as a REPLACEMENT, eventuating in increased staff strength and in the concurrent enhancement of payroll, allowances and pension burdens, without a proportionate increase in actual operational effectiveness of the force."

99. The Committee also desire Government/the Ministry of Defence/Air Force to take necessary steps urgently to correct and improve teeth to tail ratio in the IAF.

Ageing Armed Forces

100. In the Army, an officer today gets the command of a battalion at the age of about 42 years. The comparative age profile of battalion commanders in Pakistani and Chinese armies is 37 years and 40 years, respectively. The Ministry have stated that it will be wrong to conclude that officers at the age of 42 years will perform less efficiently as battalion commanders. A commanding officer has to attain adequate maturity to win the confidence and respect of those under his command, including JCOs in order to lead them in war or warlike situation. A system exists in the Army to ensure that only fit officers are placed in command.

Regarding the difference of 5 years in the age profile of battalion commanders of India and Pakistan, the Ministry have in a subsequent written reply stated that the Pakistan Armed Forces have an assured quota in lateral absorption both in middle and higher ranks.

This creates more vacancies for faster promotions as superseded officers exit from the main cadre after being absorbed in PSUs and similar jobs.

101. Recently an increase of two years has been made across the board in ages of retirement of all ranks in the Armed Forces. In their written reply, the Ministry of Defence have informed:

'The Fifth Central Pay Commission (CPC) had examined the issue of age of retirement of Defence Service personnel. It did not recommend any increase in the ages of retirement in general for Service officers. However, keeping in view the fact that it recommended an increase of two years in the general age of retirement for civilians, it recommended an additional weightage of two years in qualifying service for determining pension entitlement of officers of three Services. In some cases, it also recommended rationalisation of ages of retirement like Judge Advocate General (Army), Naval Armament Inspection Organisation and Naval Law and Education Branch Officers.

The recommendations of the CPC were considered by the Chiefs of Staff Committee (CoSC). With respect to the ages of retirement, the Chiefs of Staff Committee had pointed out to MoD that IAMR consultants appointed by the CPC had categorically recommended to the CPC the need for enhancement of two years at each rank in respect of the Armed Forces. The argument given by the CPC in not accepting the recommendations of their consultants was not acceptable to CoSC. They reiterated that it was the responsibility of the Services Chiefs to keep their forces fighting fit. If they considered that such an increase would not impinge on the fighting efficiency, their recommendation need to be accepted. The views of Services Hqrs. were communicated by Ministry of Defence (MoD) to the Department of Expenditure for discussion in the Empowered Committee. However, the Empowered Committee felt that it should be left to the MoD to take a decision after consideration of all aspects inspite of negative recommendations given by the CPC. When the proposal was initiated by Department of Personnel and Training (DoPT) for enhancement of two years in the ages of retirement for Central Government employees, the three Services Hqrs. were consulted regarding the proposal.

The Principal Personnel Officers' Committee (PPOC) once again reiterated that the ages of retirement of all ranks in the Armed Forces be increased by two years, and the following advantages would be realised:

- (i) An increase of two years across the board in ages of retirement of all ranks will not upset the dynamics of cadre management.
- (ii) Retention of trained manpower for longer periods.
- (iii) Overall financial saving in respect of manpower-related infrastructure.
- (iv) Economic security to serving personnel.
- (v) Partial offsetting of the existing shortages of officers.
- (vi) Reduction in pension bill.

Accordingly, the proposal of the Services Hqrs. for enhancement of age of retirement by two years for Armed forces personnel across the board was mooted along with that for the civilian employees and DoP&T placed a composite paper for consideration of the Cabinet.

102. The Cabinet, in its meeting held on 12 May, 1998 considered the note dated 11.5.1998 from the DoPT regarding extension of age of superannuation in the Central Government and approved the proposal contained in the note. The operative part of the note which was approved by the Cabinet is "the age of retirement for civilian employees be raised by two years except for those already retiring at 60 years; increase in the retirement age by two years in the Armed Forces and the Central Police Organisations". The Government order for civilian employees was issued by DoPT on 13.5.1998. DoP&T order stipulated that the age of retirement of personnel of the Armed Forces and the Central Para-military Forces be enhanced by 2 years.

Necessary orders and amendments to the respective rules etc., will be issued by the Ministry of Defence and Ministry of Home Affairs, as the case may be, in consultation with the DoP&T.

103. In order to implement the Cabinet decision, Army Hqrs. requested MoD for some time so that they could consult the Commands on the subject. In the meantime, it requested MoD that the Ministry may issue an interim Government letter deferring all retirements due on 31 May, 1998. The matter was processed in the Ministry of Defence and the interim Government orders for the three Services including tri-services (AMC, ADC & MNS) were issued.

Subsequently, Army Hqrs. highlighted the following adverse effects of 1299 officers of select rank not retiring in the next two years:

- (i) **Increased ages of Commanding Officer and Brigade Commanders**— The restricted mobility due to continuance in service by 1299 officers of select rank would lead to increase in ages of command at the cutting edge level of the Battalion and Brigade Commanders. After implementation of impending orders enhancing the retirement age, the overall age profile of Infantry Battalion Commanders is likely to increase. A similar impact is anticipated on the Brigade Commanders also.
- (ii) **Slower Promotions** - At present 879 officers in the select rank stand approve for the next higher rank but they cannot be promoted for the next two years, affecting the morale of officers.

Army Hqrs. have submitted various proposals aimed at mitigating the impact of the enhancement of age of retirement. These cover Study Leave, Stroke Appointment, Release of Offset Vacancies and Lateral Movement to PMF/CPO, civil departments. All these proposals are under examination and processing.

In a subsequent written reply the Ministry have stated that the final Government order enhancing the age of retirement by two years has been issued for the Army, Navy and Air Force.

The Committee have been informed that the colour service and reserve liability on recruitment would remain the same. PBOR can, however, be granted extension of colour service if willing, by two years after screening as per conditions applicable to each rank.

104. The Committee are concerned to note that inspite of the existing age profile of the Armed Forces personnel being on the higher side, an increase of two years across the board has been made in the retirement age of all ranks in the Armed Forces except (i) officers of Armed Forces Medical Services and Remount Veterinary Corps (ii) Naval officers, for which matter is under active consideration of the Government. The Committee are of the view that despite the induction of hi-tech weapons, it is the man behind the machine who still matters in a war. The Armed

Forces personnel have to be physically fit as they, particularly the Army personnel, have to fight a war in varied climatic and geographical areas. The recent increase of two years in the age profile of the Armed Forces personnel is going to adversely affect their fighting capabilities. The age of the Armed Forces personnel, particularly the Army, at the operational level should be lower.

105. The Committee, therefore, impress upon the Government/ Ministry of Defence the necessity of indepth examination of the matter and taking necessary steps to maintain youthful profile of the Armed Forces personnel at operational levels.

4. ARMED FORCES TRAINING INSTITUTIONS

106. The Study Group of Sub-Committee-I of Standing Committee on Defence (1997-98) visited some Armed Forces training institutions. The Study Group was informed that the key factor in human resource management for any organisation is training. This is all the more so for men and officers of the Armed Forces particularly in the context of newly evolving weaponry, armoury, technology and warfare techniques. In no other profession are the penalties for employing untrained personnel so appalling, or so irrevocable, as in the Armed Forces. The training in Armed Forces aims at equipping the soldier with the necessary inputs to make him not only an efficient fighting man but also extremely well informed about national and international developments.

The Armed Forces training institutions are facing the following major problems:

- (a) **shortage of funds:** These institutions are facing shortage of funds. The trainees are, therefore, being provided training through old equipment which results into high rate of snags/break downs. Since the training in these institutions is provided on a time-bound schedule, the shortage of funds impinge on the training being imparted. As all round excellence is the norm demanded in these institutions, any dilution in standards of training is unaffordable.
- (b) **shortage of manpower:** These institutions are facing shortage of manpower. For example, the establishment of the Air Force Academy was laid down in 1970 for 8000 hours. The establishment was revised in 1975. At present establishment requirement is for 18000-20000 hrs. The Academy has been attending to its duties without any increase in its establishment. Similarly, the National Defence Academy has a deficiency of about 50 per cent of academic staff.

107. The Committee feel that training is the key factor in human resource management for any organisation particularly in the Armed Forces in view of newly evolving weaponry, armoury, technology and warfare techniques. The Committee further feel that the Armed Forces training institutions are facing some major problems such as shortage of funds and manpower which impinge on the training being imparted because of time-bound training schedule of these institutions.

108. As any dilution in standards of training is unaffordable in the Armed Forces training institutions, the Committee impress upon the Government the urgency of providing adequate funds to these institutions. The Committee also recommend that the deficiencies of manpower in the Armed Forces training institutions should be made up by releasing additional yearly vacancies over a fixed period.

5. DOWN-GRADING OF ARMED FORCES OFFICERS IN WARRANT/TABLE OF PRECEDENCE

109. The down-grading of the Armed Forces Officers in Warrant/ Table of Precedence after independence of the country (Annexure-IV) is an irritant to the Armed Forces. After the 1962 Indo-China War, the Chiefs of Staff of the three Services were put below the Cabinet Secretary, and Major Generals and equivalent in other Services moved under the Director of Intelligence Bureau. After the 1965 Indo-Pak War, the Chiefs were put below the Attorney General. In 1968, Major General and equivalent in other Services were placed below the Deputy Comptroller and Auditor General. After the 1971 Indo-Pak War, the Chiefs came down under the comptroller and Auditor General and Lt. Generals and equivalent in other Services below Chief Secretaries in States.

110. In their written replies the Ministry have stated that in the Warrant of Precedence of 1947 a Major General was equated to a Joint Secretary, who then had nearly 30 years of service. However, today the equation remains the same, despite the fact that a Joint Secretary reaches the level in 17 to 18 years service as against a Major General, who reaches the stage after 30 years of service. There is no laid down equation below this rank and most of the equivalence are based on adhoc arrangements, and State level Warrants of Precedence. These have also progressively been to the detriment of the Armed Forces.

However, a career in the Armed Forces cannot be compared with the Civil Services. Services are structured to meet the requirements of the job they perform. Reviews are carried out from time to time to assess the changing requirements with time and to suggest corrective measures.

In the Army, an Officer today gets the command of a battalion after 20 to 24 years of service.

On being asked whether the Ministry were satisfied with the situation that any Army Officer got the command of a battalion after 20 to 24 years of service, the Defence Secretary stated as follows during evidence:

"Sir, it is in a way inevitable because the only way that you can bring him in is by curtailing the earlier experience qualification. But the question is even if you bring him earlier, then what happens, because as long as the pyramid operates, then a few make it to that position early. They can neither move up because the pyramid restricts the number of posts above it and till they move up they block the avenues. I mean, there is no firm or final answers to this."

