

33

**STANDING COMMITTEE ON DEFENCE
(2016-2017)**

(SIXTEENTH LOK SABHA)

MINISTRY OF DEFENCE

RESETTLEMENT OF EX-SERVICEMEN

THIRTY THIRD REPORT



LOK SABHA SECRETARIAT

NEW DELHI

August, 2017 / Shravana, 1939 (Saka)

THIRTY THIRD REPORT

STANDING COMMITTEE ON DEFENCE

(2016-2017)

(SIXTEENTH LOK SABHA)

MINISTRY OF DEFENCE

RESETTLEMENT OF EX-SERVICEMEN

Presented to Lok Sabha on 10 .08. 2017

Laid in Rajya Sabha on 09.08. 2017



LOK SABHA SECRETARIAT

NEW DELHI

August, 2017 / Shravana, 1939 (Saka)

CONTENTS

PAGE

COMPOSITION OF THE COMMITTEE (2016-17).....	
COMPOSITION OF THE COMMITTEE (2015-16).....	
COMPOSITION OF THE SUB COMMITTEE (2015-16).....	
INTRODUCTION	

REPORT

PART I

Chapter I	Introduction
Chapter II	Servicemen and Ex-Servicemen in Central Para Military Forces and State Police Forces
Chapter III	Re-employment of Ex-Servicemen in Territorial Army
Chapter IV	Welfare Measures for Servicemen and Ex-Servicemen

PART II

Observations/Recommendations

APPENDICES

I to III Minutes of the Sitting of the Sub-Committee of Standing Committee on Defence (2015-16) held on 08.07.2016, 04.08.2016 and 31.08.2016.....	
IV to V Minutes of the Sitting of the Standing Committee on Defence (2016-17) held on 16.01.2017 and 02.08.2017.....	

COMPOSITION OF THE STANDING COMMITTEE ON DEFENCE (2016-17)

Maj Gen B C Khanduri, AVSM (Retd)

-

Chairperson

Lok Sabha

2. Shri Dipak Adhikari (Dev)
3. Shri Suresh C Angadi
4. Shri Shrirang Appa Barne
5. Shri Thupstan Chhewang
6. Col Sonaram Choudhary(Retd)
7. Shri H D Devegowda
8. Shri Sher Singh Ghubaya
- 9.* Shri B. Senguttuvan
10. Dr Murli Manohar Joshi
11. Km Shobha Karandlaje
- 12.♦ Shri Vinod Khanna
13. Dr Mriganka Mahato
14. Shri Rodmal Nagar
15. Shri A P Jithender Reddy
16. Shri Ch Malla Reddy
- 17.+ Shri Rajeev Shankarrao Satav
18. Smt Mala Rajya Lakshmi Shah
- 19.# Shri Partha Pratim Ray
20. Shri Dharambir Singh
21. Smt Pratyusha Rajeshwari Singh
- 22.** Shri G Hari
- 23.\$ Capt Amarinder Singh
- 24.♠ Shri Gaurav Gogoi

Rajya Sabha

1. Shri K R Arjunan
2. Shri A U Singh Deo
3. Shri Harivansh
- 4.^ Shri Rajeev Chandrasekhar
5. Shri Madhusudan Mistry
6. Shri Praful Patel
7. Shri Sanjay Raut
8. Dr Abhishek Manu Singhvi
9. Smt Ambika Soni
10. Dr Subramanian Swamy
- 11.@ Shri Om Prakash Mathur

* **Nominated w.e.f on 13.02.2017**

** **Ceased to be Member of the Committee w.e.f. 13.02.2017**

\$ **Ceased to be Member of the Committee w.e.f. 23.11.2016**

Nominated w.e.f. 02.01.2017

@ **Ceased to be Member of the Committee w.e.f. 10.10.2016**

^ **Nominated w.e.f. 10.10.2016**

♠ **Nominated w.e.f. 28.03.2017**

♦ **Sad Demise of Member on 27.04.2017**

+ **Ceased to be Member of the Committee w.e.f. 28.03.2017**

SECRETARIAT

1. Smt Kalpana Sharma - Joint Secretary
2. Shri T G Chandrasekhar - Director
3. Smt Jyochnamayi Sinha - Additional Director
4. Shri Rahul Singh - Under Secretary
5. Shri Harish Chandra - Executive Assistant

COMPOSITION OF THE STANDING COMMITTEE ON DEFENCE (2015-16)

Maj Gen B C Khanduri, AVSM (Retd)

-

Chairperson

Lok Sabha

- 2 [Shri Suresh C](#) Angadi
- 3 Shri Shrirang Appa Barne
- 4 Shri Dharambir
- 5 Shri Thupstan Chhewang
- 6 Col Sonaram Choudhary(Retd)
- 7 Shri H D Devegowda
- 8 Shri Sher Singh Ghubaya
- 9 Shri G Hari
- 10 Dr Murli Manohar Joshi
- 11 Km Shobha Karandlaje
- 12 Shri Vinod Khanna
- 13 Dr Mriganka Mahato
- 14 Shri Tapas Paul
- 15 [Shri Ch Malla](#) Reddy
- 16 Shri Rajeev Satav
- 17 Smt Mala Rajya Lakshmi Shah
- 18 Capt Amarinder Singh(Retd)
- 19 Shri A P Jithender Reddy
- 20 Smt Pratyusha Rajeshwari Singh
- 21@ Shri Anand Sharma

Rajya Sabha

- 22 Shri K R Arjunan
- 23 Shri Anand Sharma
- 24 Shri Rajeev Chandrasekhar
- 25 Shri A U Singh Deo
- 26 Shri Harivansh
- 27 Shri Vinay Katiyar
- 28 Shri Hishey Lachungpa
- 29 Shri Madhusudan Mistry
- 30* Shri Om Prakash Mathur
- 31 Smt Ambika Soni
- 32 Shri Tarun Vijay

@ Resigned w.e.f. 07.03.2016
* Nominated w.e.f. 25.07.2016

**COMPOSITION OF THE SUB-COMMITTEE OF THE STANDING COMMITTEE ON
DEFENCE (2015-16)**

Shri A.U. Singh Deo

-

Convener

Lok Sabha

2. Shri Thupstan Chhewang
3. Col Sonaram Choudhary(Retd)
4. Shri Rajeev Satav
5. Shri A P Jithender Reddy

Rajya Sabha

6. Shri Harivansh
7. Shri Rajeev Chandrasekhar

INTRODUCTION

I, the Chairperson of the Standing Committee on Defence (2016-17), having been authorised by the Committee, present this Thirty-Third Report on 'Resettlement of Ex-Servicemen '.

2. The Standing Committee on Defence (2015-16) appointed a Sub-Committee to examine and report on the subject 'Resettlement of Ex-Servicemen'. The Sub-Committee took evidence of the representatives of the 127 Infantry Battalion (TA) Eco Garhwal Rifles and Ministry of Defence on 08 July, 2016 and the representatives of the Ex-Servicemen Associations [Indian Ex-Services League, Air Force Association and Disabled War Veterans(India)] on 04 August, 2016. The Standing Committee on Defence took evidence of the representatives of the Ministries of Defence and Home Affairs on 16 January, 2017. The draft Report was considered and adopted by the Committee at their Sitting held on 02 August, 2017.

3. The Committee wish to express their thanks to the officers of 127 Infantry Battalion (TA) Eco Garhwal Rifles, Ex-Servicemen Associations and Ministries of Defence and Home Affairs for appearing before the Committee and furnishing the material and information which the Committee desired in connection with examination of the subject.

4. For facility of reference and convenience, Observations/Recommendations of the Committee have been printed in bold letters in Part II of the Report.

New Delhi;
04 August, 2017
13 Shravana, 1939(Saka)

MAJ GEN B C KHANDURI, AVSM (RETD)
Chairperson
Standing Committee on Defence

REPORT ON RESETTLEMENT OF EX-SERVICEMEN

PART- I

CHAPTER-I

Introduction

The resettlement and welfare of Ex-Servicemen (ESM) is of utmost importance and has a direct impact on the serving personnel in view of their dedicated services to the nation under most difficult and inhospitable environment and conditions. In war and peace, on hostile frontiers and family stations from Siachen to Indira Point and from Tawang to Bombay High, their arduous duties for national security requires comparable service benefits, if not more. As regards the Ex-Servicemen, considering their problems and genuine grievances, the issue of their welfare also assumes greater significance and concern of the entire country. Most of the service personnel retire at such a stage of life when their financial and domestic responsibilities are maximum. Another dimension of the problem is the pathetic conditions of the ever increasing number of the widows and dependents of the personnel killed in war and operations. Thus, the issue of the rehabilitation and welfare is of utmost importance and necessitates a great deal of initiative not only from the government but also from the entire society on various fronts to resolve the gigantic problems of Ex-Servicemen and dependents and widows of Defence Personnel killed in wars/operations.

1.2 The Department of Ex-Servicemen Welfare was set up in the month of September, 2004 within the Ministry of Defence and looks after the Welfare, Resettlement and Rehabilitation of Ex-Servicemen, War- Widows and their dependents.

1.3 Directorate-General Resettlement is an Attached Office of Ministry of Defence which facilitates resettlement of ESM by organising Pre and Post retirement training, re-employment and self employment. Nearly 60,000 armed forces personnel retire or are released from active service every year, most of them being in the comparatively younger age bracket of 35 to 45 years and need a second career to support their families. These personnel constitute a valuable, disciplined, well-trained, dedicated and talented pool available for nation building. Resettlement is sought to be achieved through the following:-

- a) Upgrading their skills by imparting necessary training to prepare them to take on new assignment/jobs and assisting ESM in finding re-employment.
- b) Constant endeavor to provide employment opportunities in government/ quasi government/public sector organisations.
- c) Proactive action to facilitate re-employment of ESM in the Corporate Sector.
- d) Providing jobs through schemes for self employment.
- e) Directorate-General Resettlement has also been made as the nodal agency for monitoring reservation for ESM in various Departments of Central Government, Public Sector Undertakings (PSUs), Banks and Central Para Military Forces (CPMF) etc.

1.4 The Directorate-General Resettlement, Ministry of Defence submitted the following information on 'Resettlement of Ex-Servicemen':

A. Central and State Government

(i) The Central/State Governments provide the following concessions to promote employment of Ex-Servicemen(ESM) in the civil jobs:-

- a) Reservations for ESM in Central / State.
- b) Reservation provided to ESM in Central Government Ministries/Departments, Public Sector Undertakings, Nationalized Banks, Para Military Forces and Defence Security Corps, are as follows: -

S.No.	Organisation	Gp 'C'	Gp 'D'	Remarks
1	Central Ministries/Department	10%	20%	
2	PSUs/Nationalized Banks	14.5%	24.5%	Out of this 4 1/2% is reserved for Disabled Ex-Servicemen /Dependents of Ex-Servicemen killed in action both in Gp C and Gp D posts.

- In Defence Security Corps, 100% vacancies are reserved for ESM.
- 10% posts upto Assistant Commandants in paramilitary forces.

(c) State Governments also provide reservations to ESM in State Government jobs.

(ii) Cabinet Secretariat mandated Department of Ex-Servicemen Welfare/ Ministry of Defence to collect and compile the data/ information in respect of implementation of reservation policy for ESM in Central Govt. Ministries/ Departments, Banks, Public Sector Undertakings, Central Para Military Forces etc. and other implementing agencies.

(iii) With the approval of the competent authority, Directorate General of Resettlement (DGR) has been designated as the Nodal Agency on behalf of Department of Ex-Servicemen Welfare/ Ministry of Defence to collect and compile the required data of all Central Government Ministries/ Departments, PSU Banks, PSUs, Central Para Military Forces etc. half yearly w.e.f. 1.1.2004 for facilitating monitoring of implementation of reservation policy for ESM. Towards this end, Ministry of Defence had requested all Central Government Ministries/ Departments, PSU Banks, PSUs, Central Para Military Forces to forward information in the prescribed format. DGR has since been collecting and compiling data pertaining to reservation policy in respect of ESM and send the half yearly report to Ministry of Defence and Department of Personnel and Training (DoP&T).

B. Placement Assistance through DGR

Directorate General Resettlement (DGR) sponsors Ex-Servicemen (Officers) to various Government organizations, Public Sector Undertakings, Corporate Houses, Private Sector, Central Para Military Forces etc based on their requisition for re-employment of ESM. DGR sponsored ESM are re-employed by the requisitioning agencies after due process of selection by them.

C. DGR Sponsored Security Scheme

DGR empanels / sponsors ESM run Private Security Agencies, and State ESM Corporations for providing security guards to various Central Public Sector Undertakings (CPSUs), Corporate Houses, Private sector Undertakings etc. The scheme offers self-employment opportunities to retired officers and adequate employment opportunity to retired Junior Commissioned Officer/Others (JCO/OR) in a field, where they have sufficient expertise.

D. Schemes for Officers Only

(i) **ESM Coal Loading and Transportation Scheme:** The Scheme is administered on the basis of Memorandum of Understanding between the Coal India Ltd (CIL) and DGR. On receipt of requisition from the Coal Subsidiary(South Eastern Coalfields Limited Chhattisgarh, Western Coalfields Limited Nagpur, Mahanadi Coalfields Limited Odisha), the offer is given to the five senior most eligible empanelled Ex-Servicemen (Officers) willing to undertake the work to form an ESM Company to be registered under The Company Act of 1956, post conduct of a feasibility study. The ESM Company has to start with capital of Rs. 60 to 80 lakhs shared in equal ratio between the Directors of the-Company. The company procures payloaders for loading and attaches tippers owned by ESM for Coal Loading and Transportation of work. This business venture is carried out for five years which is extendable by a period of another four years if the performance of the ESM Company is satisfactory.