111. Our Armed Forces consist of some excellent human material, almost as good as elsewhere, with a fine professional tradition. Their exemplary performance abroad on various peace keeping missions of the United Nations has further enhanced their image and upheld the honour and prestige of the nation. Our Armed Forces have also rendered invaluable assistance in the time of national calamities and in maintaining law and order during periods of unrest.

112. The Committee note that the Armed Forces provide lesser promotion chances as compared to the Civil Services. The Committee also note that the position is inevitable because of the pyramidal structure of the Armed Forces. Even if the Armed Forces Officers are brought in by curtailing the required experience qualification then a few will be able to reach at higher level posts. But because of the restriction of posts due to pyramidal structure they can not move up further and till they move up they block the avenues.

113. The Committee are fully aware of the physical hardships and risks to life encountered by the men in uniform. The ethos and work culture in the Armed Forces are entirely different. The Committee are of the view that terms & conditions of service of the Armed Forces personnel/officers ought to be considered at their own merit and without comparisons and resultant parties with civilians, police, para-military forces etc.

114. The Committee note that the Armed Forces officers have been downgraded in Warrant/Table of Precedence after independence. Due to the aforesaid reason the honour and prestige bestowed on the Armed Forces personnel by the society has also greatly affected over the years. The Committee takes a very serious view of the trend of down-grading the warrant of precedence of the Armed Forces and strongly recommend that Ministry should take concrete measures to improve the situation. A detailed report on Warrant of Precedence and other matters related there to will follow.

115. After independence, the people of India resolved to constitute their country into a Sovereign Socialist Secular Democratic Republic. In a democratic State the administrative machinery is manned by the civil functionaries. Therefore, after independence downgrading of the Armed Forces officers in Warrant/Table of precedence could not be avoided.

116. The Committee impress upon the Government the utmost necessity of enhancing the social prestige/respect of the Armed Forces personnel. The Committee desire the Government to take necessary steps in this regard. The Army officers/jawans are granted leave very rarely. It is required to be ensured that their family problems/works are attended to by the civilian authorities on priority basis. The Union Government should issue necessary instructions to the State Governments in this regard. The Armed Forces personnel giving their lives fighting insurgents/militants in the country or during peace keeping operations in other countries should be honoured by publishing the roll of honour etc. The Armed Forces personnel returning from peace keeping operations in other countries should be properly honoured. The Government should expedite the setting up of a war memorial and a war museum. The Government should also, in consultation with the State Governments/local authorities take steps for ensuring proper upkeep of war heroes' memorials in different parts of the country.

6. SETTLEMENT OF GRIEVANCES OF ARMED FORCES PERSONNEL

Army

117. The Ministry have stated that well ordered service channels are in existence both statutory and non-statutory, for the redressal of grievances of Army personnel.

Statutory complaint: An officers who deems himself wronged by any superior or other officers, has a right to complain to the Central Government, while Junior Commissioned Officers (JCOs) and Other Ranks (ORs) can complain to the Chief of Army Staff (COAS), under the provisions of Secs. 26 & 27 respectively of the Army Act, 1950. All statutory complaints are made through proper channel. The intermediate superior authority in chain offers his detailed para-wise comments on the complaints. Where redress prayed for is not given, the intermediary authority forwards the complaint along with his comments and recommendations through normal channel to the authority to whom the complaint is addressed for final disposal.

Non-statutory complaint: There are provisions for submitting non-statutory complaint (in addition to statutory complaint) against specific military wrongs. These complaints are not governed by any statute, but are internal arrangements devised by the army to provide an additional avenue for redressel of grievances to Army personnel. These complaints are addressed only to the immediate superior. While in some cases these complaints are disposed at the level of the COAS, in other cases the same are disposed of by an officer two steps superior to the one who has caused grievance.

The details of statutory and non-statutory complaints received from Army Officers during the years 1992-2001 were as follows:

Year	Statutory Complaint	Non-Statutory Complaint	Total
1992	555	507	1062
1993	619	777	1396
1994	759	836	1595
1995	846	828	1674
1996	930	875	1805
1997	1007	720	1727
1998	710	589	1299
1999	540	459	999
2000	685	531	1216
2001 (upto April, 2001)	196	214	410

Navy

118. The Ministry have also intimated the procedure of seeking redressal of grievances in Navy as follows:

Complaints to Higher Authority: (1) If an officer or a sailor thinks that he has suffered any personal oppression, injustice or other ill-treatment or that he has been treated unjustly in any way, he may after due consideration, make complaint in accordance with the laid down regulations.

(2) Any other method of seeking a redress from a superior authority, save those mentioned in these regulations, is forbidden. To whom the complaint shall be made: (i) If the complainant be a commanding officer of an Indian Naval ship, his complaint shall be in writing and addressed to his immediate superior.

(ii) If the complainant be an officer serving in one of Indian Naval ships, his complaint shall be made orally to the commanding officer, in accordance with the Service custom whereby a complainant is to make an oral request to see the commanding officer for that purpose. If the complainant is an officer below the rank of Captain, such request shall be made through the executive officer and if the complainant is not the Head of Department, the request shall be made in the first place to the Head of Department.

(3) If the complainant is serving in a Naval establishment not commissioned as a ship and not under the command of a commanding officer of one of Indian Naval ships, the complaint shall be made orally to his immediate superior.

Explanation - For the purpose of this regulation the term "Naval establishment" shall, in addition to Naval Headquarters and Naval dockyard, include offices of administrative authorities, Naval Officers-in-charge and Resident Naval Officers of ports and Naval Adviser to Indian missions abroad.

(4) If the complainant is an officer who is not serving in Naval establishment, he shall submit his complaint to his immediate superior, either orally or in writing as many be practicable.

(5) If the complainant is a sailor, his complaint shall be made orally to the commanding officer. A request to see the commanding officer shall be made to the executive officers through the complainant's divisional officer and Head of Department. A sailor detached from his ship or establishment shall make his complaint to the officer under whose command he may be at the time.

Assistance to Complainant: If the complainant be an officer of junior rank or a sailor, he may request any officer in his ship to advise and assist him in the statement of his case at all stages. If no such request is made, it shall be the duty of the divisional officer, or such other officer as the commanding officer may detail, to give his assistance. Such officer shall point out to the complainant the rules to be observed by him.

Rules to be observed by the complainant: (1) Complaints shall be confined to a statement of facts complained of and to the alleged consequences to the complainant himself.

(2) Joint complaints by two or more persons are not allowed; each individual shall make his own complaint.

(3) It shall be an offence against good order and Naval discipline to make a complaint either oral or written, which includes a statement of fact which is untrue to the knowledge of the complainant.

(4) It shall be an offence against good order and Naval discipline to make a complaint in terms which comprise language or comments that are disrespectful or insubordinate or subversive of discipline, except in so far as such language or comments are necessary for an adequate statement of the facts.

How the complaint shall be dealt with: (1) On receipt of any complaint, the commanding officer or other officer receiving the same shall satisfy himself that the complaint is made in accordance with the above regulations. He shall then deal with it in the exercise of his discretion as may seem to him right, and cause the complainant to be informed of his decision.

(2) If the commanding officer or the other officer receiving the complaint refuses or is unable to remedy the complaint so made, the complainant may respectfully ask that he may be allowed to make his complaint in writing, and on receiving such request, the commanding officer or the other officer shall give the complainant 24 hours to reconsider the matter. The complainant, while still having the assistance of the officer in his ship, may then address his complaint to the commanding officer or the other officer in writing, who shall then forward the complaint to his next superior officer, together with his own remarks thereon, to be dealt with in accordance with the above sub-regulation (1).

(3) If the complainant is not satisfied with the decision on his complaint, he may request that his complaint be forwarded to the next superior authority and so on to the Chief of Naval Staff to be dealt with in accordance with the above sub-regulations (1) & (2) and finally to the Government and all such requests shall be complied with. The complainant shall be justified in appealing direct to the next superior authority only when the authority to whom such a request is made, has neglected or refused to forward the complaint.

(4) No officer or sailor shall be penalised for having made a complaint in accordance with the laid down regulations.

119. All representations by Naval personnel are made under the statutory provisions laid down in the Regulations for the Navy and therefore all the representations are statutory. Number of representations received from Naval personnel during the years 1993 to 2000 were as follows:

Year	Officers	Sailors
1993	49	01
1994	66	03
1995	56	03
1996	68	03
1997	32	03
1998	56	01
1999	50	01
2000	58	04

Air Force

120. The provision for statutory complaints has been made in sections 26 and 27 of the Air Force Act, 1950. The procedures to deal with such complaints have been laid down in Paras 621 and 622 of the regulations for the Air Force. The final disposal of statutory application submitted by an officer under section 27 of the Air Force Act is done by the Central Government whereas the statutory application under Section 26 of the Air Force Act submitted by airmen are disposed of by the Chief of the Air Staff. A time-frame for processing of these statutory complaints has also been laid down. However, no provision of non-statutory complaints exists in the Air Force.

During the years 1993 to 1998 (up to 30 November) 158 statutory complaints were made by the Air Force officers/airmen.

Miscellaneous

121. Today, we are witnessing a high number of court cases in the Armed Forces which include among others challenges against promotions and challenges against court martial.

During oral evidence, the Defence Secretary explained that the court martial is a military court. There are different levels of court martial which are laid down. The procedure followed in court martial is similar to that of a court in the sense that the persons arraigned have the opportunity to defend themselves and have friends or colleagues to plead for them. Regular proceedings are drawn up and then there are findings. After the findings, the recommendations for penalty are processed through appropriate formations and decisions are taken at appropriate levels. The procedure is all laid down. After that, till there is a representation, it goes up to a higher formation and once that is there, the matter ends.

Court martial is mainly for criminal offences. In addition there are offences of non-criminal indiscretion which are punished by the administrative enquiries/the courts of enquiry. Punishments in such cases are awarded by the competent authorities and redressal is done through representations.

The details regarding the number of court cases relating to Armed Forces during each of the years from 1992 to 2001, Service-wise and year-wise, are as follows:

Year	Number of cases filed		
	Army	Navy	Air Force
1992	1723	13	55
1993	1892	23	84
1994	2289	30	126
1995	2772	34	159
1996	3123	24	254
1997	4214	18	137
1998	4842	40	273
1999	5575	46	348
2000	6024	93	442
2001 (upto April, 2001)	NA	NA	469

A proposal to set up Armed Forces Administrative and Court Martial Tribunal is under consideration in the Ministry of Defence. The proposal aims at providing an alternative remedy to the Service personnel and an appellate forum for speedy redressal of grievances of personnel of all the three Services. The decisions of the tribunal would be subject to the jurisdiction of civil courts.

122. The Committee note the statutory and non-statutory service channels which are in existence for redressal of grievances of the Armed Forces personnel. The Committee also note with concern that the number of the Armed Forces personnel approaching courts to seek redressal of their service grievances is on the increase. The Committee also note that a proposal to set up Armed Forces Administrative and Court Martial Tribunal to provide an alternative remedy to the Armed Forces personnel and an appellate forum for speedy redressal of their grievances is under consideration in the Ministry of Defence.

123. The Committee are of the view that the maintenance of high morale of the Armed Forces personnel is very essential and in order to achieve that it is necessary that the Armed Forces personnel have confidence in their leadership *i.e.* superiors. If there is a tendency to go to an outside agency *i.e.* the courts to seek redress of their grievances, it is apparent that there has been loss of faith in the system. The Committee desire the Government to carry out a thorough review of existing system of redressal of grievances of the Armed Forces personnel and take urgent remedial steps. Efforts should also be made to set up the proposed Armed Forces Administrative and Court Martial Tribunal at the earliest within a fixed time-frame.

124. The Committee recommend that the punishment for service staff for dereliction of duty etc. should not be used on specialised personnel like medical officers and technical staff because loss of morale and humiliation among such personnel can only reduce their efficiency and their usefulness. The Committee also recommend that to improve morale of the fighting forces, operations of the grievance committees should be reviewed.

7. ATTRIBUTION TO MILITARY SERVICE

125. During oral evidence, the Committee pointed out that during their entire service soldiers and officers in the Armed Forces obey the orders of their commanding officer(s). But if a soldier/officer dies on duty, the final decision regarding attribution (of death) to military service is not at the hands of his commanding officer who is well conversant with the position/situation. The attribution (of death/disability) to military service is written in the chain of command but the decision thereon is taken by those persons in the Ministry of Defence who are not acquainted with the ground reality/situation. In some cases there have been lot of delays in the Ministry of Defence in settlement of cases of deaths of Services personnel and consequent payment of pension etc. to their dependents/families.

The Defence Secretary informed the Committee that there have been some cases where the medical boards in the Armed Forces had failed to be objective in their declarations. The Ministry of Defence deal with the cases relating to attribution to military service dispassionately and in terms of the rules.

126. The Committee are of the view that the cases relating to attribution (of death/disability) to military service need and deserve to be dealt with urgently and with compassion. The Committee desire the Ministry of Defence to evolve a procedure so that such cases are finalised urgently, say within three to six months period so that the dependents of soldiers/officers are not put to any inconvenience. The commanding officer's recommendations in such cases should be given adequate weightage.

8. INCULCATION OF NATIONAL PRIDE AMONGST CADETS AND SERVICES PERSONNEL

127. In a written reply, the Ministry have stated that the curricula of the pre-Commission training institutions include teaching of Indian history in general and military history in particular in the form of lectures and presentations. Indian cultural ethos and various facets of the cultural diversity of our nation are taught in the form of cultural activities and cultural shows, in which cadets take part. Inculcation of pride in our national heritage and training to uphold the national pride and ethos is the bedrock of pre-Commission training, which culminates in the oath taken by the cadets at the time of Commissioning as officers of the Armed Forces to uphold the Constitution and safeguard the national security even if it requires supreme sacrifice. Officers in the Armed Forces are exposed to the various aspects of our national history and culture right from the time they join the forces. These subjects are more specific during their initial training but become generalised in their career later as they rise in service and rank.

128. All the training institutions in the Armed Forces give due importance to our ancient history, culture, and heritage. History is one of the subjects which forms part of all promotion and competitive examinations. All important buildings, roads, lecture halls are named after our great leaders. Important sayings and teachings are displayed at all important places like classrooms, lecture halls, important buildings and recreational places.

Another important aspect where Army has given due importance to the above aspects is by establishing National Integration School at Pune where emphasis is on various facets of all religions which promote national integration. In day-to-day curriculum in units, motivational aspects are also emphasised. Especially, in Infantry where recruitment is by and large region based, cultural heritage of that area and historical background get highlighted. Traditions in units are one of the greatest motivational factors. War heroes are remembered and honoured on every special occasion.

129. The curricula at the Naval Academy include subjects like the 'Naval Value System' and 'Naval Orientation' wherein topics like national honour and national pride are assiduously inculcated in fresh, impressionable minds. These are often complemented with extra-

curricular activities wherein plays, skits, shows etc., emphasising national integration, culture, history and traditions are organised. The Academy lays special emphasis on various drills and parades held on national occasions e.g. Republic Day, Independence Day etc., to inculcate an 'esprit de corps' and sense of national pride amongst the cadets.

During the course of evidence on a suggestion by the Committee that the details about the major battles fought in India should be taught in the training institutions for the Armed Forces, the Defence Secretary stated that the military institutions/Services training institutions do teach the tactics and outcome of the doctrine of India, battles of significance including in pre-British time including battles fought between the States. However, the same is not taught in schools, colleges and universities.

130. The Committee note the measures being taken to inculcate national pride amongst cadets and Services personnel. The Committee also note that the details about the major battles fought in the country are taught in the military institutions/Services training institutions. These are not taught in schools, colleges and universities.

131. The Committee desire the Government to make further positive attempts to create confidence, enthusiasm, a sense of sacrifice, a sense of patriotism, a sense of national pride and love for the country among the younger generation and also among the new cadres in the Armed Forces in order to defend the country and its pride. The Government should also make arrangements for teaching of military history of India including major battles fought by national heroes in schools and colleges in the country so as to create motivation and national pride among the people. Electronic media should be fully utilised to spread the gallantry of the soldiers who fought valiantly during Indo-China War of 1962, Indo-Pak Wars of 1965 & 1971 and recent Kargil Conflict of 1999. Public awareness campaign should be launched highlighting our freedom struggle and the achievements of our war heroes during above mentioned conflicts after 1947, so as to create motivation and national pride among our people in general and the youth in particular.

9. UTILISATION OF VACANCIES RESERVED FOR EX-SERVICEMEN

132. In their written replies the Ministry have stated that the Central Government have reserved 10% of Group 'C' posts and 20% of Group 'D' posts for ex-Servicemen. The Central public sector undertakings and nationalised banks provide 14.5% reservation in Group 'C' and 24.5% in Group 'D' posts to ex-Servicemen. Ten per cent posts of Assistant Commandants in para-military forces are also reserved for ex-Servicemen. In Defence Security Corps 100 per cent vacancies are reserved for ex-Servicemen. In addition, most of the State Governments, except Bihar, J&K, Kerala, Meghalaya and Union Territory of Andaman & Nicobar Islands are providing reservations to ex-Servicemen in the State Government jobs. The reservations vary from State to State (Annexure-V). To facilitate their re-employment in Government jobs, other concessions such as relaxation in age and educational qualifications, and exemption from payment of application/examination fees are provided to ex-Servicemen. Ex-Servicemen requiring employment assistance are required to register their names with the respective District Employment Exchange/Zila Sainik Board. Ex-Servicemen depending on their eligibility conditions prescribed for various posts, are sponsored by the Employment Exchanges/Zila Sainik Boards against the requisitions received from the Central Government, State Governments, and nationalised banks which are filled by direct recruitment. As regards the vacancies which are filled on the basis of open competitive examinations, ex-Servicemen are required to compete and qualify for the same. Appointments are not guaranteed to ex-Servicemen against the vacancies reserved for them. Their final selection rests with the employer.

133. As per estimates provided by the Director General of Resettlement (DGR), the position regarding percentage utilisation of vacancies reserved for ex-Servicemen in Central Government jobs during the years from 1986 to 1999 is as follows:—

Year	Percentage of utilisation	
	Group 'C'	Group 'D'
1	2	3
1986	45.67	86.84
1987	31.15	59.75

1	2	3
1988	39.34	63.50
1989	29.45	72.79
1990	28.00	51.15
1991	38.00	44.60
1992	35.24	48.30
1993	36.32	60.26
1994	41.20	51.60
1995	40.74	52.21
1996	56.60	58.53
1997	19.34	58.36
1998	34.77	50.60
1999*	18.78	50.78

*Provisional

The above figures show that the reservations made for ex-Servicemen are not being fully utilised.

One of the important reasons for non-utilisation of vacancies reserved for ex-Servicemen is that the Armed Forces personnel after their release from the Service prefer to accept jobs nearer to their home towns where they can live with their families and also discharge their family obligations. However, the number of Government jobs at the district level is very limited. The response of ex-Servicemen for taking employment away from homes has been generally poor. Moreover, utilisation of the reserved vacancies depends upon the number of vacancies becoming available in a year and the number of eligible ex-Servicemen applying for such vacancies. Though there is a relaxation in age and educational qualifications for ex-Servicemen, it is possible that ex-Servicemen do not meet the recruitment standards.

134. Many ex-Servicemen prefer to set up self employment ventures or get employment through ex-Servicemen security agencies to ex-Servicemen corporations, as they are not required to pass any recruitment test for such employment. The utilisation of reservations for ex-Servicemen in public sector undertakings had been low. At the instance of the Ministry of Defence, instructions were issued by the Department of Public Enterprises to all the PSUs to employ the security services from the ex-Servicemen security agencies sponsored by the DGR. As a result, the number of ex-Servicemen getting employment through such agencies has considerably increased from only 650 in the year 1993 to around 42838 at present. In nationalised banks utilisation of ex-Servicemen reservations in Group 'D' is quite high. The utilisation of reserved vacancies in group 'C' in nationalised banks has considerably improved from 27.7% in 1989 to 100% in 1995 and 90.4% in 1997 (However it was extremely low at 15% during 1996). The utilisation of vacancies in 1999 in Group 'C' posts was 49.7% and in Group 'D' posts it was 71.5%.

135. The following steps have been/are being taken to improve the utilisation of vacancies reserved for ex-Servicemen:—

(a) The State Governments have been requested for monitoring the utilisation of vacancies reserved for ex-Servicemen and that 'ex-Servicemen Reservation Monitoring Cell' be set up in each State so that maximum number of ex-Servicemen are able to get the benefit of reservation policy and can secure re-employment within their States. Such monitoring cells have been set up by the State Governments of Himachal Pradesh, Tamil Nadu, Uttar Pradesh and also in Union Territory of Chandigarh.

(b) The Department of Personnel and Training (DoPT) were requested by the Ministry of Defence (MoD) to consider following suggestions to ensure protection and proper utilisation of vacancies reserved for ex-Servicemen:—

- (i) Roster points of vacancies reserved for ex-Servicemen be specified in respect of each category.
- (ii) The unutilised reserved vacancies be carried forward to next recruitment year and utilised for ex-Servicemen only.
- (iii) The DGR be authorised to monitor recruitment of ex-Servicemen against the reserved vacancies.