(ii) **Allotment of Bharat Petroleum Corporation Limited /Indian Oil Corporation Limited (BPCL/IOCL) Company Owned Company Operated (COCO) Outlets Pan India:** Ex-Servicemen (Officers) who is registered with DGR and has not availed any other benefit is sponsored for the COCO outlets in the state of choice given by Ex-Servicemen (Officers) based on Oil Company's requisition. Selected Ex-

Servicemen (Officers) is required to submit the Bank Guarantee as per three days sale of the COCO Outlet. The oil company pays monthly remuneration of Rs. 23000/- to 25000/- and commission on sale as per slabs promulgated by Oil Companies. The monthly emoluments is approx Rs. 50,000/- onwards and is dependent upon sale.

(iii) **Management of CNG Station by Ex-Servicemen (Officers) in National Capital Region (NCR):** Desirous Ex-Servicemen (Officers) registered in the scheme are sponsored on receipt of requisition from Indraprastha Gas Limited(IGL). The selected Ex-Servicemen (Officer) is contracted for a period of five years on a yearly renewable contract basis. The remuneration ranges from Rs.45,000/- to Rs.90,000/- depending on the sale and size of the outlet.

E. Schemes for Junior Commissioned Officers/Others (JCOs/OR) Only

(i) **Allotment of Mother Dairy Milk Booths and Fruit & Vegetable (Safal) Shops in NCR:** The eligibility criteria is given on the DGR website. The ESM register for Milk / SAFAL (Fruit and Vegetable booths) separately and give multiple choice of zones for the purpose of areas where booths are required. On receipt of requisition from Mother Dairy, the ESM are sponsored in the ratio of one is to three zone wise. The selected ESM are required to sign an agreement with Mother Dairy and deposit a security deposit of Rs. One lac. They are imparted two weeks of training and allotted booths on their turn in the respective zones opted by them. An amount of Rs. 50,000/- approximately also required at the time of allotment of booth for the products. The ESM earn by the commission on all the products revised from time to time by Mother Dairy. However, an assured amount of Rs. 11000/- per month through out in terms of commission is ensured by Mother Dairy for Milk booths and Rs 15000/- per month (for first six months only) for SAFAL booths. In addition to above amount for SAFAL the mother dairy also gives an amount of Rs. 5000/- per month for helper (first six months only). The ESM is allowed to run booths up to age of 60 years and extendable by two years for ESM who are exceptionally good.

(ii) **Coal Tipper Attachment Scheme:** This scheme is linked with the ESM Coal loading and transportation scheme. It is open for all ranks other than officers. Desirous ESM who enrol for this scheme are allotted to Coal transportation companies to own and attach a tipper truck. They are required to deposit seed money for buying the tipper truck. The scheme is offered for a maximum period of five years.

F. Schemes for All

(i) **Tipper attachment Scheme for War Widows and Disabled Soldiers:** War Widows up to age of 65 and disabled soldiers having 50% or more disability are also allowed to enroll for this scheme. However, they do not own any tipper but deposit a maximum of Rs. 1 Lac with the ESM Coal Transportation Company who purchases the tipper. The widow / disabled soldiers are paid a monthly sum of Rs. 3,000/- per month for a period of five years. At the end of five years the principal amount is returned back.

(ii) **Allotment of Army Surplus Vehicles:** ESM, widows and Ex-Servicemen Co-operative societies are eligible to apply for allotment of Army Surplus Class **V-B** Vehicles. Applicant has to apply as per the laid down norms through the **ZSWO/**

DSW(S) / Unit Serving to DGR along with security deposit as specified for type of vehicle applied for. Post registration of the applicant at DGR subsequent release of the vehicle is done through the **MGOs** Branch. Option for release of one of the 42 types of vehicles from **12 CODs/CVDs** can be opted for on payment of nominal sum as notified by the Government from time to time.

(iii) **LPG Distributorship under 8% quota:** The Ministry of Petroleum and Natural Gas has 8% reserved quota for allotment of LPG Dealership/Distributorship allotted under the '**Government Person (GP)**' category. The said category includes Central/State Govt., Central/State Govt. PSU employees, Central Para Military Forces/Special Forces and Defence Personnel. The Defence personnel eligible includes widows/dependents of those who died in war, war disabled/disabled ESM due to attributable or aggravated causes to Military Service, Widows/dependents of those who died in harness due to attributable or aggravated causes to Military Service, ESM disabled in peace due to attributable or aggravated causes to Military Service, and Ex-Servicemen. Eligible applicants can only apply when a newspaper advertisement for a particular location reserved under 'GP' category is published by the oil company. The office of DGR issues eligibility certificate to the above entitled ESM/Widow/Dependent which is required to be submitted in original at the time of interview/selection. Selection of a Distributor/ Dealer is done through draw of lots by the concerned oil company of all eligible applicants.

(iv) **Retail Outlet Dealership (Petrol/Diesel)** The Ministry of Petroleum and Natural Gas has 8% reserved quota for allotment of Regular/Rural Retail Outlet Dealership under '**CC1**' category. The said category includes personnel of the Para Military Forces/Central Govt. /State Govt. and Central /State PSU employees and Defence Personnel. The Defence personnel eligible include widows/dependents of those members of Armed Forces who died in war or in harness due to attributable or aggravated causes to Military Service, Ex-Servicemen who are war disabled/disabled in peace due to attributable or aggravated causes to Military Service. Eligible applicants can only apply when a newspaper advertisement under the above category is published by the oil companies. The office of DGR issues eligibility certificate to the above entitled ESM/Widow/Dependent which is required to be submitted in original at the time of interview/selection. Able bodied Ex-Servicemen are also eligible for the said scheme and are required to apply directly to the Oil Company with a copy of their Discharge Order or Pension Order. Selection of a Distributor/ Dealer is done through draw of lots by the concerned oil company of all eligible applicants.

Training Directorate

About 55,000-60,000 Armed Forces personnel retire every year at a relatively young age and require a second career. They constitute a very valuable, well-trained and dedicated talent pool. To take care of their need for resettlement in civil life, Directorate General Resettlement (DGR) conducts various training courses and prepares them for a second career. Majority of these resettlement courses are

oversubscribed reflecting their popularity. The generic details of the courses are as under:-

Officers' Training

- 24 Weeks Management Courses at IIMs and other reputed B-Schools.
- Modular management courses like Project Finance, Academic Institutions, Supply Chain, Retail, Seafaring etc.
- Newly introduced courses certified by National Skill Development Corporation (NSDC) in various skill sectors.
- 60% Course fee is paid by DGR while 40% is paid by each individual officer.
- Widows of officers are also eligible to undergo above courses

JCOs/OR and Equivalentents' Training at Institutes

- Courses include IT, Security, Management and other Skill Sectors approved by NSDC as also courses conducted by Govt. institutions/approved by Govt. Bodies.
- 100% Course fee is paid by DGR.
- Widows/one dependent of Junior Commissioned Officers (JCOs)/OR are eligible to do any course sponsored by DGR.
- ESM now entitled to apply for regular DGR training courses which are not fully subscribed by retiring personnel.'

Upper age limit for re-employment of Ex-Servicemen

1.5 The Ministry submitted the following information on the Upper Age Limit for Re-Employment of Ex-Servicemen.

'Vide letter No. 201/16/89-SC(B) dated 30 May 90 issued by Ministry of Finance, Department of Economic Affairs (Banking Division), maximum age limits for recruitment of ESM in various positions to the Central Public Sector Banks/Financial Institutions were prescribed. Since then a lot of changes in the Government Policies have taken place. In the year 1998, the intake age of the soldiers in the Armed Forces was increased due to an increase in the basic education criteria. Later, the retirement age of Central Government Servant including Armed Forces personnel has also been increased by two years. Hence, there was a mismatch in the maximum re-employment age and the retirement age of Armed Forces personnel. Armed Forces personnel who were retiring earlier at an age of 42 years approximately are now retiring at an age of 45 years approximately. The terms of engagement of Short Service Commission (SSC) Officers has also been increased from five + five years to ten+four years.

(a) Accordingly, a case for enhancement of upper age limit for ESM for re-employment in Banks/PSUs/Financial Institutions was taken up with Ministry of Defence vide DGR Note No. 0515/Gen/DGR/Emp-3 dated 22 Aug 2014. After examining the case, the Ministry of Defence (MOD) accorded their approval to the proposal vide their MOD ID No. 28(160)2015/D(Res-I) dated 11 Sep 15 and forwarded the proposal to Ministry of Finance, Department of Financial Services requesting them for amending the existing provisions regarding maximum age limit for re-employment of ESM in Public Sector Banks/Financial Institutions. The case needs to be expedited by Ministry of Finance.

(b) Another case for amendment to Ex-Servicemen (re-employment in Central Services and Posts) Rules 1979 (as amended), had been taken up with MOD vide this Office Note No 0515/Gen/DGR/Emp-3 dated 16 Sep 2014 for relaxation in the upper age limit for appointment to any vacancy in Group 'A' and 'B' services or posts filled by direct recruitment on the results of an Open All India Competitive Examination. MOD vide their Noting dated 30 Nov 15 recorded on our File No. 0515/Gen/DGR/Policy/2015, requested this Directorate to submit detailed proposal with full justifications before the same could be considered by them in consultation with DOP&T. Accordingly, vide our file No. 0515/Gen/Policy/2016 dated 29 Apr 2016, a case has been taken up with MOD to provide for upper age limit age relaxation to the extent of length of Military Service rendered increased by three years instead of the present maximum of five years in the upper age limit for appointment to any vacancy in Group 'A' and 'B' services or post filled by direct recruitment on the results of an Open All India Competitive Examination as applicable in the case of appointment of ESM in Group 'A' and 'B' services or posts filled by direct recruitment otherwise than on the results of an Open All India Competitive Examination.

The Ministry further submitted the following information on upper age limit for re-employment of Ex-Servicemen:

The existing provisions regarding upper age limit in connection with re-employment for Ex-Servicemen in Central Government jobs are as follows:

(a) For appointment to vacancies reserved for Ex-Servicemen in Group 'B' (Non-Gazetted), Group 'C' or Group 'D' posts in Central Government, an Ex-Servicemen shall be allowed to deduct the period of actual military service from his actual age and if the resultant age does not exceed the maximum age limit prescribed for the post for which he is seeking appointment by more than three years, he shall be deemed to satisfy the condition regarding age limit.

(b) For appointment to any vacancy in Group 'A' and Group 'B' services or posts filled by direct recruitment otherwise than on the results of an Open All India Competitive Examination, the upper age limit shall be relaxed by the length of Military service increased by three, years in the case of Ex-Servicemen and commissioned officers including Emergency Commissioned Officers or Short Service Commissioned Officers.

(c) For appointment to any vacancy in Group 'A' and Group 'B' services or posts filled by direct recruitment on the results of an all India Competitive Examination, the Ex-Servicemen and Commissioned Officers including Emergency Commissioned

Officers or Short Service Commissioned Officers who have rendered at least five years Military services and have been released:

- (i) On completion of assignment (including those whose assignment is due to be completed within one year) otherwise than by way of dismissal or discharge on account of misconduct or inefficiency; or
- (ii) On account of physical disability attributable to Military service or on invalidment, shall be allowed maximum relaxation of five years in the upper age limit.

2. Upper age limit for re-employment of ESM in Central Public Sector Banks/ Financial institutions Ministry of Finance, Department of Economic Affairs (Banking Division) vide letter NO. 201/16/89-SC(B) dated 30 May 90, is as follows :-

S. No.	Name of the Post/Cadre	Existing age limit as per letter No. 201/16/89-Sub-Committee(B) dated 30 May 1990
1	Security Guard/Armed Guard	45-years
2	Clerical Cadre	50 years
3	Sub-Staff Cadre Other Than Security / Armed Guard	50 years
4	Chief Security Officer	55 years
5	Security Officer	40 years

Amendments/Modifications that may be required in the recruitment rules for re-employment of Ex-Servicemen in group 'B' & 'C' posts in the Government

1.6 The Ministry in a written brief submitted the following information on Amendments/ Modifications that may be required in the Recruitment Rules for re-employment of Ex Servicemen, in Group 'B' & 'C' posts in the Government.

'As per DoPT Gazette Notification No.39016/10/79-Estt.(C) dated the 15th December, 1979 and DOP&T No. 36034/1/2006-Estt.(Res) dated 04.10.2012, 10% of the vacancies in Group 'C' and 20% of the vacancies in Group 'D' posts, including permanent vacancies filled initially on a temporary basis and temporary vacancies which are likely to be made permanent or are likely to continue for three months and more, to be filled by direct recruitment in any year shall be reserved for being filled by ESM.

Consequent to the implementation of the 6th Central Pay Commission (CPC) recommendation, Group 'D' posts were merged with Group 'C' posts. Further, some of the Group 'C' posts were upgraded to Group 'B' posts. Accordingly, an amendment is required to be carried out to amend DOP&T No. 36034/1/2006-Estt. (Res) 04 Oct 12 to increase the percentage of reservation in Group 'C' posts from 10% to 20% and to provide for 10% reservation in Group 'B' posts for ESM to make up the deficiency of posts caused due to the merger of Group 'D' posts with Group 'C' posts and up-gradation of Group 'C' posts to Group 'B' posts.