The DoPT have, however, informed the MoD that roster system and carry forward of unutilised vacancies reserved for ex-Servicemen is possible in the case of vertical reservations as in the case of Scheduled Castes/Scheduled Tribes/Other Backward Classes and this is not possible in case of the reservation of ex-Servicemen which is horizontal in nature. The DoPT have further stated that, for the above reason, it is not possible to authorise DGR to check record of recruiting agencies for monitoring reservation for ex-Servicemen. According to the existing instructions there are enough safeguards in this regard as no vacancy reserved for ex-Servicemen, in a post to be filled otherwise than on the results of an open competitive examination, can be filled by the appointing authority by any general candidate. This can be done only after obtaining 'non-availability certificate' from the employment exchange, verification of the non-availability of ex-Servicemen from the DGR and obtaining the approval of the Ministry of Labour.

(c) In the wake of the Judgement of the Supreme Court in Indira Sawhney case there had been some confusion about the continuance of reservation of posts for the ex-Servicemen in view of the ceiling of 50% imposed by the Supreme Court on total reservations, in the context of the reservations made for OBCs on the recommendations of Mandal Commission. This had also affected the recruitment of ex-Servicemen against reserved vacancies. The issue was taken up with the DoPT and necessary instructions were got issued to all the ministries and departments on 04.12.94 clarifying that the existing reservations for ex-Servicemen would continue. The method of adjustment of ex-Servicemen selected against the posts reserved for them without disturbing the ceiling of 50% prescribed by the Supreme Court was also laid down and guidelines issued. The guidelines provided that ex-Servicemen selected under the reservation be adjusted in the appropriate category *viz.* SC/ST/OBC/General category depending upon the category to which he belongs. These guidelines were also circulated to State Governments and other important Central Recruiting Departments such as Banks, P&T, Railways and Department of Public Enterprises, for proper implementation of ex-Servicemen reservations.

(d) Other steps taken to improve the utilisation of reservations for ex-Servicemen are as under:—

(i) Equating the Services trades/qualifications with civil trades/qualifications:

Many ex-Servicemen do not possess requisite qualifications/standards prescribed for various jobs in civil employment. The Ministry of Defence are continuously pursuing the matter with the concerned agencies for recognising and equating Services trades/qualifications with civil qualifications so that more and more ex-Servicemen could become eligible for jobs under reserved categories in civil departments. Out of 609 Services/trades qualifications of Army, Navy and Air Force, 516 have been equated with the civil trades/qualifications and efforts are on to equate more such trades with the civil trades but most of the equivalent trades have already been equated.

(ii) Dissemination of information relating to job opportunities to ex-Servicemen:

The DGR is bringing out periodicals and publishing other literature giving details of various resettlement opportunities available to ex-Servicemen.

(iii) The DGR is also organising weekly special recruitment rallies on all working Friday in DGR's office for assisting ex-Servicemen to get jobs in and around Delhi. Ex-Servicemen who are already registered with any of the Employment Exchanges/Zila Sainik Boards of the country are issued with a card to attend this rally.

(iv) With a view to tap the tremendous scope of employment opportunity in Railways, Banks, P&T and Public Sector Undertakings, matter was taken up with the appropriate authorities in these departments to bring the latest guidelines regarding ex-Servicemen reservations to the notice of all the heads of the departments and appointing authorities under their control for necessary compliance. They have also been advised to indicate the reservations provided for ex-Servicemen by the Central Government in the recruitment notifications/advertisements and job requisitions issued by them.

136. Asked about the reasons for not providing reservation to ex-Servicemen in the State Government jobs in Bihar, Jammu & Kashmir, Kerala, Meghalaya and Union Territory of Andaman & Nicobar Islands, the Defence Secretary explained during evidence:—

“The option in the States exists because when it is a matter of recruitment to a State Government department, to a State public sector undertaking or to the State police, those are the matters which are within the purview of the State and the State Public Service Commission or State Recruitment Boards. In many States, the 50 per cent reservation threshold has been crossed. So, there are also difficulties of fulfilling the reservation completely. The Ministry of Defence have consistently pleaded with the States, including with the State Chief Ministers and the Governors, requesting them to ensure that ex-Servicemen are taken in the correct numbers. Despite this, there are shortfall and the extent to which they absorb ex-Servicemen also differs from State to State depending on what other reservation policies they have. For instance, although the OBC category in Central Government came about lately, States have had similar reservations even before the decision of the Central Government. So, they crossed 50 per cent threshold. There are reservations for handicapped people and so on. As long as it is a post under the State, the ultimate decision making authority vests with the State. Therefore, we can only persuade or prevail upon the States to take them in, which we do.”

The Defence Secretary also stated that the reservation for ex-Servicemen is horizontal. The vertical reservation is that of Scheduled Castes, Scheduled Tribes, other Backward Classes and so on. Against that, the ex-Servicemen are compartment into the same compartment. The DGR, the Rajya Sainik Boards and the Kendriya Sainik Board (under the Chairmanship of the Raksha Mantri and in which Chief Ministers from the States are invitees) monitor the utilisation of ex-Servicemen reservation.

137. The Committee note the concessions being provided by the Central and State Governments to ex-Servicemen for re-employment in Central and State Governments posts. The Committee also note that recruitment to State Governments departments/State public sector undertakings/State police is within the purview of the concerned State Governments/State Public Service Commissions/State

Recruitment Boards and in five States *viz.* Bihar, Jammu & Kashmir, Kerala, Meghalaya and Union Territory of Andaman & Nicobar Islands, reservation is not being provided to ex-Servicemen in State Government jobs. The Committee note with concern the low utilisation of ex-Servicemen reservation. The response of ex-Servicemen for joining para-military forces has been generally poor because the Armed Forces personnel after their release from the Services prefer to accept jobs nearer to their home towns so that they can live with their families and also discharge their family obligations. Many ex-Servicemen prefer to set up self-employment ventures or get employment through ex-Servicemen security agencies or ex-Servicemen corporations. Quite often the States are also not able to absorb the ex-Servicemen or they disregard the reservations. The Committee also note the steps taken to improve the utilisation of vacancies reserved for ex-Servicemen.

38. The Committee recommend that the Government should set up a centralised monitoring system to monitor the utilisation of ex-Servicemen reservation on the lines of the system for monitoring SC/ST reservation. The Committee also desire that the Union Government may consider giving some incentives to State(s) to absorb the ex-Servicemen belonging to the State in its police force/ public sector unertakings and other departments.

NEW DELHI;
August, 13, 2001
Sravana 22, 1923 (Saka)

DR. LAXMINARAYAN PANDEY,
Chairman,
Standing Committee on Defence.

MINIMUM PHYSICAL STANDARD FOR
ENROLMENT INTO THE ARMY

1. Region	States	Height (Cms)	Weight (Kgs)	Chest (Cms)
Western Himalayan Region	J&K, Himachal Pradesh, Punjab Hills (Area South and West of the Inter-State Border between Himachal Pradesh and Punjab and North & East of Road of Mukerian, Hoshiarpur, Garh Shankar, Ropar and Chandigarh), Garhwal and Kumaon.	163	48	77
Eastern Himalayan Region	Sikkim, Nagaland, Arunachal Pradesh, Manipur, Tripura, Mizoram, Meghalaya, Assam and Hill Region of West Bengal (Gangtok, Darjeeling and Kalimpong Districts).	157	48	77
Western Plains Region	Punjab, Haryana, Chandigarh, Delhi, Rajasthan & Western UP (Meerut & Agra Divisions)	170	50	77
Eastern Plains Region	Eastern UP, Bihar, West Bengal and Orissa.	169	50	77
Central Region	Madhya Pradesh, Gujarat Maharashtra, Dadar, Nagar Haveli, Daman & Diu.	167	50	77
Southern Region	Andhra Pradesh, Karnataka, Tamil Nadu, Kerala, Goa and Pondicherry.	165	50	77

2. Minimum physical standards as given below are applicable to the following:—

	Height (Cms)	Weight (Kgs)	Chest (Cms)
(a) Ladakhi	158	50	77
(b) Gorkhas both Nepalese & Indian	157	48	77
(c) Candidates from Andaman & Nicobar Islands, Lakshadweep Group including Minicoy.			
(i) Settlers	165	50	77
(ii) Locals	155	50	77
(d) Tribals of recognised tribal areas	162	48	77
(e) Bde of Guards	173	50	77
(f) Med Arty	170	50	77
(g) Corps Mil Police	173	50	77
(h) Clerks GD/SKT	162	50	77
(i) Sol Tdms	Min. physical standards of the regions given at para 1 above minus 2 cms height, 1 cm. chest and 2 Kgs. weight.		

Note:— Regional physical standards lower than the standards laid down in para 2 (h) above are applicable to Clerical candidates belonging to those regions.

Minimum Educational Qualifications for Enrolment into the Army

Category	Education
1	2
Soldier (General Duty)	SLC/Matric
Soldier (Technical)	SLC/Matric
Soldier (Clerk/SKT)	SSLC/Matric (English and Maths)

1	2
Soldier (Nursing Assistant)	SSLC/Matric (Maths, English & Biology)
Soldier (Trademen)	
(a) General Category	Non Matric
(b) Specified Category	Non Matric
Havildar Education	
(a) Group 'A'	Post Graduate/Trained Graduates
(b) Group 'B'	BA/B.Sc (Matric with English & Maths)
JCOs (Religious Teacher)	Graduate in any discipline in addition to qualification in his own religious denomination.
JCOs (Catering)	10+2 with Science and one year Cookery diploma/certificate from recognised Food Craft Institute.

Minimum Physical Standards for Enrolment into the Navy

	Height (Cms.)	Weight (Kgs.)	Chest (Cms.)
1. Matric Entry Recruits (MER)	157	Weight correlated to Height	Chest proportionate to Height with minimum expansion of 5 Cms.
2. Non Matric Entry Recruits (NMER)	157	Weight correlated to Height	Chest proportionate to Height with minimum expansion of 5 Cm.
3. Artificer Apprentices	152 and above correlated to Age	Weight corresponding height & Age	Chest proportionate to Height with minimum expansion of 5 Cms.

Minimum Educational Qualifications for Enrolment into the Navy

1. Matric Entry Recruits (MER) Matric or equivalent with 55% or above marks in aggregate. Candidates having less than 55% marks in matriculation or equivalent examination are also eligible provided they have obtained 55% or more marks in any higher board examination with Science & Maths.

2. Non Matric Entry Recruits (NMER)
 - (i) Steward Vth standard pass
 - (ii) Cook Vth standard pass
 - (iii) To pass No prescribed educational qualification
 - (iv) Musician VIIIth standard pass with an aptitude for music

3. Artificer Apprentices Matric or equivalent with 60% and above marks in aggregate or 55% and more marks in aggregate in any higher board examination with Science & Maths.