S. No. RSB/ZSB								
1. Andhra Pradesh	993	320	1365	760	18151	1605	1197	3019
2. Arunachal Pradesh	33	34	28	40	23	30	31	38
3. Assam	1522	1892	1154	310	313	360	1627	934
4. Bihar	4749	4377	4510	4766	3148	3586	1183	2729
5. Chattisgarh	146	185	258	172	163	149	218	186
6. Goa	33	32	48	54	32	37	60	48
7. Gujarat	1057	953	1148	901	878	808	1221	1253
8. Himachal Pradesh	2234	2218	2326	1132	1215	2183	1406	1458
9. Haryana	5035	5150	5265	5383	5503	5626	5751	5880
10. Jammu & Kashmir	1504	1701	2276	1369	1369	1517	2203	2709
11. Jharkhand	618	564	600	412	524	517	704	712
12. Karnataka	1671	1681	1417	1611	1338	1086	1899	1681
13. Kerala	2078	2347	2476	2040	1694	1801	4470	1731
14. Madhya Pradesh	1358	778	1253	638	786	830	1144	865
15. Maharashtra	3875	4400	1231	2490	1933	2824	2426	3989
16. Manipur	262	176	411	28	74	83	99	78
17. Meghalaya	2	35	43	2	16	34	20	49
18. Mizoram	71	84	59	42	375	557	72	78
19. Nagaland	70	75	80	70	85	90	85	75
20. Orissa	1070	1337	2725	1571	199	1234	1368	1015
21. Punjab	6500	6208	6287	5752	5504	5790	6991	7216
22. Rajasthan	1717	6461	4469	3336	3079	3936	2537	2734
23. Sikkim	5	4	12	8	25	5	21	24
24. Tamil Nadu	3293	3376	3418	2649	2575	2660	2880	3035
25. Telangana	439	464	553	346	5811	2342	1261	999
26. Tripura	49	77	74	43	40	38	40	61
27. Uttar Pradesh	5943	3961	1842	6368	8304	16825	23043	10943
28. Uttaranchal	786	3045	1822	2365	791	614	1367	711
29. West Bengal	2645	2632	2904	2269	2511	2533	2789	3173
30. A & N Islands	22	39	36	30	20	31	14	34
31. Chandigarh	288	323	264	228	180	171	196	260
32. Delhi	504	1173	1123	1197	1314	1137	2033	1238
33. Puducherry	42	63	57	39	48	30	43	58
	50614	56165	51534	48421	68021	61069	70399	59013

1.8 The Ministry was asked to state the details about the type of training being imparted to the Ex-Servicemen to upgrade their skills and maintaining data about the number of Ex-Servicemen being imparted training and getting re-employment. The Ministry in its reply submitted as under:

'Approximately 55,000 Armed Forces personnel retire every year at a relatively young age and require a second career. Directorate General Resettlement (DGR) conducts various training courses for retiring officers and JCOs/OR and prepares them for a second career. The details of the courses for the training year 2015-16 are as under:

Category	Types of Courses	Details of Courses
Officers	12	24 Weeks Management Courses at IIMs and other reputed B-Schools Modular management courses like Project Finance, Academic Institutions, Supply Chain, Retail, Six Sigma. Seafaring. Facility Management. Export and Import, Event Management, and Jet Transition etc at other institutes.
JCOs/OR Institutes	at 59	Courses ranging from 8 weeks to 6 months duration on Security. Fire & Industrial Safety, Computer & IT including 'O' Level, Hospitality, Tourism, Agri based courses, Business Management, Modular Management, Logistics & Transport Mgt. Retailing & Showroom, Corporate Office. Material Mgt. Marine Engg, Vocational & Technical, Library & Information Science etc (Medical & Healthcare courses upto 1 year duration are also conducted at two institutes).
JCOs/OR Regimental Centres	at 09	At least one course at each Regimental Centre of Department of Electronics and Accreditation of Computer Course Course on Computer Concept(DOEACC CCC) and one from the following streams (4 weeks duration) for personnel on discharge drill :- Assistant Security Officers, Management of Personal Finances, Risk Analysis Security Surveys & Security Audits, Labour Supervision & Labour Law Compliance. Airline Reservations, Personality Development, Store & Warehouse Maintenance, and Insurance Advisor Courses.

1.9 It has been stated that constant endeavor of DGR is to provide employment opportunities in Government/Quasi-Government/Public Sector Organisations. In this context, the Ministry was asked to state the names of the departments of Government/ Quasi-

Government/Public Sector Organisations in which employment has already been provided to Ex-Servicemen and also to furnish year wise and department wise information about the number of job that have been provided to Ex-Servicemen in the last ten years. The Ministry in its reply submitted as under:

'Registration information is as follows:-

Registration and Placement of Ex-Servicemen for the last 10 years is as under:						
S. No.	Year	Registration of ESM	Central Government	State Government	Private Sector	Total
1	2005	41974	5043	2094	2808	9945
2	2006	42095	3792	5310	3496	12598
3	2007	39688	4952	3632	4304	12888
4	2008	60895	4675	3501	3330	11506
5	2009	33996	6394	3950	3525	13869
6	2010	26747	4602	2787	3281	10670
7	2011	21615	2481	5464	4830	12775
8	2012	26518	2693	4523	5495	12711
9	2013	34364	4850	3767	3460	12077
10	2014	39616	3926	5608	4105	13637
11	2015	37852	3891	4702	4199	12792

1.10 During the course of deliberations, the representative of the Ministry informed that the Ministry of Defence had interaction with various industries/institutions of the Corporate Sector. The Ministry was asked to give the details of the levels at which such interactions took place along with the frequency thereof and the action taken in this regard. The Ministry in its reply submitted as under:

'The office of Directorate General Resettlement (DGR) has been interacting with various corporate houses/institutions on regular basis to generate employment opportunities for Ex-Servicemen. Actions initiated in this regard are as under:

(a) MOU with CII: A Memorandum of Understanding (MOU) was signed between DGR and the Confederation of Indian Industry(CII) with the aim to generate employment opportunity for ESM in the corporate sector in the presence of Mr Arun Jaitley, the then RM, all three service chiefs and a number of other dignitaries. This facilitated in organising ESM Job Fairs and Development of Job Portal for ESM.

(b) Tata Motors: A pilot project for deploying ESM as sales facilitator, on commission basis for Tata Motors Passenger Vehicles was undertaken in the states of UP, Bihar and Jharkhand.'

1.11 The Ministry was asked to state the year wise information about the number of jobs provided to Ex-Servicemen in the corporate sector and also state the names of companies where employment opportunities were given in the last ten years. The Ministry in its reply submitted as under:

'No such data is available with DGR.'

1.12 The Ministry submitted the following information on a question put to them regarding any rule of providing re-employment to the Ex-Servicemen by the corporate sector as part of 'Corporate Social Responsibility'. The Ministry in its reply submitted as under:

'There is no specific rule for providing re-employment to Ex-Servicemen by Corporate Sector as part of CSR. The relevant para 1(vi) of Schedule VII of the Act states "Measures for benefit of Armed Forces Veterans, war widows and their dependents".'

1.13 The Ministry was asked to provide details of several schemes available for self employment of Ex-Servicemen, and also how the Ex-Servicemen are provided information and knowledge about the various schemes of the Government for self employment. The Ministry was further asked to state the number of Ex-Servicemen who were self employed during the last ten years. The Ministry in its reply submitted as under:

'The following Self Employment Schemes are available under the aegis of DGR:-

- (i) ESM Coal Loading & Transportation Scheme.
- (ii) Tipper Attachment Scheme.
- (iii) Management of CNG Stations.
- (iv) Management of Company Owned Company Operated Retail Outlets.
- (vi) Management of Mother Dairy Booths/Safal Outlets.
- (vii) Management of Gopaljee Dairy Booths.
- (viii) Allotment of Oil Product Agencies Under 8% Defence Quota.

(viii) Allotment of Class V Surplus Vehicle.

(b) The following measures are used to provide information and knowledge about the various DGR Schemes to the ESM:

- (i) Advertisement in National Newspapers.
- (ii) Display of updated information of DGR website.
- (iii) Pamphlets and brochures.
- (iv) Retiring officer's seminars.
- (v) ESM rallies and Job Fairs.
- (vi) Print and Electronic Media.
- (vii) Interaction on visiting days.

(c) Details of personnel who have availed the benefit of the above schemes for the past five years are as under:-

Sl.No.		2012	2013	2014	2015	2016
(a)	No. of personnel Self Employed	974	1111	924	672	363

From the table, it may be seen that number of personnel self employed all these years is having a downward indication.

1.14 The Ministry was asked to provide data of the last ten years about the assistance provided in entrepreneurial ventures and the benefits actually accrued by the Ex-Servicemen. The Ministry in its reply submitted as under:

'DGR only provides guidance about the various Central Government schemes for encouraging entrepreneurial ventures. No financial assistance is provided by DGR.'

1.15 DGR has also been made the nodal agency for monitoring reservation of ESM in various departments of Central Government/PSUs, Banks and CPMFs etc. In this regard, the Ministry was asked to enlighten about the effectiveness with which such reservation policy has been implemented and about the major hurdles in implementing the reservation policy. The Ministry in its reply submitted as under:

(a) The information being provided by the various organizations is being compiled and analysed at DGR. Half yearly report regarding implementation of reservation policy is being provided to MoD and DOP&T.

(b) The utilization of reserved vacancies for ESM in the Nationalised Banks is quite satisfactory. However utilization of vacancies reserved for ESM in the CPMF is negligible.

(c) DGR is not vested with any powers to compel the Central Government Organisations which do not have the prescribed percentage of ESM in their organizations to make up the deficiency.

(e) The major hurdles in the implementation of the reservation policy are as given below:-

(i) The reservation for SC/ST/OBCs/PWD is statutory in nature and thus implemented by all Central Government Organisations. On the other hand the reservation made for ESM is executive in nature and is not on the same footing as reservations for SC/ST/OBCs/PWD(People with Disability).

(ii) The DOP&T orders regarding relaxation in general standard for selection of ESM against reserved vacancies need to be implemented by all Central Government Organizations and the Staff Selection Commission.

(iii) The percentages of reservation for Group 'C' needs to be revised upwards in light of the fact that the Group 'D' which had a higher percentage of reservation has been merged with Group 'C'.

1.16 The Ministry was asked to give details of officers among the Ex-Servicemen who have been applicants under the self employment schemes and given benefits during the last ten years. The Ministry in its reply submitted as under:

'Details of officers who have availed the benefit of self employment schemes for the past five years is as under:-

S. No.	Scheme	2012	2013	2014	2015	2016	Remarks
(a)	Coal Loading and Transportation Scheme	06	03	30	25	65	

(b)	Tipper Attachment Scheme	02	05	02	01	Nil	Details pertains to widows of Officers
(c)	Management of CNG Stations	26	15	16	25	06	
(d)	Management of COCO outlets	380	609	499	90	14	Details pertains only to officers sponsored by DGR. Thereafter, details of allotment done by oil agencies not known.
(e)	Issue of eligibility certificate for oil product agencies	14	30	02	Nil	01	Details pertains only to issue of eligibility certificate. Thereafter, details of allotment done by oil agencies not known.

1.17 The Ministry has submitted that DGR has taken an initiative to ensure skill development and guaranteed employment to Ex-Servicemen under Assured Placement Training schemes. On further query about the initiation of and its effect of the scheme till date, the Ministry in its reply submitted as under:

‘The first Assured Placement Training scheme was initiated in 2015-16 as a pilot project. However, the response to this scheme was not encouraging both from individuals as well as institutes.’

1.18 The Committee found that some of the employment Generating Schemes introduced so far have been benefiting ESM. The Committee desire to know whether the training imparted to is in coordination with these schemes and/or 'Certificates' on given completion of training and are these certificates are acceptable in 'Open Market'. The Ministry in its reply submitted as under:

‘Yes. In the open market, the certificates of Resettlement training courses are largely recognised when awarded by accredited institutes. However, Govt jobs and related RRs (recruitment rules) do not recognize the certifications of DGR courses since most courses are below six months duration (related to sparability of serving soldiers for long duration courses).’

1.19 The Standing Committee on Defence (13th Lok Sabha) in their 20th report had recommended that Directorate General of Re-settlement, Rajya Sainik Boards & Zilla Sainik Boards should be thoroughly modernized and re-structured with statutory powers as the consultancy and management agencies for generating self-employment projects for Ex-

Servicemen on a large scale. For this purpose, the required expertise in management, financial, banking, insurance and marketing consultancy should be inducted at all levels. DGR should also be entrusted with all responsibility for coordinating various training activities and programmes should be re-designated as Directorate-General of Resettlement & Training. The Committee desired to know the action taken in this direction. The Ministry in its reply submitted as under:

'(a) DGR is an attached office under Department of Ex-Servicemen Welfare (DESW) and exercises all the powers vested in them as per Govt Orders and Rules.

(b) DGR coordinates all the training programmes for retiring Armed Forces personnel through various agencies.

(c) Rajya Sainik Boards/Zilla Sainik Boards are under the administrative control of respective State Govt.'

1.20 In the action taken reply on the 20th report of the Committee (13th Lok Sabha), the Ministry has stated that presently, there are no specialized experts available in the fields of management, financial, banking, insurance and marketing consultancy in DGR, RSBs and ZSBs. In the States, consultative and Advisory Committees could be formed with autonomy by including experts from the Banking, insurance and marketing sector. The Ministry in its reply submitted that action has been taken in this direction as under:

'DGR coordinates all the training programmes for retiring Armed Forces personnel through various agencies. At present there are no specialized experts available in the fields of management, financial, banking, insurance and marketing consultancy in DGR, RSBs and ZSBs. The suggestion regarding including the experts as mentioned above and forming of State Consultative Committee can be examined and deliberated upon.'

1.21 The Committee note that Rajya Sainik Boards/Zila Sainik Boards have been facing certain constraints which are required to be addressed by the respective State Governments. Some of these are listed below:

- (i) Many ESM do not come forward to register in the Zila Sainik Boards.
- (ii) These Boards, do not have adequate infrastructural support e.g. office building, transport, telephone, fax etc.
- (iii) Annual meetings of Rajya Sainik Board are not held regularly.
- (iv) Some Boards do not have the required staff. The State Governments are not providing adequate attention for filling up vacancies.