Minimum Physical Standards for Enrolment into the Air Force

	Height (Cms)	Weight (Kgs)	Chest (Cms)
Technical/Non-Technical Trades	152.5	Weight correlated to Height	Expanded Chest of 75 Cms. with expansion of 5 Cms.

Minimum Educational Qualifications for Enrolment into the Air Force

Group	Streams & Trades Description	Educational Qualification
1	2	3
I.	<p>Electronics</p> <p>(a) Missile Fitter</p> <p>(b) Radio Fitter</p> <p>(c) Radar Fitter</p> <p>Electrical</p> <p>(a) Missile Fitter (Electrical)</p> <p>(b) Electrical Fitter trades</p> <p>(c) Instrument Fitter</p> <p>(d) Plant Maintenance Fitter (Electrical)</p> <p>Mechanical</p> <p>(a) Air Frame Fitter</p> <p>(b) Enginer Fitter</p> <p>(c) Weapon Fitter</p> <p>(d) Plant Maintenance Fitter (Mechanical)</p> <p>(e) Missile Fitter (Mechanical)</p> <p>(f) Workshop Fitter 'B'</p> <p>(g) Workshop Fitter 'C'</p>	<p>Passed Intermediate/10+2/ Equivalent with compulsory Mathematics & Physics with Aggregate percentage as Advertised from time to time For Group-I direct entry</p> <p>Or</p> <p>Three Year Diploma in Engineering (Mechanical/ Electrical/Electronics/ Automobile/Computer Science/ Instrumentation Technology).</p>
II.	<p>Electronics</p> <p>(a) Air Defence System Operator</p> <p>(b) Radio Technician</p> <p>(c) Photo Technician</p> <p>Mechanical</p> <p>(a) Safety Equipment Worker</p> <p>(b) Machinist</p> <p>(c) Mechanical Transport Technician</p>	<p>Passed Matriculation/ Equivalent examination with minimum of 60% marks for Mechanical and Electronics Stream except Group-I direct entry trades.</p>

1	2	3
II.	Education Instructor	Passed B.Sc (Mathematics/Physics/Computer Science) with 50% marks and B.Ed.
	OR	
II.	Education Instructor	Passed MA (English)/M.Sc. (Mathematics/Physics/Computer Science) with minimum II Class
II.	(a) Air Field Safety Operator (b) Meteorological Assistant	Passed Matriculation/ Equivalent with minimum of 45% marks.
III.	(a) Clerk General Duties (b) Clerk Pay Accounting (c) Clerk Equipment Account (d) Equipment Assistant (e) Telephonist/RT Operator (f) IAF Police (g) Medical Assistant	Passed Matriculation/ Equivalent with minimum of 45% marks.
IV.	(a) Aircraft Hand General Duties (b) Catering Assistant	Passed Matriculation/ Equivalent with minimum of 45% marks
V.	Mechanical Transport Driver	Passed Matriculation/Equivalent examination with aggregate percentage as advertised from time to time.
VI.	Musician	Should be able to read and write English and have a knowledge of Elementary Arithmetic and proficiency in playing at least one musical instrument out of Trumpet/Bass/Violin/Saxophone/Clarinet/Euphonium/Jazz Drum/Piccolo/Bass Trombone/Keyboard.

ANNEXURE II

RECRUITABLE MALE POPULATION OF VARIOUS STATES

State	RMP
1	2
Uttar Pradesh	16.86%
Bihar	10.29%
Maharashtra	9.29%
West Bengal	8.08%
Andhra Pradesh	7.68%
Madhya Pradesh	7.80%
Tamil Nadu	6.44%
Karnataka	5.23%
Rajasthan	5.25%
Gujarat	4.86%
Orissa	3.66%
Kerala	3.25%
Assam	2.65%
Punjab	2.45%
Haryana	2.01%
Delhi	1.17%
Jammu & Kashmir	0.91%
Himachal Pradesh	0.60%
Tripura	0.32%
Manipur	0.21%

1	2
Meghalaya	0.21%
Goa, Daman and Diu	0.14%
Mizoram	0.08%
Nagaland	0.15%
Sikkim	0.05%
Pondicherry	0.09%
Arunachal Pradesh	0.11%
Chandigarh	0.08%
Andaman & Nicobar Islands	0.04%
Dadra & Nagar Haveli	0.02%
Lakshadweep	0.01%
UT Mahe	0.01%

Note: RMP is based on the final census report of 1991.

Types of Entry	Educational Qualification	
1	2	
Flying Branch		
NDA	16 ¹ / ₂ to 19 years	with Physics and Maths (PC)
CDSE	19 to 23 years	B.Sc Physics &/or Maths or BE (PC).
NCC	19 to 23 years	B.Sc. Physics &/or Maths or BE (PC)
F(P) Women	19 to 23 yrs	B.Sc. Physics and/or Maths or BE (SSC) (Extended to 25 years for CPL holder)
Technical Branch		
Direct Entry	18 to 28 years—Degree in Engineering or AMIE or equivalent with 2 years work experience after B.Sc./M.Sc. in Electronics and Electrical optical science from selected Universities. CPC-Men/SSC-Men & Women).	
University Entry	18 to 28 years Degree in Engineering (PC/SSC)	
Non-Tech Ground Duties Branch		
Administrative	20 to 23 years—I Class Graduate or LLB (3 years) 20 to 25 years—II Class Post Graduate or MBA/PGDBA (2 years full time/2 years part time AICTE approved or LLB (5 years) PC-Men/SSC-Women).	
Accounts	20 to 23 years—I Class Graduate 20 to 25 years—II Class Post Graduate (In subjects as notified in Newspapers) (PC-Men/SSC-Women).	

1	2
Logistics	20 to 23 years–I Class Graduate 20 to 25 years–II Class Post Graduate or MBA/ PGDBA (2 years full time/3 years part time AICTE approved) (PC-Men/SSC-Women).
Meteorology	20 to 25 years–M.Sc. in Physics/Applied Physics/ Meteorology/Geophysics with Meterology and Oceanography/Oceanography with specialisation in Meteorology/M.A./M.Sc in Mathematics or Applied Maths/M. Tech in Atmospheric Science from IIT, Delhi with 50% and above marks. (PC-Men/SSC-Women).
Education	20 to 25 years–M.A./M.Sc with 50% and above marks in English or Psychology or Defence Studies/Mathematics/Physics/Statistics/Computer Science or MBA or PGDBA (2 years full time/3 years part time AICTE approved) with 50% marks with a combination of minimum 2 subjects out of Physics, Maths, Statistics, English, Psychology or Defence Studies at B.A/B.Sc. level. (PC-Men/SSC- Women). 20 to 27 yrs—M.Ed./Ph.D.
SSC for Admin	
Fighter/Air	20 to 23 years–I Class Graduate (SSC-Men) 20 to 25 years–II Class Post Graduate (SSC-Men)
Traffic Controller	20 to 23 years–I Class Graduate (SSC-Men) 20 to 25 years–II Class Post Graduate (SSC-Men)

ANNEXURE IV

SUMMARY OF RANK AND PRECEDENCE OF PERSONS IN
WARRANTS/TABLE OF PRECEDENCE

Sl.	Name of Post	Year					
		1948	1950	1963	1968	1973	1979
1.	Chiefs of Staff	9A	20	22	20	15	12
2.	Cabinet Secretary	15	—	20	19	14	11
3.	Attorney-General	*15	21	24	19	14	11
4.	Comptroller & Auditor General	@13	21	24	22	14	***9A
5.	Secretaries to G.O.I.	15	30	31	28	25	23
6.	Lieutenant General or equivalent rank	16	31	33	29	26	24
7.	Additional Secretaries	17	32	33	30	27	25
8.	Chief Secretaries to State Governments	x18	33	34	30	\$25/ **27	\$23/ **25
9.	Major-General or equivalent rank	19	34	35	32	28	26
10.	Joint Secretary	19	34	35	32	28	26
11.	Director, Intelligence Bureau	19	34	33	30	27	25
12.	Deputy Comptroller & Auditor Generals	—	—	35	xx32	27	25
13.	Director-General(s) PMFs	—	—	—	—	27	25

* Advocate General of India

@ Auditor General of India

x Chief Secretaries to Provincial Governments

xx Placed in the rank 30 by amendment made in the same year

\$ Within their respective States

** Outside their respective States

*** Amendment made after 26.7.1979

ANNEXURE V

RESERVATIONS FOR EX-SERVICEMEN IN STATES

Sl.No.	States/UTs	Reservation in Group(s) in %age			
		'A'	'B'	'C'	'D'
1.	Andhra Pradesh	—	—	2	2
2.	Assam	—	—	2	2
3.	Bihar	—	—	—	—
4.	Gujarat	—	—	10	20
5.	Haryana	5	5	15	15
6.	Himachal Pradesh	15	15	15	15
7.	Jammu & Kashmir	—	—	—	—
8.	Kerala	—	—	—	—
9.	Karnataka	10	10	10	10
10.	Madhya Pradesh	—	—	9	14
11.	Maharashtra	—	—	15	15
12.	Manipur	—	2	3	5
13.	Meghalaya	—	—	—	—
14.	Nagaland	—	—	5	5
15.	Orissa	—	1	1	1
16.	Punjab	14	14	14	14
17.	Rajasthan	—	—	12	15
18.	Sikkim	—	—	15	15
19.	Tamil Nadu	—	—	—	10
20.	Tripura	—	—	2	2
21.	Uttar Pradesh	—	—	1	1
22.	West Bengal	—	—	5	10
23.	Andaman & Nicobar Islands	—	—	—	—
24.	Arunachal Pradesh	—	—	10	20
25.	Chandigarh	—	—	10	20
26.	Delhi	—	—	10	20
27.	Goa	—	—	2	2
28.	Mizoram	—	—	10	20
29.	Pondicherry	—	—	10	20

MINUTES OF THE FIRST SITTING OF THE SUB-COMMITTEE-I
(MANPOWER PLANNING AND MANAGEMENT POLICY
IN DEFENCE) OF THE STANDING COMMITTEE
ON DEFENCE (1996-97)

The Committee sat on Thursday, the 2nd January, 1997 from 1500 hours to 1600 hours.

PRESENT

Shri P. Upendra — *Convenor*

MEMBERS

Lok Sabha

2. Shri Nitish Kumar
3. Shri Banwari Lal Purohit
4. Shri Pratap Singh
5. Shri Hannan Mollah
6. Shri Major Singh Uboke

Rajya Sabha

7. Shri Surendra Kumar Singh
8. Shri K.R. Malkani

SECRETARIAT

Shri V.N. Gaur — *Director*

2. At the outset, the Convenor welcomed the Members of the Sub-Committee-I (Manpower Planning and Management Policy in Defence) to the first sitting of the Sub-Committee and extended them the New Year's greetings.