1.22. Therefore, the Ministry was asked to provide details of course and action taken in this direction. The Ministry in its reply submitted as under:

‘The actions taken/initiated in respect of the issues are as follows:

(i) This point was discussed in previous National Meeting of Directors DSW of all States/UTs which was attended by the representatives of three Services also. Three Services were requested to forward list of service personnel retiring in the next one year of RSBs so that these personnel could be encouraged to register with respective ZSBs. Three Services had agreed to implement this suggestion:

(ii) No RSB has written to KSB Sectt regarding inadequacy of the said infrastructural support barring procurement of addl PCs by some States during the 1st national meetings for digitization of ESM data. These States have been advised to procure PCs from the respective State Govt. budgets and include the expenditure under the maintenance of RSBs/ZSBs which is shared by the Central Govt. with the State Government in the ratios of 75% : 25% in case of NE/Special Category States and 60% : 40% in case of remaining States/UTs.

(iii) Those States/UTs which are not holding annual meeting of their RSB have been requested to hold the same regularly by Secretary KSB or his representatives during their visit to these States/UTs and flagged in last Zonal/National Meetings of RSBs etc. to do so.

(iv) For filling up of the vacant posts of officers and staff in the offices of RSB and ZSB, letters have been written by Hon. RM and Secretary (KSB) as well as requested by Secretary KSB.’

1.23 The Ministry of Defence (MoD), in reply to the recommendation of the Committee in their Twentieth Report regarding involvement of retired defence personnel for Consultations had further stated that the recommendations of the Committee set up for the purpose, have been accepted in principle and a case has been taken up with Ministry of Finance/Department of Personnel and Training (DoP&T) for engaging retired officers as Consultants. They have been requested to consider granting dispensation to Ministry of Defence (MoD) in respect of the following: (i) removal of the restriction of employment of only two Consultants from the pool of retired officers of the level of JS & above in MoD and its attached/subordinate offices. (ii) The authority to fill up upto 50% of the total number of Consultants who could be employed from the pool of retired/retiring officers directly by MoD. In case the number of consultants exceeds 50%, approval of DoPT would be sought on a case to case basis. (iii) Extension of the period of engagement of consultants from the stipulated period of 6 months, to 6 months extendable to one year or upto the age of 62 years whichever is earlier. The Ministry was

asked to apprise the Committee about the updated status. The Ministry in its reply submitted as under:

‘Proposals on the lines of above recommendation which were based on the report of the Committee were taken up with Department of Personnel & Training who rejected the same.’

1.24 In a further evidence before the Committee, the representative of Ministry of Defence submitted that Rajya Sainik Boards and Zila Sainik Boards which primarily constitute the executive arm of DGR have, over the years, got diluted. There are certain guidelines which have been laid down that they should be staffed by Ex-Servicemen but many States have basically employed civilian officers, bureaucrats, policemen, financial advisers etc. to staff these boards. The Committee desired to know the current position. The Ministry in its reply submitted as under:

‘It is submitted that ZSBs are not only the executive arm of DGR but also of the KSB Sectt. and their role and functions have not been diluted so far. It is correct that the officer's posts in RSBs and ZSBs in some States, namely, Bihar, Andhra Pradesh, Maharashtra and Arunachal Pradesh etc. are held by civilian officers. Letters have been issued by Hon'ble RM and Secretary KSB to replace these civilian officers with suitable ESM (O) as per MoD guidelines on the subject. However, the response of these State Governments in this regard is poor.’

1.25 The Ministry was asked to state the number of ESM re-employed in Canteen Stores Department, for vending fruits, vegetables and milk in the Cantonments and Military Stations. The Ministry in its reply submitted as under:

(i) Canteen Stores Department/Unit Run Canteen (CSD/URC) does not sell fruits/vegetables/milk in the cantonments/Military Stations.

(ii) URCs are private ventures and their employees are not employees of CSD/Government. Hiring of personnel in the URC is based on requirement and merit which is locally decided by the unit/formation running the URC

(iii) As on date, approximately 3800 URCs are functional which have employed 5374 civilian employees, as per available information. Due consideration to ESM is given by URCs while hiring civilian staff.’

1.26 During the course of examination of subject, a representative of the Ex-Servicemen (ESM) Associations recognized by the Ministry of Defence submitted the following information on reservation for the retired Short Service Commissioned Officers:

'Fifty per cent of these vacancies must be reserved for the Short Service Commissioned Officers who leave Army. As you all know, Army's requirement is up to about a Company Commander or a Second in Command of Battalion and that is about 14 to 15 years of service. We have maximum requirement of younger leadership, Platoon Commanders, Company Commanders, and thereafter because of the pyramid our requirement goes down. So, there is a need to maintain a balanced structure of our organisation. We need to send these officers out after a short service. Therefore, there is need for their second career.

There are vacancies reserved for them. Since I was involved with selection of Assistant Commandants also I can say that given the Qualitative Requirements (QRs), not one is eligible. Therefore, not even one army officer goes into Paramilitary Forces. So, there is a need to change the QR itself in consultation with the Army, Navy and Air Force so that they become eligible. Presently the qualification is not more than five years service. It cannot happen. They leave after five years service only or they leave after about ten years of service. So, all these QRs need to be reviewed so that they become eligible and they can come.

I strongly feel there should not be any test or selection separately again for these officers because they have come through UPSC, they have gone through a written examination, they have faced the Services Selection Board and they have done the same job in the Indian Army in counter insurgency operations, on the Line of Control, and they are the best suited to perform the duties in paramilitary forces. Why should there be a second selection for these officers? The only selection criteria that you can have, is for discipline and for health. These are the reasons on which you can reject them and not for any other reason than this because they have all gone through this.'

1.27 During the course of examination of subject, representatives of the Ex-Servicemen (ESM) Associations recognized by the Ministry of Defence submitted the following information on reservation and special criteria for armed forces officers to get into civil services:

'As regards induction into civil services, you will recall that in the 60s and 70s when we went through three major wars (1962, 1965 and 1971) there was reservation and special criteria for Armed Forces Officers to get into civil services. There were only two subjects that they needed to take and face the interview board. I think there is a strong need to have this system reintroduced so that these people can also apply for civil services examination. We are losing a very good potential and resource of our country by not permitting them to take the examination by giving them this little concession in the criteria.'

1.28 During the course of examination of subject, representatives of the Ex-Servicemen (ESM) Associations recognized by the Ministry of Defence submitted the following information on employment of Ex-Servicemen in National Disaster Response Force:

'Coming to National Disaster Response Force (NDRF), I strongly believe that this force should be completely manned by the Ex-Servicemen because wherever the disaster takes place, it is the Army which is always closely located having pan-India presence.

They are the first to respond to any critical situation. So, if they do not need younger force. The same people from Armed Forces who are in the age group of 35, 40 or 50 can do the job. They will do the same job as Army. There will be such harmony that they will get amalgamated with Armed Forces so soon. We have raised six battalions separately for NDRF. I think we could consider this proposal so that they are totally manned by the Armed Forces.'

CHAPTER-II

SERVICEMEN AND EX-SERVICEMEN IN CENTRAL PARA MILITARY FORCES AND STATE POLICE FORCES

The Ministry of Defence submitted the following information on the proposal/policy for lateral induction of Servicemen in Central Para Military Forces and State Police Forces:

'In accordance with DOP&T Ex-Servicemen (re-employment in Central Services and Posts) Rules, 1979 as amended from time to time, 10% vacancies in the post up to the level of the Assistant Commandant in all Para Military Forces are reserved for The Ex-Servicemen (ESM). However the vacancies reserved were not getting filled up because the benefit of rank, seniority and pay protection based on their experience was not being given to the ESM. The Hon'ble Raksha Mantri during one of his meetings with DGR in June 15, desired that implementation of reservation policy for ESM must be enforced in-House first and Defence Departments and Defence PSUs must set an example for rehabilitation of ESM. He directed reservation and filling up of up to 25% vacancies in all categories of employees, i.e., Group 'A', 'B' and 'C' by ESM. Further, the 5th and 6th Pay Commissions had recommended lateral shift of Defence Forces personnel to CPOs (including CAPFs) and Defence Civilian Organizations. Such lateral movement would not only result in large savings to the Government but would also help in providing continuous employment to the various grades of Defence Forces personnel and make available a trained and disciplined force for use by the nation. The para 6.2.52 of the Draft Report of the 7th Pay Commission has also recommended the lateral shift of Defence personnel to CAPFs taking into account the issues of rank seniority and pay protection. The DOP&T has no jurisdiction on State Police Forces and hence reservation in State Police Forces exists as per policies of various States.

2 A meeting was convened under the Chairmanship of JS (P-II), MHA on 21 Jan 16 to discuss the issues regarding filling up of vacancies reserved for ESM in CAPFs and to ascertain reasons for the low percentage of ESM finally getting selected in the recruitment for posts of Constables and Sub-Inspectors/Assistant Sub-Inspectors in CAPFs. The reasons that were highlighted were non-availability of pay and seniority protection, and compulsion of qualifying Physical Standard Test/ Physical Efficiency Test (PST/PET). Thereafter, a committee was formed by MHA consisting of a team of Officers headed by DIG, CRPF, and two members from DGR, to look into the matter of poor representation of ESM in CAPFs/AR under the prescribed quota of 10% to submit

its report to the Ministry. The following issues were brought to the notice of DIG, CRPF by DGR which has since been communicated to the MHA:-

- (a) Protection of pay and seniority of ESM in the Central Armed Police Forces (CAPFs).
- (b) Syllabus of written exam to be made more job oriented than academic.
- (c) Armed Forces Personnel could be made to do only a Refresher Course/ Orientation Training in view of their previous Training in the Armed Forces.
- (d) Lower Standards for selection for ESM as pre DOP&T Orders to be ensured.

3. Moreover, as Lateral Induction of Service Personnel in CAPFs and State Police Forces, is required to be done in respect of in-service Armed Forces personnel, the views of the Armed Forces need to be obtained as DGR only deals with ESM. Hence, this issue needs to be resolved through interaction between MoD, MHA and the Service HQs especially Army.'

2.2 The Committee have been recommending in their various reports regarding lateral induction of Servicemen in Central Para Military Forces and State Police Force. The Ministry was again requested to submit the latest updates on the issue. The Department of Ex-Servicemen Welfare, Ministry of Defence submitted the following information on the issue given as under:

'There is no provision of lateral induction of ESM in Central Para Military Forces and State Police Forces. Lateral Induction of Service Personnel in CAPFs and State Police Forces may only be provided in respect of in-service Armed Forces personnel. In accordance with DOP&T Ex-Servicemen (Re-employment in Central Services and Posts) Rules, 1979 as amended from time to time, 10% of the vacancies in the posts up to the level of Assistant Commandant in all Central Para Military Forces to be filled by direct recruitment in any year shall be reserved for being filled by Ex-Servicemen. However, the vacancies reserved are not getting filled up because the benefit of rank, seniority and pay protection based on their experience is not being given to the ESM. Further applying for such vacancies is voluntary and depends on the willingness of individual ESM. DOP&T has no jurisdiction on State Police Forces and hence reservation in State Government posts, including State Police Forces, exists as per policies of various States. The reservation for Ex-Servicemen given by various State Governments is given as under:-

IN STATE GOVERNMENT POSTS THE RESERVATION ANNOUNCED BY RESPECTIVE GOVERNMENTS:

State/UT	Reservation in State Govt (in %)			
	Gp'A'	Gp'B'	Gp'C'	Gp'D'
1. ANDHRA PRADESH	0	0	2	2
2. ARUNACHAL PRADESH	0	0	10	20
3. ASSAM	0	0	2	2
4. BIHAR	0	0	0	0
5. CHATTISGARH	0	0	10	20
6. DELHI	0	0	10	20
7. GOA	0	0	2	2
8. GUJARAT	1	1	10	20
9. HARYANA	5	5	14	14
10. HIMACHAL PRADESH	15	15	15	15
11. JAMMU & KASHMIR	0	0	6	6
12. JHARKHAND	0	0	0	0
13. KARNATAKA	10	10	10	10
14. KERALA	0	0	0	0
15. MADHYA PRADESH	0	0	10	20
16. MAHARASHTRA	0	0	15	15
17. MANIPUR	0	2	3	5
18. MEGHALAYA	0	0	0	0
19. MIZORAM	0	0	10	20
20. NAGALAND	0	0	5	5
21. ORISSA	0	3	3	3
22. PUNJAB	13	13	13	13
23. RAJASTHAN	0	0	12.5	15
24. SIKKIM	0	0	2	2
25. TAMIL NADU	0	0	5	10
26. TRIPURA	0	0	2	2
27. UTTRAKHAND	8	8	5	5
28. UTTAR PRADESH	0	0	5	5
29. WEST BENGAL	0	0	5	10
30. A & N ISLANDS	0	0	1	1
31. CHANDIGARH (UT)	13	13	13	13
32. PUDUCHERRY	0	0	10	20

2. Lateral transfer of service personnel into Central Armed Police forces (CAPFs) was a key recommendation of the Kargil Review Committee, GoM on Reviewing National Security System and the 5th & 6th Central Pay commissions. In the wake of the GoM Report on 'Reforming the National Security System' wherein considerable emphasis was laid on keeping a young profile of the Army in peak combat effective state, a Working Group under the Chairmanship of the then Adjutant General, Army Headquarters with Joint Secretary (Police), Ministry of Home Affairs(MHA),

Representatives of Central Armed Police Forces (CAPFs) and National Security Council Secretariat as Members, was constituted to work out the modalities for reducing the colour service and laterally transfer Army personnel to CAPFs.

3. The working Group submitted its Report in March, 2002. The report envisaged lateral transfer of army personnel into CAPFs after 7 years of colour service in the Army. The Report of the working Group was not signed by the representatives of the MHA as the proposed lateral transfer was not acceptable to them.