3. The Sub-Committee then considered the 'List of Points' prepared by the Secretariat and circulated to the Sub-Committee, for obtaining written replies from the Ministry of Defence on the subject 'Manpower Planning and Management Policy in Defence'. The Sub-Committee deliberated over the suggestions made by the Members for inclusion of some additional points in the List of Points.

4. The Sub-Committee directed that additional points in the light of suggestions/views, expressed by the Members during the sitting of the Sub-Committee, might be incorporated in the List for reference to the Ministry for eliciting written replies thereon for consideration by the Sub-Committee.

5. The Sub-Committee decided to meet again in the last week of January, 1997 for taking oral evidence of the representatives of the Ministry of Defence.

6. The Sub-Committee also decided to undertake on-the-spot study visits to Siachen and the National Defence Academy (Khadakvasla) during the first half of February, 1997 for an indepth study and have on-the-spot impression and first hand information regarding the working of the N.D.A. and also the conditions under which the security forces have to work.

The Sub-Committee then adjourned.

MINUTES OF THE SECOND SITTING OF THE SUB-COMMITTEE-I
OF THE STANDING COMMITTEE ON DEFENCE (1996-97)

The Sub-Committee sat on Thursday, the 30th January, 1997 from
1500 hours to 1645 hours.

PRESENT

Shri P. Upendra — *Convenor*

MEMBERS

Lok Sabha

2. Shri Nitish Kumar
3. Lt. Gen. Shri Prakash Mani Tripathi
4. Shri Pratap Singh
5. Shri Hannan Mollah
6. Shri Major Singh Uboke

Rajya Sabha

7. Shri K.R. Malkani

SECRETARIAT

Shri V.N. Gaur — Director

WITNESSES

MINISTRY OF DEFENCE

1. Shri T.K. Banerji — Defence Secretary
2. Shri P.M. Nair — Additional Secretary (N)
3. Shri P.R. Sivasubramanian — FA (DS)
4. Shri H.S. Puri — Joint Secretary (P&C) & (Navy)
5. Shri M.S. Sokhanda — Joint Secretary (Estt.)
6. Shri A.K. Jain — Joint Secretary (G)
7. Smt. Vinod Rai — Joint Secretary (Air)
8. Shri K.G. Goel — Joint Secretary (ESW)
9. Smt. Mala Srivastava — Joint Secretary (TRG) & CAO
10. Shri D. Lahiri — Addl. FA (Do)

2. At the outset, the Convenor welcomed the Defence Secretary and his colleagues to the sitting of the Sub-Committee and invited their attention to the provisions contained in Directions 55 and 58 of the Directions by the Speaker, Lok Sabha.

3. The Sub-Committee heard oral evidence of the representatives of the Ministry of Defence on the points arising out of examination of the subject 'Manpower Planning and Management Policy in Defence'. The evidence was not concluded.

4. A verbatim record of the evidence was kept.

5. The Sub-Committee decided to take further evidence of the representatives of the Ministry of Defence on the subject 'Manpower Planning and Management Policy in Defence' on the 31st January, 1997.

(The Witnesses then withdrew)

The Sub-Committee then adjourned.

MINUTES OF THE THIRD SITTING OF THE SUB-COMMITTEE—I
OF THE STANDING COMMITTEE ON DEFENCE (1996-97)

The Sub-Committee sat on Friday, the 31st January, 1997 from 1100 hours to 1245 hours.

PRESENT

Shri P. Upendra — *Convenor*

MEMBERS

Lok Sabha

2. Shri Nitish Kumar
3. Shri Banwari Lal Purohit
4. Lt. Gen. Shri Prakash Mani Tripathi
5. Shri Pratap Singh
6. Shri Hannan Mollah

Rajya Sabha

7. Shri K.R. Malkani

SECRETARIAT

Shri V.N. Gaur — *Director*

WITNESSES

MINISTRY OF DEFENCE

1. Shri T.K. Banerji — Defence Secretary
2. Shri P.M. Nair — Additional Secretary (N)
3. Shri P.R. Sivasubramanian — FA (DS)
4. Shri H.S. Puri — Joint Secretary (P&C) & (Navy)
5. Shri M.S. Sokhanda — Joint Secretary (Estt.)
6. Shri A.K. Jain — Joint Secretary (G)
7. Shri Vinod Rai — Joint Secretary (Air)
8. Shri K.G. Goel — Joint Secretary (ESW)
9. Smt. Mala Srivastava — Joint Secretary (TRG) & CAO
10. Shri D. Lahiri — Addl. FA (Do)

2. The Sub-Committee resumed evidence of the representatives of the Ministry of Defence on the points arising out of examination of the subject 'Manpower Planning and Management Policy in Defence'.

3. A verbatim record of the evidence was kept.

4. The Sub-Committee decided that, if required, further evidence of the representatives of the Ministry of Defence on the subject 'Manpower Planning and Management Policy in Defence', may be taken on a future date, after visits to a few Defence establishments and centres.

(The Witnesses then withdrew.)

The Sub-Committee then adjourned.

MINUTES OF THE FIFTH SITTING OF THE STANDING
COMMITTEE ON DEFENCE (1998-1999)

The Committee sat on Thursday, the 9th July, 1998 from 1500 hours to 1745 hours.

PRESENT

Sqn. Ldr. Kamal Chaudhry — *Chairman*

MEMBERS

Lok Sabha

2. Shrimati Bhavnaben K. Dave
3. Shri Parvathaneni Upendra
4. Shri Hannan Mollah
5. Shri Pradeep Kumar Yadav
6. Shrimati Reena Chaudhary
7. Shri V. Sathiamoorthy
8. Shri Digvijay Singh
9. Shri Indrajit Gupta
10. Shri Madhukar Sirpotdar

Rajya Sabha

11. Shri K.L. Poswal
12. Shri A. Vijaya Raghavan
13. Shri Adhik Shirodkar
14. Shri S. Peter Alphonse
15. Dr. Raja Ramanna

SECRETARIAT

1. Dr. A.K. Pandey — *Additional Secretary*
2. Shri V.N. Gaur — *Director*
3. Shri K.D. Muley — *Assistant Director*

WITNESSES

MINISTRY OF DEFENCE

- | | | |
|--------------------------------|---|----------------------------------|
| 1. Shri Ajit Kumar | — | Defence Secretary |
| 2. Shri Subir Dutta | — | Addl. Secy. (D) |
| 3. Shri P.M. Nair | — | Addl Secy. (N) |
| 4. Lt. General M.R. Sharma | — | Dy. Chief of Army Staff
(T&C) |
| 5. Lt. General S.S. Grewal | — | Adjutant Gen., Army Hqrs. |
| 6. Lt. General H.S. Bagga, VSM | — | DGO&P |
| 7. Shri R.S. Jassal | — | Joint Secretary (P&C) |
| 8. Shri A.K. Jain | — | Joint Secretary (G) |
| 9. Shri K.G. Goel | — | Joint Secretary (E)/ESW |
| 10. Shri R.P. Bagai | — | Joint Secretary (N) |
| 11. Shri V.P. Sandlas | — | CCR&D (S) |

2. At the outset, the Chairman welcomed the Defence Secretary and colleagues to the sitting of the Committee and invited their attention to the provisions contained in Directions 55 and 58 of the Directions by Speaker, Lok Sabha.

3. The representatives of the Ministry of Defence briefed the Committee on the points arising out of examination of the subject 'Manpower Planning and Management Policy in Defence'. The representatives of the Ministry then explained and elaborated on the queries from the Members.

4. A verbatim record of the evidence was kept.

(The witnesses then withdrew.)

The Committee then adjourned.

MINUTES OF THE FOURTEENTH SITTING OF THE STANDING
COMMITTEE ON DEFENCE (1998-1999)

The Committee sat on Thursday, the 7th January, 1999, from 1500 hours to 1735 hours for hearing the views of experts on subjects 'National Security Council' and 'Manpower Planning and Management Policy in Defence'.

PRESENT

Sqn. Ldr. Kamal Chaudhry — *Chairman*

MEMBERS

Lok Sabha

2. Shrimati Bhavnaben K. Dave
3. Shri Shanta Kumar
4. Shri Suresh Chandel
5. Shri Gaurishankar Chaturbhuji Bisen
6. Dada Baburao Paranjpe
7. Shri Bachi Singh Rawat
8. Shri Parvathaneni Upendra
9. Col. (Retd.) Sona Ram Choudhary
10. Shri Hannan Mollah
11. Shri S. Ajaya Kumar
12. Shri Pradeep Kumar Yadav
13. Shrimati Reena Chaudhary
14. Shri V. Sathiamoorthy
15. Shri Digvijay Singh
16. Shri Madhukar Sirpotdar

Rajya Sabha

17. Shri V.N. Gadgil
18. Shri V. Kishore Chandra S. Deo

19. Shri K.R. Malkani
20. Shri Adhik Shirodkar
21. Dr. Raja Ramanna
22. Shri Kapil Sibal
23. Shri Pritish Nandi

SECRETARIAT

1. Shri R. Kothandaraman— *Deputy Secretary*
2. Shri K.D. Muley — *Assistant Director*

EXPERTS

1. Prof. Brahma Chellaney—Professor for Security Studies, Centre for Policy Research, and Member, National Security Advisory Board.
2. Shri Bharat Karnad — Research Professor in National Security Studies, Centre for Policy Research, and Member, National Security Advisory Board.

2. * * *

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 * * *

3. Thereafter, Shri Bharat Karnad tendered his expert opinion on the subject 'Manpower Planning and Management Policy in Defence' and offered clarifications sought by Members.

(The expert then withdrew)

4. A verbatim record of the proceedings was kept.

(The Committee then adjourned)

MINUTES OF THE EIGHTH SITTING OF THE STANDING
COMMITTEE ON DEFENCE (2001)

The Committee sat on Tuesday, the 17th July, 2001 from 1500 hrs.
to 1600 hrs.

PRESENT

Dr. Laxminarayan Pandey — *Chairman*

MEMBERS

Lok Sabha

2. Shri S. Ajaya Kumar
3. Col. (Retd.) Sona Ram Choudhary
4. Shrimati Sangeeta Kumari Singh Deo
5. Shri Raghuvir Singh Kaushal
6. Shri Mansoor Ali Khan
7. Shri Ashok N. Mohol
8. Shri Hannan Mollah
9. Shri Gajendra Singh Rajukhedi
10. Shri A.P. Jithender Reddy
11. Dr. Col. (Retd.) Dhani Ram Shandil
12. Shri Ramjiwan Singh
13. Dr. Jaswant Singh Yadav
14. Dr. (Smt.) Sudha Yadav

Rajya Sabha

15. Shri S. Peter Alphonse
16. Shri Suresh Kalmadi
17. Shri Kripal Parmar
18. Shri Shanker Roy Chowdhury
19. Shri Adhik Shirodkar
20. Shrimati Ambika Soni

SECRETARIAT

1. Shri Ram Autar Ram — *Joint Secretary*
2. Shri Krishan Lal — *Director*
3. Shri K.D. Muley — *Assistant Director*

At the outset, the Chairman welcomed the Members of the Standing Committee on Defence to the sitting of the Standing Committee on Defence for considering the draft twelfth Report on the subject 'Manpower Planning and Management Policy in Defence' and invited Members to offer their suggestions.