4. 6th CPC at para 2.4.9 of Chapter 2.4 have come to the conclusion that the scheme of lateral shift of Defence Forces personnel in Central Police Organisations (CPOs)/various Defence civilian organizations is extremely viable, beneficial and no real drawbacks exist in effective implementation of this scheme. This will not only result in substantial financial savings for the Government but will also guarantee a life time employment to the Defence Forces personnel. The Government will also benefit by getting an abundant supply of trained manpower for induction into various posts in CPOs/defence civilian organizations. The scheme, therefore, should be implemented in its entirety without any delay.

5. A meeting was taken by the Home Secretary on 2nd November, 2006. As per the decision taken in the meeting, a Committee under the Chairmanship of Director General, Border Security Force was constituted to work out the modalities for such transfer.

6. MHA submitted the report of DG BSF to the Cabinet Secretariat in February, 2011 with a copy endorsed to this Ministry. The recommendations in the Report were in respect of re-employment of Ex-Servicemen and no recommendation was made for lateral transfer of armed forces personnel in CAPFs.

7. After submission of Report of DG BSF as stated above, a meeting was held in Cabinet Secretariat on 29.11.2011, which was attended by representatives of MHA/CAPFs, DoP&T and Department of Expenditure besides MoD/AHQ. Cabinet Secretariat have desired that MHA and MoD may explore and examine options for achieving lateral transfer from the Army to CAPFs whereby Army personnel are incentivized to join and the interests of resident CAPFs are protected, such as option based lateral transfer with the incentive of longer duration of service but foregoing of seniority. In this regard, MHA was requested to suggest a framework under which lateral transfer of Army personnel to CAPFs could be made keeping in view the suggestions of Cabinet Secretariat.

8. In a meeting held with MHA in MoD, a suggestion was made to MHA that to begin with, lateral induction of service personnel into CAPFs may be commenced on a pilot basis (say about 1000 Nos. initially). A new cadre/sub cadre could be created in the CAPFs for such lateral inductees, which will obviate inter-se seniority issues etc. The above proposal was conveyed to Cabinet Secretariat and MHA on 02.07.2013.

9. Subsequently, MHA vide OM No.II-27012/50/2001-PeRsII dated 24.12.2014 (Copy enclosed) forwarded a detailed note on "Lateral Induction of Ex-Servicemen in

Central Para Military Forces and state Police forces” wherein inter alia stated that CAPFs have not agreed to induction of Defence personnel (Other Ranks) to CAPFs/creation of separate cadre in CAPFs for Army men. However, Assam Rifles has concurred with the proposal of induction of 1000 Army Personnel as a separate cadre and has requested the MHA to issue suitable guidelines for preparation of Recruitment Rules for said cadre. The main reasons put forth by CAPFs for not agreeing to the lateral absorption proposal are as under:-

- i The Army personnel are maintaining one rank above CAPFs personnel with respect to pay thus, pay fixation will create disparity within similar ranks. Pay fixation under MACP Scheme is also different in Army (8, 16 & 24 years) and CAPFs (10, 20 & 30 years).
- ii Difficulty in maintaining younger age profile of CAPFs due to older age profile of lateral inductees.
- iii Difficulty in fixing seniority of lateral inductees vis-à-vis CAPFs personnel.
- iv The role of Defence Forces (safeguarding the Country against external aggression) is different from that of the CAPFs (Internal Security, Anti Naxal Operations, Law & Order duties etc.)
- v It will affect the promotional prospects of CAPFs personnel which are already facing stagnation, as the Army personnel will always be senior to CAPFs personnel by virtue of younger age at entry level and better promotional prospects in the Army. Thus, it will lead to large scale disgruntlement and demoralization amongst CAPFs personnel.
- vi Creation of new cadre/sub cadre may bring discontentment in CAPF troops and will also create complications viz. Charter of duties, deployment, identification of post including promotional post, inter-se-seniority and difficulty in maintaining command & control.

10. A meeting was convened under the Chairmanship of Joint Secretary (Police-II), Ministry of Home Affairs (MHA) on 21st January, 2016 to discuss the issues regarding filling up of vacancies reserved for ESM in Central Armed Police Forces (CAPFs) and to ascertain reasons for the low percentage of ESM finally getting selected in the recruitment for the posts of Constables and Sub-Inspectors/Assistant Sub-Inspectors in CAPFs. The reasons that were highlighted were non availability of pay and seniority protection, and compulsion of qualifying Physical Standard Test (PST)/Physical Efficiency Test (PET). It was decided in the meeting that due publicity and advertisement be given regarding recruitment of ESM in CAPFs and Staff Selection Commission (SSC)/CAPFs were directed to keep Directorate General of Resettlement (DGR) and Ministry of Defence (MoD) in their mailing list. SSC was also requested in the meeting to provide details of number of ESM applied and finally selected and the details regarding reservation provided for ESMs in various recruitment done for CAPFs.

11. As decided in the meeting a Committee was formed by MHA consisting of a team of Officers headed by DIG, Central Reserve Police Force (CRPF), and two members

from DGR, to look into the matter of poor representation of ESM in CAPFs under the prescribed quota of 10% and to submit its report to the Ministry. The following issues were brought to the notice of DIG, CRPF by DGR:

- a Protection of pay and seniority of ESM in CAPFs;
- b Syllabus of written examination to be made more jobs oriented than academic;
- c Armed Forces Personnel could be made to do only a Refresher Course/Orientation Training in view of their previous Training in the Armed Forces;
- d Lower Standards for selection for ESM as per Department of Personnel & Training (DOP&T) Orders to be ensured.

12. It is learnt that DIG, CRPF has since submitted the consolidated Minutes to MHA. A copy of the Minutes have not been endorsed to Ministry of Defence, Department of Ex-Servicemen Welfare/ DGR.

13. Para 6.2.134 of the Report of the 7th Pay Commission has also recommended that the scheme of lateral entry needs to be viewed in the context of the retirements taking place in the services, absorption capacity in the CAPFs and the issues that have held back the scheme from being implemented.'

It is further intimated that Lateral Induction into CAPF is applicable only for the serving defence personnel and not for the Ex-Servicemen. As regards the issue of commencement of lateral induction of service personnel into CAPFs, Ministry of Defence/Department of Defence is pursuing the matter with Ministry of Home Affairs at appropriate level from time to time. However, implementation of the proposal is contingent upon both MoD and MHA evolving a system of induction acceptable to both.

2.3 During the presentation made before the Committee on 16.01.2017, Secretary, Department of Ex-Servicemen apprised the Committee on the issue as under:

'Sir, this lateral induction issue has been taken up with the Ministry of Home Affairs many times and the last meeting was on this issue only. Lateral induction is done while the officer is in service. If they are serving, then they are shifted to the Para Military forces and on the other day also, the Hon. Chairman directed the Ministry of Home Affairs to accept our officers while they are in service. But they had many problems like inter seniority and how to adjust them and at what level because our officers are from the Military. If they go there, they would like to go there at a higher level and they are offered the position at a lower level. There are many inter seniority issues. But they can absorb them.'

2.4 The Ministry of Home Affairs in a background brief on the Subject 'Resettlement of Ex-Servicemen' with specific reference to Lateral Induction in Central Armed Police Forces submitted the following information on the issue given as under:

This issue relates to the implementation of 5th & 6th Central Pay Commission (CPC) report, wherein it was recommended to explore the possibilities for lateral entry of Ex-Servicemen of Armed Forces into CAPFs to maintain a younger profile of the Army. To examine this issue, a Working Group consisting of representatives from MHA/CAPFs and MoD/Army had been constituted by Ministry of Defence in the year of 2001. However, report of this Working Group could not be finalised due to divergent views of the two Ministries. Later in 2011, renewed efforts were made to resolve the issue at the behest of Cabinet Secretariat, but the issue remained unresolved. Again in 2013, MoD forwarded a proposal for lateral induction of service personnel into CAPFs on pilot basis. MHA sent its views on the subject vide detailed note at Annexure-I and had largely expressed our inability to implement that proposal. Now, a fresh proposal has been sent by National Security Council Secretariat (NSCS) in 2015 wherein the recruitment of personnel has been proposed to be done jointly by MoD & MHA. After initial training and service (5-7 years) in Armed Forces, the person would return to CAPF. The proposal was examined in the Ministry in detail in consultation with all CAPFs and our view needs to be articulated in the Standing Committee.

According to the proposal of MoD forwarded in 2013, besides the existing 10% quota of Ex-Servicemen in CAPFs, it was proposed for lateral transfer of serving Army personnel to CAPFs on pilot basis (a sub cadre of 1000 persons initially) with their seniority. The CAPFs have not agreed to induction of Defence personnel (other ranks) to CAPFs/creation of a separate cadre in CAPFs for Army men. However, Assam Rifles had agreed with the proposal of induction of 1000 Army personnel as a separate cadre and requested MHA to issue suitable guidelines for preparation of Recruitment Rules for said cadre. Beside, the seniority issue, CAPFs suggested two options for lateral transfer of serving Army personnel into CAPFs i.e.

a) The quota of lateral transfer of serving Army personnel may be included within the existing 10% quota for Ex-Servicemen in direct recruitment by foregoing seniority.

b) Option based later transfer of Army personnel in CAPFs with the incentive of longer duration of service but foregoing of seniority.

2.5 The Ministry of Home Affairs in the background brief further submitted the following information on the concept paper re-designed by the National Security Council Secretariat (NSCS) on the issue of lateral induction given as under:

'National Security Council Secretariat re-designed the proposal and forwarded to MoD and MHA for comments. The Concept paper prepared by NSCS is for implementation of the recommendations of the 5th CPC, GoM, and 6th CPC for lateral shift of

Ex-Servicemen in CAPFs. The approach taken in the concept paper is different than that taken during earlier deliberations. In the concept paper, the concept of ownership by CAPFs has been proposed as follows:

- i. Recruitment will be done for CAPFs and the personnel will be shifted to Defence Forces for training and service for 5-7 years. On completion, the personnel will return to CAPFs. Lateral induction in the officer cadre could be after 3-5 years of training and service in Defence Forces. During their tenure in Defence Forces, their pay and service conditions will be governed by the Defence Forces Acts and Rules.
- ii. On return to CAPFs, the pay and seniority will be protected w.r.t. their juniors who were recruited along with them and remained in CAPFs. The personnel on lateral transfer will also be given induction training to imbibe the CAPFs ethos.
- iii. The Defence Forces will gain by way of keeping the lower age profile of their personnel and the CAPFs will gain by way of experienced/ trained manpower on the expense of little higher age profile.
- iv. The government will gain as the manpower so served in the Defence Forces will be covered under New Pension Scheme as against the personnel serving in Defence Forces are still covered under the Old Conventional Pension Scheme. This will reduce the pension liability of the Government.
- v. In the concept paper, NSCS is talking about induction of about 15000 personnel annually. The concept paper prepared by NSCS was discussed in the Ministry in consultation with CAPFs in detail and the views of the Ministry on the subject are proposed as given below.
 - a) Induction of military trained personnel in CAPFs in large number may not be advisable considering the role of CAPFs in maintaining democratic set up of the country.
 - b) The training, ethos and culture of Armed Forces are very different compared to CAPFs and the skills may not be transferable.
 - c) In the Army Majors command the Company where as in CAPFs the Assistant Commandants (equal to Captain in Army) are the Company Commanders. On return in CAPFs, after 3-5 years in Army, the person (Captain) will be promoted to the rank of Deputy Commandant without any or much experience of Company Commander which is must for an officer to develop as a proficient CAPFs officer.
 - d) As far as benefits to the organisations on implementation of the proposed concept is concerned, Armed Forces may gain by inducting lower age profile personnel but it would be at the cost of CAPFs as it would be difficult to re-train him for CAPFs duties.

e) The idea of joint recruitment by MoD & MHA does not seem feasible as Army and CAPFs have very different service conditions in terms of rank, pay and pension. There could be a plethora court cases dealing with the service conditions of such personnel.

The issues related to huge unfilled vacancies against the 10% quota of Ex-Servicemen were discussed in the meeting in Cabinet Secretariat in 2011 and MHA have been examining the issue by constituting a committee consisting representatives from MoD and CAPFs. The committee in consultation with CAPFs and in person meeting with Ex-Servicemen in CAPFs, examined the issue.

It is notable that the CAPFs have expressed strong reservations on the central idea of the concept paper forwarded by NSCS. Also, the subject matter pertains to “resettlement of Ex-Servicemen” and it's not clear how the model proposed by NSCS seeks to address the incumbent problems related to Ex-Servicemen.’

2.6 During oral evidence, the Ministry of Home Affairs submitted the following information on ‘Resettlement of Ex-Servicemen’ with specific reference to lateral induction of Servicemen in Para Military Forces and State Police Forces.

‘The subject matter regarding lateral induction of Ex-Servicemen in State Police Forces has recently been examined in response to a D.O. letter dated 3.2.2016 received from Shri Anil Sirohe, MP Lok Sabha. The reference was forwarded to BPR&D for seeking their comments. BPR&D vide their I.D. dated 3.5.2016 has stated that recruitment of State Police is decided by the State Governments and DGP of the States. There are many States who have recruited retired Army Jawans as Constables and other Ranks depending on eligibility, age and certificate of relief from the Army authorities. However, the following issues are pertinent in this regard: -

(i) On account of tough training and attitudinal changes, in law and order problems handling an aggressive crowd an army Jawan can potentially deploy more force than a young civilian recruit, which could be excessive leading to potentially undesirable consequences.

(ii) Due to advancing age, the response in case of an encounter could be slow and during Anti-Naxal Operations, Commando Operations, Anti-crime Operations, age matters a lot as long distance has to be covered on foot, physical fitness is required and a retired Army Jawan may not be suitable on this ground.