2. During the course of discussion the Members requested that they have some suggestions for inclusion in the draft Report of the Committee on the subject and since the suggestions were not ready with them the same would be conveyed in writing to the Committee later on. On this, the Chairman directed that the Members may send their suggestions in writing latest by the 30th July, 2001 for being incorporated suitably in the draft report of the Committee.

3. The Chairman desired that a sitting of the Committee may be held next month *i.e.* August, 2001 to further consider and adopt the draft report on the 'Manpower Planning and Management Policy in Defence.'

The Committee then adjourned.

MINUTES OF THE NINTH SITTING OF THE STANDING
COMMITTEE ON DEFENCE (2001)

The Committee sat on Monday, the 13th August, 2001 from 1500
hrs. to 1615 hrs.

PRESENT

Dr. Laxminarayan Pandey — *Chairman*

MEMBERS

Lok Sabha

2. Shri Vijayendra Pal Singh Badnore
3. Col. (Retd.) Sona Ram Chaudhary
4. Shrimati Sangeeta Kumari Singh Deo
5. Shri Mansoor Ali Khan
6. Shri Hannan Mollah
7. Prof. Rasa Singh Rawat
8. Shri A.P. Jithender Reddy
9. Shri Madhavrao Scindia
10. Dr. Col. (Retd.) Dhani Ram Shandil

Rajya Sabha

11. Shri Nilotpal Basu
12. Shri Suresh Kalmadi
13. Dr. Raja Ramanna
14. Shri Shanker Roy Chowdhury

SECRETARIAT

1. Shri Ram Autar Ram — *Joint Secretary*
2. Shri Krishan Lal — *Director*
3. Shri K.D. Muley — *Under Secretary*

At the outset, the Chairman welcomed the Members of the Standing Committee on Defence to the sitting of the Standing Committee on Defence for considering the draft twelfth Report on the subject 'Manpower Planning and Management Policy in Defence' and invited Members to offer their suggestions.

2. The Committee considered the draft Twelfth Report on Manpower Planning and Management Policy in Defence.

3. The Members suggested certain additions/modifications/amendments and desired that those be suitably incorporated into the body of the Report. The draft Report was then adopted with amendments.

4. The Committee authorised the Chairman to finalise the Report in the light of verbal and consequential changes and to present the Report to Parliament.

The Committee then adjourned.

APPENDIX I

COMPOSITION OF THE STANDING COMMITTEE ON DEFENCE (1993-94)

Shri Buta Singh — *Chairman*

MEMBERS

Lok Sabha

2. Shri Ayub Khan
3. Shri Nurul Islam
4. Shri Bhupinder Singh Hooda
5. Shri Nandi Yellaiah
6. Shri Rajaram Shankarrao Mane
7. Shri Manikrao Hodalya Gavit
8. Sqn. Ldr. Kamal Chaudhry
9. Shri Vijay Naval Patil
10. Shri Ram Niwas Mirdha
- *11. Shri Umrao Singh
12. Shri Sharad Dighe
13. Prof. Ashokrao Anandrao Deshmukh
14. Maj. D.D. Khanori
15. Shri Yoganand Saraswati
16. Shri Prakash Narain Tripathi
17. Shri B.L. Sharma Prem
18. Shri Jagat Vir Singh Drona
19. Shri Gabhaji Mangaji Thakore
20. Shri Pandurang Pundlik Fundkar
21. Shri Pratap Singh
22. Dr. Mumtaz Ansari

* Nominated *w.e.f.* 26.8.93 *Vice* Shri Sunil Dutt resigned from the Committee.

23. Shri Chhedhi Paswan
24. Shri Abhay Pratap Singh
25. Shri Chun Chun Prasad Yadav
26. Shri Amal Datta
27. Shri Hannan Mollah
28. Shri Indrajit Gupta
29. Shri C. Sreenivasan
30. Maj. Gen. R.G. Williams

Rajya Sabha

31. Shri Misa R. Ganesan
32. Shri Hiphei
33. Shri Suresh Kalmadi
34. Shri R.K. Karanjia
35. Shri Prabhakar B. Kore
36. Shri A. Nallasivan
37. Shri S. Jaipal Reddy
38. Shri Satchidananda
39. Shri Sushil Kumar Sambhajirao Shinde
40. Shri Digvijay Singh
41. Shri Gopalsinh G. Solanki
- *42. Shri K.R. Malkani
- *43. Shri B.B. Dutta

SECRETARIAT

- | | | |
|----------------------|---|----------------------|
| 1. Shri G.L. Batra | — | Additional Secretary |
| 2. Smt. P.K. Sandhu | — | Deputy Secretary |
| 3. Shri Ashok Sareen | — | Under Secretary |

*Nominated *w.e.f.* 24.3.94.

APPENDIX II

COMPOSITION OF THE STANDING COMMITTEE ON DEFENCE (1994-95)

Chairman

*Shri Indrajit Gupta

MEMBERS

Lok Sabha

2. Shri Ayub Khan
3. Shri Nurul Islam
4. Shri Bhupinder Singh Hooda
5. Shri Nandi Yellaiah
6. Shri Rajaram Shankarrao Mane
7. Shri Manikrao Hodalya Gavit
8. Sqn. Ldr. Kamal Chaudhry
9. Shri Vijay Naval Patil
10. Shri Ram Niwas Mirdha
11. Shri Sharad Dighe
12. Prof. Ashokrao Anandrao Deshmukh
13. Shri Umrao Singh
14. Maj. D.D. Khanoria
15. Shri Yoganand Saraswati
16. Shri Prakash Narain Tripathi
17. Shri B.L. Sharma Prem
18. Shri Jagat Vir Singh Drona
19. Shri Gabhaji Mangaji Thakore
20. Shri Pandurang Pundlik Fundkar

*Appointed w.e.f. 23 March, 1995 *Vice* Shri Buta Singh ceased to be Member/Chairman consequent upon his appointment as Minister w.e.f. 10.2.95.

21. Shri Pratap Singh
22. Dr. Mumtaz Ansari
23. Shri Chhedi Paswan
24. Shri Chun Chun Prasad Yadav
25. Shri Abhay Pratap Singh
26. Shri Amal Datta
27. Shri Hannan Mollah
28. Shri C. Sreenivasan
29. Maj. Gen. R.G. Williams

Rajya Sabha

30. Shri B.B. Dutta
31. Shri Misa R. Ganesan
32. Shri Hiphei
33. Shri Suresh Kalmadi
34. Shri R.K. Karanjia
35. Shri Prabhakar B. Kore
36. Shri K.R. Malkani
37. Shri A. Nallasivan
38. Shri S. Jaipal Reddy
39. Shri Satchidananda
40. Shri Sushil Kumar Sambhajirao Shinde
41. Shri Digvijay Singh
42. Shri Gopalsinh G. Solanki
- *43. Shri M.P. Abdussamad Samadani

SECRETARIAT

- | | | |
|-------------------------|---|-----------------------------|
| 1. Dr. A.K. Pandey | — | <i>Additional Secretary</i> |
| 2. Shri G.R. Patwardhan | — | <i>Joint Secretary</i> |
| 3. Shri K.L. Narang | — | <i>Deputy Secretary</i> |
| 4. Shri A.K. Singh | — | <i>Under Secretary</i> |

*Nominated w.e.f. 5 September, 1994.

APPENDIX III

COMPOSITION OF THE STANDING COMMITTEE ON DEFENCE (1995-96)

Chairman

*Shri Sharad Dighe

MEMBERS

Lok Sabha

- **2. Shri Ayub Khan
3. Shri Nurul Islam
4. Shri Bhupinder Singh Hooda
5. Shri Nandi Yellaiah
- ***6. Shri Rajaram Shankarrao Mane
7. Shri Manikrao Hodalya Gavit
8. Sqn. Ldr. Kamal Chaudhry
9. Shri Vijay Naval Patil
10. Shri Ram Niwas Mirdha
11. Prof. Ashokrao Anandrao Deshmukh
12. Shri Umrao Singh
13. Maj. D.D. Khanoria
14. Shri Yoganand Saraswati
15. Shri Prakash Narain Tripathi
16. Shri B.L. Sharma Prem
17. Shri Jagat Vir Singh Drona
18. Shri Gabhaji Mangaji Thakore
19. Shri Pandurang Pundlik Fundkar
20. Shri Amal Datta
21. Shri Hannan Mollah
22. Shri Indrajit Gupta

*Appointed w.e.f. 8 February, 1996 *vice* Shri Indrajit Gupta resigned from the Chairmanship w.e.f. 22 January, 1996.

**Ceased to be a Member of the Committee consequent upon his appointment as Minister w.e.f. 13.09.95.

***Expired on 04.12.95.

23. Shri Pratap Singh
24. Dr. Mumtaz Ansari
25. Shri Chhedi Paswan
26. Shri Chun Chun Prasad Yadav
27. Shri C. Sreenivasan
28. Shri Abhay Pratap Singh
29. Maj. Gen. R.G. Williams
30. Shri Kamaluddin Ahmed

Rajya Sabha

31. Shri B.B. Dutta
32. Shri Misa R. Ganesan
33. Shri Hiphei
- *34. Shri Suresh Kalmadi
35. Shri R.K. Karanjia
36. Shri Prabhakar B. Kore
37. Shri K.R. Malkani
- **38. Shri A. Nallasivan
39. Shri S. Jaipal Reddy
40. Shri M.P. Abdussamad Samadani
41. Shri Satchidananda
42. Shri Sushil Kumar Sambhajirao Shinde
43. Shri Digvijay Singh
44. Shri Gopalsinh G. Solanki
- ***45. Shri R. Margabandu

SECRETARIAT

- | | | |
|-------------------------|---|----------------------|
| 1. Dr. A.K. Pandey | — | Additional Secretary |
| 2. Shri G.R. Patwardhan | — | Joint Secretary |
| 3. Shri K.L. Narang | — | Deputy Secretary |
| 4. Shri A.K. Singh | — | Under Secretary |

*Ceased to be a Member of the Committee consequent upon his appointment as Minister w.e.f. 13.09.95.