(iii) A retired Army Jawan needs to go through intensive attitudinal and psychological training to bring about changes required to deal with general public and civilians who could be unruly members of a Crowder occasions.

(iv) However, the retired Army Jawans may be useful as support contingent in Anti-Naxal Operations, Anti-Crime Operations and also in distant areas crime prone where there are not many law and order issues where tough posture which is generally adopted by retired Army Jawans may be useful.

(v) Hence, it would be advisable to leave the issue to the State Government alone as law and order is a State Subject.

2. Further, all the Governments/UTs were requested to consider such cases on merit. State Governments/UTs Administrations were requested to consider amending applicable rules and procedures where necessary to consider such cases as these army Jawans who have served the nation are well trained and disciplined and thus have capabilities which, can be put to good use in policing. However, as "Public Order" and "Police" are "State subjects" falling in Entry 1 & 2 of List-II of the seventh schedule of the constitution of India, it is the State Governments/UT Administrations, which have to implement the various police reforms measures.

2.7 The Ministry submitted the following information on the recommendations of the 5th Central Pay Commission regarding lateral induction of Armed Forces personnel to organisations like CPOs.

'It is understood that the question of lateral induction of Armed Forces personnel to other organisations is under consideration in the Ministry of Defence. We have examined the issue of lateral shift to other organisations in the context of Armed Forces proposal to reduce colour service to seven years and laterally shift personnel to other organisations. While we have elsewhere recommended shifting from combat groups to support groups, in the long term perspective, the lateral shift from Armed Forces organisations like Central Police Organizations (CPOs) has the advantage of keeping the Armed Forces young as well as reducing the defence pensionary liability and training costs of CPOs. We feel that it may not be in the best interests to recommend direct lateral transfer of all personnel required by CPOs from the Armed Forces and it may also not be possible to provide matching vacancies for all retired service personnel. However, there may be certain advantages in inducting higher percentage of personnel from the Armed Forces. We therefore recommend increase in the percentage of reservation in Group and 'D' posts in CPOs to 25% and recommend lateral transfer to this extent. If the induction is available after 7 years service instead of the present scheme under which it is available after completion of terms of engagement, the response may be better. We also suggest that pay may be protected (since no pension will be admissible) and service rendered may be counted. With regard to reservation in Group A posts in CPOs, we suggest that 25% of the posts of Assistant Commandants in CPOs should also be filled in the same manner and pay and seniority may be similarly protected. Therefore percentage of reservation at this level may also be increased from the existing 10% to 25%. This may particularly be made available to Short Service Commissioned officers.

(Recommendation of the 5th Central Pay Commission, Para No. 166.12)

2.8 The Ministry submitted the following information on the Recommendation of the Kargil Review Committee regarding reduction in colour service of the Armed Forces.

"The Army must be young and fit at all times. Therefore, instead of the present practice of having 17 years of colour service (as has been the policy since 1976), it would be

advisable to reduce the colour service to a period of seven to ten years and, thereafter, release these officers and men for service in the country's paramilitary formations. After an appropriate period of service here, older cadres might be further streamed into the regular police forces or absorbed in a National Service Corps (or a National Conservation Corps), as provided for under Article 51A(d) of the Constitution, to spearhead a range of land and water conservation and physical and social infrastructure development on the model of some eco-development battalions that have been raised with a fair measure of success. This would reduce the age profile of the Army and the para-military forces, and also reduce pension costs and other entitlements such as married quarters and educational facilities. The Army pension bill has risen exponentially since the 1960s and is becoming an increasing burden on the national exchequer. Army pensions rose from Rs. 1,568 crore in 1990-91 to Rs. 6,932 crore (budgeted) in 1999-2000, the equivalent of almost two-thirds of the current Army salary bill."

2.9 The Ministry of Home Affairs in the background brief further submitted the following information on the Recommendation of the Kargil Review Committee regarding reduction in colour service of the Armed Forces.

"In order to ensure that the Armed Forces are at their fighting best at all times, there is a need to ensure a younger profile of the Services. However, this is a highly complex matter. While the Army desires a younger age profile, so do the Central Para-Military Forces (CPMFs). The GoM recommends that the Cabinet Secretary, COAS, Defence Secretary, Home Secretary, and Secretary Expenditure may look into the terms of engagement of soldiers, lateral entry into other organisations and resettlement policies. The recommendations in the matter could be submitted for the Government's consideration."

(GoM Report Para No. 6.72)

2.10 The Ministry of Home Affairs in the background brief further submitted the following information on the concept paper prepared by National Security Council Secretariat on Recommendation of the Kargil Review Committee regarding reduction in colour service of the Armed Forces.

'It is a fact that the Defence services want to keep the age profile of their fighting forces (PBOR) younger than what it is now. To be acceptable to the donor and receiver throughout the process, the concept has to be based on ownership by the CAPF. The basic orientation needs to be changed to "Lateral Movement" instead of "Re-employment". In essence, it will devolve on recruitment by the CAPF, subsequent training and experience of 05 to 07 years in the Armed Forces and return for final absorption by the CAPF. A seven year tenure caters for at least two field tenures. In case this is to be further restricted a tenure in the RR and an Army Unit can be considered. A permanent lifelong regimental affiliation will however have to be sacrificed. The advantages of belonging that come with the CAPF being integral to the process are obvious. In addition, no permanent financial liability gets established at this stage nor does the receiver (CAPF) seniority structure get impacted. A period of 05 to

07 years will be sufficient for requisite combat hardiness, imbibing of discipline and gaining sufficient experience prior to the lateral move to the parent cadre. In the bargain the Army will get compensated for its individual by keeping the overall profile young and reducing its pension liability.

A similar concept can be applied for the officer cadre, though the time spent on training and service could be restricted to 03-05 years. Apart from reducing the pension bill, it will facilitate skill sets flowing from the Armed Forces to CAPF.

Methodology

It is relevant to establish an inter service - CAPF linkage in terms of numbers, type and experience. The Navy for example can be a feeder for seamanship related to Marine Police/Coast Guard. Similarly, technical abilities and flying expertise of Air Force can be linked with Coast Guard Air Wing and BSF Air Wing etc. The Army too can be segmented into technical and combat requirements.

The process of induction and de-induction from the Services could be as follows:-

In view of previous discussions & new raisings it will be appropriate for CAPFs to identify the number of vacancies required every year for filling up by PBOR. A long term average annual projection can be made as per this. It needs to be emphasized that it is not reemployment but a concept based on ownership throughout the cycle. The Army on the other hand has recommended shifting 15,000 personnel every year.

As a part of the Long-Term proposals a joint recruitment board would recruit approximately 15,000 personnel in the CAPFs for the Army for the first 07 years commencing from 2002. Subsequent to recruitment, they would be trained and utilized by the Army for 07 years. After expiry of 07 years' service, they would revert back to their parent CAPF. While serving in the Army they would receive additional allowance as personal pay to keep them at par with personnel recruited by the Army.

The numbers of PBOR as identified for long term requirement will continue to be recruited by the CAPFs but sent to Armed Forces for training and deployment in the three services. The recruitment in the services can be deflated by this figure/cater for new raisings within the Armed Forces.

Within the Army, these individuals will go through recruitment training. After a service of five to seven years, the concerned PBOR should be sent back of CAPFs for force specific reorientation training and absorption in its cadres. This will not upset the promotion profile, will not entail additional cost to the Services and provide a disciplined and conflict hardened cadre to the CAPF.

The terms and conditions of pay, promotion and pension applicable to the PBOR would be those of the CAPFs to avoid any disparity or representation subsequently. Based on the requirement of the CAPF, the Services would induct them in Navy (for Coast Guard, etc.) Combat Arms, Logistics and Technical segments.

The concerned Armed Forces Laws and Regulations would be applicable to the PBOR during service with the Armed Forces to meet the requirements of discipline, command and control.

The officer cadre in a similar manner, after five years of service can be laterally transferred to the CAPFs keeping their seniority structure intact.

The number of officers to be transferred could be mutually decided upon by the projection of vacancies by respective CAPFs.

The terms & condition of service on transfer would remain the same as prevalent in the respective CAPFs.

The CAPF would benefit by way of :-

(a) Getting a 'Trained Soldier' who is well disciplined, proficient in handling arms/ munitions, conversant with handling of tactical & Internal Security situations, who with bare minimum re-orientation training, before being deployed on CAPF unit duties, will be an asset.

(b) Get a 'Trained & Experienced Officer', who will carry with him imbibed & practiced leadership, discipline, tactical acumen & professional efficiency in handling External & Internal Security situations. A hardened & experienced 'hands on' experience will in a way get laterally transposed.

(c) The PBOR would be at the peak of their youth, 24-26 years of age, to be gainfully employed by the respective CAPFs.

(d) The officer cadre will also be in the age bracket of 26-28 years of age, young with professional maturity.

Benefits are likely to accrue to the Army by way of:-

(a) Help in achieving a lower age profile for its combat forces.

(b) Significant savings would be possible on account of pension payable.

Benefits to Government of India (GoI)

With lateral transfer of PBOR officers to CAPF only one agency i.e. the CAPF would be paying pension. This would result in lowering the overall pension being paid by the GoI.

Conclusion

It will be worthwhile shifting to the concept of "Lateral Movement" instead of "Re-employment" with "Ownership with the CAPFs", considering the overall benefits to all the agencies involved; with the CAPFs getting an experienced cadre of Officers & PBOR, the Armed Forces being able to maintain a lower age profile & the GoI economizing on the pensions. A win-win situation for all the stakeholders. Issues relating to assimilation between diverse organizations with different focus will automatically get settled once the concept of "Lateral Movement is adopted instead of the present model of Re-employment". It is a model based on 'foster parenting' while biological ties are still retained. Financial prudence by itself especially related to pensions and whole life support is a strong enough reason to overcome the resistance to the recommendation of GoM, 5th CPC and 6th CPC.

CHAPTER-III

RE-EMPLOYMENT OF EX-SERVICEMEN IN TERRITORIAL ARMY

3.1 The Ministry submitted the following information on re-employment of Ex-Servicemen in Territorial Army:

'As a test case 127 Infantry Battalion (TA) ECO, Garhwal Rifles was chosen to ascertain how they can benefit the society.

With the dual aim of resettlement of Ex-Servicemen and regeneration of ecology, 127 Infantry Battalion (TA) Eco, Garhwal Rifles was raised on 1st December, 1982. Details are as under:

The location of Battalion Headquarter and four Companies are as under:-

(a) Battalion Headquarters funded by the Ministry of Environment, Forest and Climate Change (MoEF&CC) is located at Dehradun.

(b) Two Companies funded by MoEF&CC are located at Kauthi-Bhaundi (Jaunsar-Babar), District-Dehradun.

(c) Two Companies funded by State Govt. are located at Dewar - Khadora (Gopeshwar), District- Chamoli Garhwal.

The strength of Unit is as under:-

Details	Offrs	JCO	Hav	Nk	Lnk/Se p	Attachment			Total
						AEC	EME	AMC	
RA	03	07	06	-	-	-	02	05	18
TA	03	06	01	40	405	-	-	-	460
Total	06	13	07	40	405	-	02	05	478

The major Projects undertaken since raising are as under:-

Name of Project	Plantation Year	Area (Hectares)	Land Category	Saplings Planted (Lakhs)
Pilot Project Mohand	1982 to 1985	700	Forest Land	3.49
Mussoorie Micro Catchment Project	1985 to 1994	3400	Forest/Mining Department & Gram Samaj Land	29.61
Aglar Watershed Project District Tehri Garhwal	1994 to 2014	8000	Gram Samaj Land	78.71
Experimental Plantation	2004-2007	38	Gram Samaj Land	12500 Nos
Mana/Malari Project	2008 to 2014	2200	Gram Samaj Land	17.20
Jaunsar-Bhabar Project	2014-till date	800	Gram Samaj Land	9.03
Dewar-Khadora Project	2014-till date	803	Gram Samaj Land	7.39
Total		15941		145.43

Plantation Achievements

In the past 33 years, the unit has planted more than 145.43 lakhs saplings and afforested 15941 hectares of unproductive and degraded landmass in Garhwal Himalayas and achieved an overall survival rate of over 80%. This has significantly increased the green cover, availability of fodder, firewood and increased the agriculture yield through improved soil fertility in perceivable ways thus benefitting the local communities economically.

Expenditure Details

Expenditure involved is initially met out of the Defence Services Estimates and subsequently reimbursed based on actual expenditure to the Principal Controller of Defence Accounts, New Delhi by MoEF&CC/State of Uttarakhand. The expenditure details of last five years is as under :-

(a) MoEF& CC funded Battalion Headquarters plus two companies.

Year	Total Expenditure	Reimbursement by MoEF&CC	Balance to be paid by MoEF&CC
-------------	--------------------------	-------------------------------------	--

2011-12	4,86,63,657	4,86,63,657	Nil
2012-13	5,90,49,995	5,90,49,995	Nil
2013-14	6,34,27,838	2,39,07,088	3,95,20,750
2014-15	7,40,28,548	-	7,40,28,548
2015-16	7,99,95,488	-	7,99,95,488
Total	32,51,65,526	13,16,20,740	19,35,44,786

(b) **State funded two companies**

Year	Total Expenditure	Reimbursement by State of Uttarakhand	Balance to be paid by State of Uttarakhand
2011-12	3,97,52,268	34,60,000	3,62,92,268
2012-13	5,20,15,735	1,03,50,000	4,16,65,735
2013-14	7,21,40,606	1,95,34,123	5,26,06,483
2014-15	5,33,54,047	23,29,419	5,10,24,628
2015-16	7,44,87,455	-	7,44,87,455
Total	29,17,50,111	3,56,73,542	25,60,76,569

The efforts of the unit have not only transformed the landscape of respective project sites but also brought positive changes in weather and climatic conditions like lowering of temperature, increased rain and snowfalls. More significantly, unit successfully proved and validated the viability of a new and unique model for Eco Restoration Projects by employing Ex-Servicemen within Army's legal framework. This success led to raising of seven more such Eco Task Forces in the country.

3.2 The Ministry of Defence further submitted the following information on Ecological Task Force (ETF) Battalions (Territorial Army).

'Ecological Task Force (ETF) Battalions (TA) have been raised to execute specific ecology related projects, with military like work culture and commitment, by enrolling Ex-Servicemen. ETF Battalions (TA) use technical expertise of the respective State Forest Department (SFD), for afforestation related activities and promote environment.

Presently eight such Infantry Battalions(TA) Ecological, comprising 21 operational companies. are carrying out afforestation in difficult and degraded areas in States of Uttarakhand, Rajasthan, J & K, Himachal Pradesh, Delhi and Assam. Of these, six ETF Battalions comprising 14 companies are funded by Ministry of Environment, Forest and Climate Change (MoEF&CC) and two ETF Battalions comprising seven companies, are funded by State Governments. These ETF Battalions have been raised with the twin objectives of restoration of degraded areas and of Ex-Servicemen. The details of ETF Battalions operational in the country are given as under:-

S.No	Unit	Companies	Location	Funded by	Authorised Strength	Raised on	Total Ex-Servicemen Recruited
1	127 Infantry Battalion (TA) Eco, GARH RIF	04	Dehradun (Uttarakhand)	02 Companies by MOEF&CC and 02 Companies by State Government of Uttarakhand	Officers-06 JCO-13 OR-459	01 Dec 1982 31 Mar 2008	1108
2	128 Infantry Battalion (TA) Eco, RAJ RIF	03	Jaisalmer (Rajasthan)	MOEF&CC	Officers-09 JCO-14 OR-637	01 Sep 1983	2633
3	129 Infantry Battalion (TA) Eco, JAK LI	01	Samba (J&K)	MOEF&CC	Officers-03 JCO-04 OR-142	24 Jun 1988	399
4	130 Infantry Battalion (TA) Eco, KUMAON	04	Pithoragarh (Uttarakhand)	02 Companies by MOEF&CC and 02 Companies by State Government of Uttarakhand	Officers-06 JCO-13 OR-459	01 Apr 1994 31 Mar 2008	912
5	132 Infantry Battalion (TA) Eco, RAJPUT	01	Bhatti Mines (Delhi)	State Government of Delhi	Officers-03 JCO-07 OR-201	09 Oct 2000	302
6	133 Infantry Battalion (TA) Eco, DOGRA	02	Kufri (Himachal Pradesh)	State Government of Himachal Pradesh	Officers-04 JCO-08 OR-246	Bn HQ plus one company on 15 Feb 2006 and second company in Jul 2010	468
7	134 Infantry Battalion (TA) Eco, ASSAM	03	Sonitpuri (Assam)	MOEF&CC	Officers-05 JCO-08 OR-267	06 Feb 2007	785
8	135 Infantry Battalion (TA) Eco, ASSAM	03	Kokrajhar (Assam)	MOEF&CC	Officers-05 JCO-08 OR-267	06 Feb 2007	570
9	Total	21	-	-	Officers-41 JCO-71 OR-2678	-	7157

Expenditure on Raising an ETF Battalion (TA)

The expenditure incurred on raising and subsequent maintenance as per 2015-16 per capita rates is as under:-

- (a) **Battalion Headquarters + 01 Company.**
(03 Officers 05 JCOs and 139 Other Ranks)

(i)	First Year		
	(aa) Raising	-	Rs 2.51 crores
	(ab) Maintenance	-	Rs 7.36 crores
(ii)	2nd Year to 5th Year	-	Rs 29.44 crores
(iii)	Total for Five Years	-	Rs 39.31 crores

(b) Battalion Headquarters + 02 Companies
(04 Officers 08 JCOs and 238 Other Ranks)

(i)	First Year		
	(aa) Raising	-	Rs 4.08 crores
	(ab) Maintenance	-	Rs 10.61crores
(ii)	2 nd Year to 5 th Year	-	Rs 42.44 crores
(iii)	Total for Five Years	-	Rs 57.13 crores

(c) Battalion Headquarters + 03 Companies
(05 Officers 11 JCOs and 337 Other Ranks)

(i)	First Year		
	(aa) Raising	-	Rs 5.65 crores
	(ab) Maintenance	-	Rs 17.19 crores
(ii)	2 nd Year to 5 th Year	-	Rs 68.76 crores
(iii)	Total for Five Years	-	Rs 91.60 crores

Till date ETF Battalions have planted approximately 6.6 crore saplings and covered an area of 66,862 Hectares of land, with 75 to 80 percent of survival rate ETF Battalions have been given due recognition for their exemplary contribution in the field of ecology and have been bestowed with various National and State level awards.

Enrolment of Ex-Servicemen

Young, physically fit, skilled and disciplined servicemen become pensioners very early in life. Their early exit makes their second innings a challenging battle of uncertainty. ETF Battalions are one such avenue for resettlement of Ex-Servicemen. Besides re-employment, Ex-Servicemen a sense of satisfaction for contributing directly to the society

Ex-Servicemen have happily amalgamated into the disciplined force, due to their transition from previous service into same organisation, with distinct task calling themselves as Eco Warriors. The details of Ex-Servicemen recruited in ETF Battalions(TA) are as under:

Year	127(TA)	128(TA)	129(TA)	130(TA)	132(TA)	133(TA)	134(TA)	135(TA)
1982	140	-	-	-	-	-	-	-
1983	92	220	-	-	-	-	-	-
1984	21	215	-	-	-	-	-	-
1985	15	235	-	-	-	-	-	-
1986	08	14	-	-	-	-	-	-
1987	12	12	-	-	-	-	-	-
1988	15	11	134	-	-	-	-	-
1989	15	18	08	-	-	-	-	-
1990	29	31	13	-	-	-	-	-
1991	31	8	07	-	-	-	-	-
1992	25	16	03	-	-	-	-	-
1993	42	311	12	-	-	-	-	-
1994	49	201	20	245	-	-	-	-
1995	38	148	12	55	-	-	-	-
1996	16	225	12	19	-	-	-	-
1997	17	67	04	08	-	-	-	-
1998	07	72	03	07	-	-	-	-
1999	01	51	08	04	-	-	-	-
2000	11	124	08	06	72	-	-	-
2001	07	27	02	03	36	-	-	-
2002	16	0	10	13	0	-	-	-
2003	13	0	16	03	0	-	-	-
2004	07	0	06	18	12	-	-	-
2005	09	0	30	32	22	-	-	-
2006	08	0	08	10	57	97	-	-
2007	23	0	16	25	10	35	224	251
2008	219	97	0	235	07	09	31	08
2009	33	01	22	26	14	16	21	29
2010	22	0	06	24	09	99	08	06
2011	58	61	05	34	15	37	14	22
2012	25	124	05	40	14	18	20	03
2013	29	192	03	55	07	61	57	54
2014	36	51	14	25	09	35	132	129
2015	19	90	06	19	18	39	21	43
2016	0	11	06	06	0	22	237	25
Total Ex-Servicemen Recruited	1108	2633	399	912	302	468	765	570
Ex-Servicemen strength as on date present in unit	411	480	106	422	154	216	237	257

The innovative idea to stop indiscriminate deforestation on a war footing literally, is presently entrusted into the disciplined hands of the soldiers. The objective behind raising of ETF Battalions (TA) was to address the problem of Eco degradation Raising

of Ecological Task Force and their manning by Ex-Servicemen has been a very successful exercise.

3.3 Other employment opportunities may be created as we know TA Battalions are doing wonderful job in their respective field. The representatives of the Ex-Servicemen (ESM) Associations recognized by the Ministry of Defence submitted the following information on Raising of Territorial Army Battalions (TA Bns) for Heritage Protection and Ganga Protection (Namami Gange Project):-

TA Battalions (Heritage Protection). There is a need to protect our heritage sites. A total of approximately 3700 major heritage sites exist in the Country. These Heritage sites are totally neglected except a few. Once the TA **Battalions** are raised and made accountable to preserve these sites, these sites will be looked after well, the environment protection, tree plantation, arboriculture environment management, protection of sites, tourist management will be properly done. In addition, these battalions are also immediately available for disaster relief like earth quake and flood relief when needed. The TA battalions have just 10 to 15% personnel from regular force, approximately 50% from ESM, balance recruited from local areas. The TA battalions (Ecology) have done us proud in Mussoorie Hills, Bhatti Mines and in the Jaisalmer deserts.

TA Battalions (Ganga Protection). There is a need to physically ensure protection of our revered River Ganga. Nothing could be more efficient than TA Battalions raised for the protection of Ganga deployed from Shivpuri in Uttrakhand to Ganga Sagar, approximately length being 3200 Kms. These Battalions could be deployed all along with concentration at places like, Garh Mukteshwar, Hardwar, Kanpur, Allahabad, Varanasi and Patna etc. The requirement may be 30 Battalions approximately. These could be raised in phases, as per priority. These Battalions could be trained in de-weeding, de-silting, maintenance of arboriculture, maintenance of Ghats, protection and maintenance of cremation grounds, tree plantation and beautification of area. They will thereafter maintain these areas well. Give them the resources i.e. the plants and machinery, these soldiers will do everything and also ensure there is no pollutants that are discharged into Ganges and no antisocial activities that take place in the area. Again in this case, these battalions can also have dual role for disaster relief like earthquake and floods. The regular personnel in this case also are just 10 to 15%, approximately 50% ESM and balance recruited from local area. This will ensure the true cleaning of Ganges, and maintenance of river banks. No sand mafia, sewage/pollutants floating into Ganges will be permitted and the beautification/plantation of river banks and environment will be ensured.

3.4 During the course of examination of the subject, a representative of the Ex-Servicemen (ESM) Associations recognized by the Ministry of Defence submitted the following information on the raising of battalions of Territorial Army for Heritage Protection and Namami Gange or Ganga protection:

'We have 3,700 major heritage sites. Some of them are not being looked after very well. A number of artefacts are missing and some of the precious statutes have been removed. All this will be well looked after if we raise Territorial Army battalions for the heritage protection. These have already been raised in the past. You know the Mussorie Hills who have done a good job. Bhatti Mines is another example, Jaisalmer is another example. In these TA battalions, 50 per cent are the Ex-Servicemen and 10 to 15 per cent are from the regular Army.'

3.4 During the course of examination of the subject, on being asked to give the reasons for not getting any vacancy in any Group 'A' posts, a representative of the Ministry of Defence submitted the following information:

'The terms and conditions for applying for those posts dissuade our people from applying for those posts. The age group and the rest are given in such a manner that he cannot apply for those posts. For example, there was an advertisement which was recently on the Internet. For a job, the age of a Brigadier was given as 51 years of age. He does not fit into that. We do not become Brigadiers at that age.'

3.5 During the course of examination of the subject, on being asked to whether the Government moved on this, a representative of the Ministry of Defence submitted the following information:

'There is a demand to increase the age in different categories. We have taken up this case with DoPT. This age was enhanced previously, but again there is a demand to enhance the age limit so that they can compete and get absorbed in these reserved posts.'

CHAPTER-IV

WELFARE MEASURES FOR SERVICEMEN AND EX-SERVICEMEN

4.1 The representatives of the Ex-Servicemen (ESM) Associations recognized by the Ministry of Defence submitted the following information on resettlement of Ex-Servicemen :

1. Direct induction of Servicemen into Central Armed Police Forces (CAPF), State Police Forces and Commando Battalion for Resolute Action, Battalions (COBRA Bns) Etc.

The requirement of CAPF, COBRA Battalions is fully met by these personnel and therefore these soldiers be inducted into CAPF directly. The induction may commence at 7 years of service and can continue upto 30 years of service to ensure an ideal age profile of the CAPF. Modalities could be worked out in consultation with the Armed Forces. There should be no other selection criteria except on the basis of health, discipline and physical parameters aspects. The induction should be direct in consultation with the Armed Forces Headquarters (HQ) and no separate selection be conducted.

2. Direct recruitment of Short Service Commission (SSC) Officers into CAPF as Assistant Commandants.

The SSC Officers should be directly taken into CAPF as Assistant Commandants, the vacancies for which are approximately 600 per year. 50% of these must be from SSC Officers and balance from the environment. These are the Officers who have been selected through a rigorous process and even successfully faced the SSB (interview). These Officers have excelled in Counter Insurgency and other Operations and fully meet the operational requirement of the CAPF. This will ensure apart from a second career to the most suitable candidate, greater harmony between Armed Forces and CAPF.

3. Induction of SSC Officers into Civil Service

The SSC Officers should also be inducted into Civil Services as was the case in the past during 60s and 70s. These Officers should give exam only in two subjects and face the interview board. The present Civil Military confrontation will also reduce with such integration as Armed Forces Officers will also feel as part of the system in the decision making, where presently, there is a feeling of neglect in this aspect. The data of various vacancies (only Central Government) is given below which clearly elucidate the shortfall:-

S No	Name of Organisation	Post Classification	Direct Recruitment Vacancies reserved for ESM	No of direct Recruitment Vacancies actually filled by ESM	Short Fall @
(1)	(2)	(3)	(4)	(5)	(6)
1.	Central Government Departments (Deptts)	Central Govt Deptts Group 'C'	2392	116	2276
		Central Govt Deptts Group 'D'	2139	2127	12
2.	CPSUs	PSUs Group 'C'	1025	53	982
		PSUs Group 'D'	115	22	93
3.	Banks	Banks Group 'C'	3278	2386	892
		Banks Group 'D'	1558	752	806
4.	CPMFs	CPMFs Group 'A'	61	0	61
		CPMFs Group 'B'	268	35	233
		CPMFs Group 'C'	4305	35	4270
		CPMFs Group 'D'	0	0	0
	Total	Group 'A'	61	0	61
		Group 'B'	268	35	233
		Group 'C'	11000	2590	8410
		Group 'D'	3812	2901	911
	G/Total		15141	5526	9615
	Short fall in %				62.89

@ Figures are approximate.