**Ceased to be a Member of the Committee consequent upon his retirement from Rajya Sabha w.e.f. 24.7.95.

***Nominated w.e.f. 17.8.95.

APPENDIX IV

COMPOSITION OF THE STANDING COMMITTEE ON DEFENCE (1996-97)

Shri B.K. Gadhvi — *Chairman*

MEMBERS

Lok Sabha

2. Shri Jaswant Singh
3. Smt. Sushma Swaraj
4. Shri Banwari Lal Purohit
5. Shri Baburao Pranjpe
6. Lt. Gen. Prakash Mani Tripathi
7. Shri Rajendra Agnihotri
8. Dr. Chhatrapal Singh
9. Dr. Vallabhbbhai Kathiria
10. Shri Ram Chandra Benda
11. Shri Nihal Chand
12. Col. Sona Ram Choudhary
13. Dr. Mallikarjun
14. Shri Shivraj V. Patil
- *15. Shri Rajesh Pilot
16. Shri P. Upendra
17. Shri P. Namgyal
18. Maj. Gen. Bikram Singh
19. Smt. Nisha Amarsinh Chaudhury
20. Shri H.D. Kumaraswamy
21. Shri Hannan Mollah
22. Shri A. Sampath
23. Shri C. Narasimhan
24. Shri Pratap Singh
25. Shri T. Nagaratnam

*Ceased to be Member w.e.f. 8.10.96.

26. Shri Raja Ram Parasram Godse
27. Shri Nitish Kumar
28. Shri Major Singh Uboke
29. Shri Madhavrao Scindia
- *30. Shri Suresh Kalmadi
- ***31. Shri Bhanu Prakash Mirdha

Rajya Sabha

32. Shri Sushil Kumar Sambhajirao Shinde
33. Shri S. Pter Alphonse
34. Shri Lachhman Singh
35. Shri Satchidananda
36. Shri Surendra Kumar Singh
37. Shri K.R. Malkani
38. Shri Satish Agarwal
39. Shri N. Thangaraj Pandian
40. Shri Adhik Shirodkar
41. Shri Suresh A. Keswani
- **42. Prof. Ram Kapse

SECRETARIAT

- | | | |
|--------------------|---|----------------------|
| 1. Dr. A.K. Pandey | — | Additional Secretary |
| 2. Shri V.N. Gaur | — | Director |
| 3. Shri K.D. Muley | — | Assistant Director |

* Nominated w.e.f. 8.10.96.

** Nominated w.e.f. 5.11.96.

*** Nominated w.e.f. 26.2.97.

APPENDIX V

COMPOSITION OF STANDING COMMITTEE ON DEFENCE (1997-98)

Shri B.K. Gadhvi — *Chairman*

MEMBERS

Lok Sabha

2. Shri Jaswant Singh
3. Smt. Sushma Swaraj
4. Shri Banwari Lal Purohit
5. Shri Baburao Paranjpe
6. Lt. Gen. Prakash Mani Tripathi
7. Shri Rajendra Agnihotri
8. Dr. Chhatrapal Singh
9. Dr. Vallabhbbhai Kathiria
10. Shri Ram Chandra Benda
11. Shri Nihal Chand
12. Col. Sona Ram Choudhary
13. Dr. Mallikarjun
14. Shri Shivraj V. Patil
15. Shri Suresh Kalmadi
16. Shri P. Upendra
17. Shri P. Namgyal
18. Maj. Gen. Bikram Singh
19. Smt. Nisha Amarsinh Chaudhary
20. Shri H.D. Kumaraswamy
21. Shri Hannan Mollah
22. Shri A. Sampath
23. Shri C. Narasimhan
24. Shri Pratap Singh

25. Shri T. Nagaratnam
26. Shri Raja Ram Parasram Godse
27. Shri Nitish Kumar
28. Shri Major Singh Uboke
29. Shri Madhavrao Scindia
30. Shri Bhanu Prakash Mirdha

Rajya Sabha

31. Shri Sushil Kumar Sambhajirao Shinde
- *32. Shri S. Pter Alphonse
33. Shri Lachhman Singh
34. Shri Satchidananda
35. Shri Surendra Kumar Singh
36. Shri K.R. Malkani
- **37. Shri Satish Agarwal
38. Shri N. Thangaraj Pandian
39. Shri Adhik Shirodkar
40. Shri Suresh A. Keswani
41. Prof. Ram Kapse

SECRETARIAT

- | | | |
|--------------------|---|-----------------------------|
| 1. Dr. A.K. Pandey | — | <i>Additional Secretary</i> |
| 2. Shri V.N. Gaur | — | <i>Director</i> |
| 3. Shri K.D. Muley | — | <i>Assistant Director</i> |

* Ceased to be Member w.e.f. 9.9.97.

** Expired on 10.9.97.

APPENDIX VI

COMPOSITION OF THE STANDING COMMITTEE ON DEFENCE (1998-99)

Chairman

Sqn. Ldr. Kamal Chaudhry

MEMBERS

Lok Sabha

2. Shri Rajendrasinh Ghanshyamsinh Rana
3. Smt. Bhavnaben K. Dave
4. Shri Shanta Kumar
- *5. Lt. Gen. (Retd.) N. Foley
6. Shri Gaurishankar Chaturbhuj Bisen
7. Shri Dada Baburao Paranjpe
8. Shri Bachi Singh Rawat
9. Shri Sohanveer Singh
10. Shri Parvathaneni Upendra
11. Smt. Surya Kanta Patil
12. Shri Arvind Tulshiram Kamble
13. Shri Rajesh Pilot
14. Col. (Retd.) Sona Ram Choudhary
15. Shri Ram Narain Meena
16. Shri Gajendra Singh Rajukhedi
17. Shri A. Venkatesh Naik
18. Shri Hannan Mollah
19. Shri S. Ajayakumar
20. Shri Pradeep Kumar Yadav
21. Smt. Reena Chaudhary
22. Shri V. Sathiamoorthy
23. Shri Digvijay Singh

24. Shri Indrajit Gupta
25. Shri H.D. Devegowda
26. Shri Madhukar Sirpotdar
27. Shri Promothas Mukherjee
28. Shri Ramachandran N. Gingee
29. Dr. Subramanian Swamy
30. Shri Sultan Salahuddin Owaisi

Rajya Sabha

31. Shri V.N. Gadgil
32. Shri V. Kishore Chandra S. Deo
33. Shri K.R. Malkani
34. Shri A. Vijaya Raghavan
35. Shri Ish Dutt Yadav
36. Shri Adhik Shirodkar
37. Shri S. Peter Alphonse
38. Sardar Gurcharan Singh Tohra
39. Dr. Raja Ramanna
40. Shri Kapil Sibal
41. Shri Arun Shourie
42. Shri Pritish Nandy
- **43. Shri Pramod Mahajan
44. Shri S. Sivasubramanian
45. Shri Suresh Kalmadi

SECRETARIAT

1. Dr. A.K. Pandey — *Additional Secretary*
2. Shri Harnam Singh — *Joint Secretary*
3. Shri R. Kothandaraman — *Deputy Secretary*
4. Shri K.D. Muley — *Assistant Director*

*Nominated *w.e.f.* 18.3.99 *vice* Shri, Suresh Chandel ceased to be Member.

**Ceased to be a Member of the Committee consequent upon his appointment as Minister *w.e.f.* 5.12.98.

APPENDIX VII

COMPOSITION OF THE STANDING COMMITTEE ON DEFENCE (1999-2000)

Dr. Laxminarayan Pandey — *Chairman*

MEMBERS

Lok Sabha

2. Shri S. Ajaya Kumar
3. Shri Raj Babbar
4. Shri S. Bangarappa
5. Col. (Retd.) Sona Ram Choudhary
6. Smt. Sangeeta Kumari Singh Deo
7. Shri Jarbom Gamlin
8. Shri Indrajit Gupta
9. Shri Raghuvir Singh Kaushal
10. Shri Mansoor Ali Khan
11. Shri Chandrakant Khaire
12. Shri Vinod Khanna
13. Shri K.E. Krishnamurthy
14. Shri A. Krishnaswami
15. Shri Ashok N. Mohol
16. Shri Hannan Mollah
17. Shri Sultan Salahuddin Owaisi
- *****18. Shri Rajesh Pilot
19. Shri Gajendra Singh Rajukhedi
20. Shri Rajendrasinh Rana
21. Prof. Rasa Singh Rawat
22. Shri A.P. Jithender Reddy
23. Shri Madhavrao Scindia
24. Dr. Col. (Retd.) Dhani Ram Shandil
25. Shri Ramjiwan Singh
26. Shri C. Sreenivasan
27. Shri Vaiko
28. Dr. Jaswant Singh Yadav
29. Dr. (Smt.) Sudha Yadav
- ****30. Shri Vijayendra Pal Singh Badnore
- *****31. Smt. Ranee Narah

Rajya Sabha

- ***32. Shri V.N. Gadgil
 33. Shri Suresh Kalmadi
 34. Shri Kapil Sibal
 *****35. Shri Suresh Pachouri
 *36. Shri K.R. Malkani
 ***37. Shri Nilotpal Basu
 38. Shri Adhik Shirodkar
 ***39. Shri Janeshwar Misra
 40. Dr. Raja Ramanna
 41. Shri S. Peter Alphonse
 42. Shri Shanker Roy Chowdhury
 43. Dr. Y. Lakshmi Prasad
 **44. Sardar Gurcharan Singh Tohra
 **45. Shri T.N. Chaturvedi
 **46. Smt. Ambika Soni
 ****47. Shri Nilotpal Basu
 *****48. Shri Janeshwar Mishra
 *****49. Smt. Sushma Swaraj
 *****50. Shri Kripal Parmar
 *****51. Shri Palden Tsering Gyamtso

SECRETARIAT

- | | | |
|-----------------------|---|-----------------------------|
| 1. Dr. A.K. Pandey | — | <i>Additional Secretary</i> |
| 2. Shri P.D.T. Achary | — | <i>Joint Secretary</i> |
| 3. Shri Ram Autar Ram | — | <i>Director</i> |
| 4. Shri K.D. Muley | — | <i>Assistant Director</i> |

-
- * Cease to be a Member of the Committee consequent upon his retirement from Rajya Sabha w.e.f. 27.01.2000.
 ** Nominated w.e.f. 18.02.2000.
 *** Ceased to be a Member of the Committee consequent upon his retirement from Rajya Sabha w.e.f. 02.04.2000.
 **** Nominated w.e.f. 06.04.2000.
 ***** Nominated w.e.f. 24.04.2000.
 ***** Nominated w.e.f. 01.05.2000.
 ***** Ceased to be a Member of the Committee w.e.f. 05.05.2000.
 ***** Nominated w.e.f. 17.05.2000.
 ***** Nominated w.e.f. 17.05.2000.
 ***** Expired 11.6.2000.
 ***** Nominated w.e.f. 06.07.2000.
 ***** Nominated w.e.f. 21.12.2000.