In addition, the State Government and State Police be also requested to directly induct the Armed Forces personnel in their Police, COBRA, Rapid Action Force.

4. National Disaster Response Force (NDRF)

The NDRF should comprise of only Armed Forces Veterans in all ranks. Everywhere, it's the Armed Forces who get employed in all disaster related eventualities. This will ensure better coordination and harmony.

5. PSUs, Bank, Defence Research and Development Organisation (DRDO) & other Central/State Government Department

There should be direct induction into these Departments. All group 'B' & 'C' vacancies which are related to security must be filled by Armed Forces personnel only. Vacancies like drivers should be filled 100% from the Armed Forces.

Other amenities for Ex-Servicemen

6. Qualification and age criteria.

There should be only one qualification and age criteria i.e. that Officers, Junior commissioned officer (JCOs) and Others (OR) should have served for 5/10/15 years in their respective service. They can, in addition lay down, discipline and health criteria. There should be no other criteria related to education or age. However, the trade and expertise required could be mentioned.

7. Medical Staff in Government Hospitals/Primary Health Centre (PHCs) both Central as well as State Government

The Medical Doctors, as well as Para Medics are highly motivated, extremely well trained, experienced with exceptional commitment. There is extreme shortage in these trades in the environment whereas such asset is going waste in case of Armed Forces personnel post retirement. There is a need to immediately address this issue and provide second career to these competent personnel.

8. Placing Armed Forces Officers, Personnel Below Officer Rank (PBOR) in the Ministry of Defence(MoD), Principal Controller of Defence Accounts (PCDA), Controller General of Defence Accounts (CGDA), Defence Research & Development Organisation (DRDO), Ordnance Factories Board (OFB) and Defence PSUs etc.

There is an absolute imperative to ensure Armed Forces personnel are integrated with above organization to ensure better understanding and harmony. These departments over time should totally be manned by Armed Forces personnel in a phased manner at all ranks including the Principal Controller of Defence Accounts (PCDA)/Controller General of Defence Accounts (CDA), Bharat Dynamics Limited (BDL), Bharat Earth Movers Limited (BEML) etc.

9. Special Family Pension and Liberalised Pension

These two categories of pensions are supposed to receive 120% and 200% pension as per Department of Ex-Servicemen Welfare (MOD) letter No 1(16)/2012/D(Pen/Policy) dated 17 Jan 2013 and Circular No 503 dated 17 Jan 2013 for all post 01 Jan 2006 pensioners. This is causing a great heart burn to pensioners of Pre-2006. On grant of One Rank One Pension (OROP) by The Government of India (GOI), this pension should have also been equalized for all previous pensioners keeping in view the spirit and authority of your OROP notification.

10. Exemption from Income Tax for Liberalised/Special Family Pension

The Liberalized/Special Family Pensioners are those whose husbands have laid down their lives in war like/Counter Insurgency situations or on the Line of Control.

The family pensioners may, therefore, need to be given exemption from Income Tax as is being given to Disabled Soldiers.

11. Provision of Free Railway Passes to Winners of Sena Medal (Gallantry)

The Sena Medal (Gallantry) Award is given for an act of gallantry in the face of enemy. The President Police Medal is below the Sena Medal (Gallantry) in order of precedence, but the awardees of President Police Medal are provided free railway passes by the Railway Ministry for the awardees and also for one companion. Since the Sena Medal (Gallantry) is higher in precedence and is for an act of gallantry and is separate from the award. Sena Medal (Distinguished Service), therefore, is a very

strong case for giving the benefit of free railway passes to these awardees also. This will be a great motivating factor as also recognition of their service to the Nation.

4.2 During the course of examination of subject, representatives of the Ex-Servicemen (ESM) Associations recognized by the Ministry of Defence submitted the following information on the applicability of Railway Passes to Gallantry awardees:

'Till Veer Chakra the Railway Pass is there. Sena Medal Gallantry is also a Gallantry award but the Railway Pass is not applicable for them. I will bring to the notice of the august gathering that Sena Medal Gallantry is ahead of the President Police Medal. They get the Railway Pass but Sena Medal Gallantry does not get it.'

4.3 During the course of examination of subject, representatives of the Ex-Servicemen (ESM) Associations recognized by the Ministry of Defence submitted the following information in respect of widow's pension of Ex-Servicemen :

'In Today's environment, when a soldier dies, his wife's pension becomes 60 percent of his pension. That means we are looking at saving of 40 percent. Please retain the pension of widow at 100 percent. Do not reduce it. She has to face more problems after his husband's death if he is the only bread winner.

4.4 During the course of examination of subject, representatives of the Ex-Servicemen (ESM) Associations recognized by the Ministry of Defence submitted the following information on the exemption of income for gallantry award winners and the disabled people:

'Today, the gallantry award winners and the disabled people are exempted from the income tax on their pension. This should be made applicable to liberalised and special family pensioners also. Those widows whose husbands died in some active operations may also be considered for this exemption.

We may be at least kind to the martyrs who have died. At least their widows should be exempted so that they feel privileged and above others.'

4.5 During the course of examination of subject, representatives of the Ex-Servicemen (ESM) Associations recognized by the Ministry of Defence submitted the following information on the applicability of warrant of precedence 1937:

'There are miscellaneous issues. One is the Warrant of Precedence 1937 which is still applicable. But while issuing a number of notifications in 17.09.2007, a lot of infirmities have come in. That Warrant of Precedence of 1937 clearly talked about number of years of service. It says that Joint Secretary with 30 years of service is equivalent to a Major General. That part with 30 years' service has been removed and now a Joint Secretary with 16 to 18 years service is made equivalent to a Major General. Over a period of time, such things have come up.

A minimum of 30-31 years of service is required. That will get removed if you go back to that especially, a DIG today is being equated everywhere with a Brigadier whereas the Warrant of Precedence till as latest as 2007 says he is below the Colonel. Though it is for protocol but it is being utilised for the Pay Commission, for everything. Unless there is a total demarcation, this will continue. Sir, we need your support to give this. We do not want the upgradation. Whatever was there originally can continue.'

PART – II

OBSERVATIONS/RECOMMENDATIONS

Effectiveness of implementation of reservation policy for Ex-Servicemen

1. The Committee note that nearly 60,000 Armed Forces Personnel retire/are released from active service every year. Most of them being in the comparatively younger age bracket of 35 to 45 years, need a second career to support their families. These personnel constitute a valuable, disciplined, well-trained, dedicated and talented pool available for nation building. DGR is the nodal agency for monitoring reservations for Ex-Servicemen(ESM) in various Departments of Central Government, Public Sector Undertakings (PSUs), Banks and Central Para Military Forces(CPMF). DGR provides half yearly reports to MoD & DoPT regarding implementation of the reservation policy. DGR has in its submission expressed satisfaction over the utilization of reserved vacancies for Ex-Servicemen in Nationalized Banks. However, as stated by DGR, utilization of vacancies reserved for Ex-Servicemen in the CPMFs is negligible. The Committee are perturbed to note that DGR is not vested with any power to compel the Central Government Organisations which do not have percentages prescribed for recruiting Ex-Servicemen in their organizations. The reservations made for ESM are, in nature, by way of 'executive decision' and are not on the same footing as reservations for SC/ST/OBCs/PWD(Persons with disability), which are backed statutorily and are thus implemented by all Central Government Organisations.

The Committee are of the view that without statutory backing, DGR cannot perform the duties assigned to it diligently. Therefore, the Committee recommend that possibilities be explored and action initiated for granting statutory power to DGR so as to provide reservations on the lines of SC/ST/OBCs/PWD.

Data on Ex-Servicemen maintained by DGR

2. The Department of Ex-Servicemen Welfare was set up in the month of September 2004, within the Ministry of Defence and looks after the Welfare, Resettlement and Rehabilitation of Ex Servicemen, War-Widows and their dependents.

Directorate General Resettlement is an Attached Office of Ministry of Defence which facilitates resettlement of ESM by organising Pre and Post retirement training, re-employment and self employment. From the submissions made, the Committee note that no separate year wise data is maintained by DGR for the Armed Forces personnel retiring and registering with the Rajya Sainik Boards (RSBs) and Zilla Sainik Boards (ZSBs). DGR compiles data census of Ex-Servicemen based on information received in this regard from Rajya Sainik Boards and Zilla Sainik Boards. This data is forwarded by RSBs/ZSBs on Half Yearly basis and is thus cumulative in nature with no bearing on the year of retirement. It would be pertinent to note in this regard that retired persons may or may not register themselves with RSBs/ZSBs in the year of their retirement itself.

The Committee feel that it would be essential for DGR to get monthly data on retirements from the respective services and maintain its own data base on the number and names of Armed Forces Personnel retiring. In the current times, the Three Services can easily share the data relating to superannuation electronically with the DGR. This will facilitate them to update the data and initiate advance planning, organize post retirement training before hand, and enable in re-employment and self employment in a purposeful way. The Committee may be apprised on the action taken in this direction.

Need for enhancement of percentage of reservations in group 'C' & 'D' Posts for ESM

3. Resettlement and welfare of Ex-Servicemen (ESM), widows and dependents of Ex-Servicemen is a joint responsibility of the Central and State Governments. The Central/State Governments provide reservations to the Ex-Servicemen in the following pattern :-

- Central Ministries / Departments Group 'C' - 10 %, Group 'D' - 20 %.
- PSUs/Nationalized Banks - Group 'C' - 14.5 % Group 'D' - 24.5% Out of this 4.5 % is reserved for Disabled Ex-Servicemen/ Dependents of Ex-Servicemen killed in action both in Group 'C' and Group 'D' posts.
- In Defence Security Corps, 100% vacancies are reserved for ESM.
- 10% posts of Assistant Commandants in Para Military Forces.
- State Governments also provide reservations to ESM in State Government jobs.

The current position in regard to reservations in various categories of posts, as informed about by the Ministry, is as under :

- (i) As per DoPT Gazette Notification No. 39016/10/79-Estt. (C) dated the 15th December, 1979 and DOP&T No. 36034/1/2006-Estt. (Res) dated 04.10.2012, 10% of the vacancies in Group 'C' and 20% of the vacancies in Group 'D' posts, including permanent vacancies filled initially on a temporary basis and temporary vacancies which are likely to be made permanent or are likely to continue, for three months and more, to be filled by direct recruitment in any year shall be reserved for being filled by ESM.
- (ii) Consequent to the implementation of the 6th Central Pay Commission (CPC) recommendation, Group 'D' posts were Merged with Group 'C' posts. Further, some of the Group 'C' posts were upgraded to Group 'B' posts. Accordingly, an amendment is required to be carried out in the DOP&T Notification No. 36034/1/2006-Estt. (Res) 04 Oct 12 to increase the percentage of reservation in Group 'C' posts from 10% to 20% and to provide for 10% reservation in Group 'B' posts for ESM to make up the deficiency of posts caused due to the merger of Group 'D' posts with Group 'C' posts and up-gradation of Group 'C' posts to Group 'B' posts.
- (iii) Accordingly, a proposal to introduce reservation of 10% in Group 'B' (Non-gazetted) Direct Recruitment posts and to provide reservation of 20% in Group 'C' Direct Recruitment posts in Central Government jobs was referred to DoPT. DoPT vide their O.M. No. 36034/1/2006-Estt. (Res) dated 23rd May, 2016 have requested to Ministry of Defence to provide the following information:
 - (a) The rationale behind increase in percentage of reservation in Group 'C' posts for ESM as it is percentage-wise reservation for ESM.
 - (b) Department-wise category of posts, its sanctioned strength and filled up position which have been upgraded from Group 'C' posts to Group 'B' posts.
 - (c) MoD has also been requested to take up the matter with MHA and Department of Financial Services to find out the reason for non-filling up of posts reserved for ESM. The above information is to be provided to DoPT after receipt of inputs from MHA & Deptt of Financial Services for further examination of the proposal at their end.

As the resettlement and welfare of Ex-Servicemen has a direct impact in boosting the morale of the serving personnel as well as in attracting the talented youth, the Committee desire that the Ministry of Defence/Department of ESM welfare pursue the matter with the Ministry of Home Affairs, DoPT and Department of Financial services for expediting the process of examination and introduce reservation of 10% in Group 'B' (Non-gazetted) for direct recruitment posts and to provide reservation of

20% in Group 'C' Direct recruitment posts in Central Government jobs. The Committee may be apprised of the action taken in this regard.

Need for relaxation of upper age limit for re-employment of Ex-Servicemen

4. As per the extant role of the Ministry of Finance, Department of Economic Affairs (Banking Division) the upper age limit for re-employment of Ex-Servicemen in Central Public Sector Banks/Financial Institutions is as under:-

S. No.	Name of the Post/Cadre	Existing age limit as per letter No. 201/16/89-Sub-Committee(B) dated 30 May 1990
1	Security Guard/Armed Guard	45-years
2	Clerical Cadre	50 years
3	Sub-Staff Cadre Other Than Security / Armed Guard	50 years
4	Chief Security Officer	55 years
5	Security Officer	40 years

The existing provisions regarding upper age limit in connection with re-employment for Ex-Servicemen in Central Government jobs are as follows:

- (a) "For appointment to vacancies reserved for Ex-Servicemen in Group 'B' (Non-Gazetted), Group 'C' or Group 'D' posts in Central Government, an Ex-serviceman shall be allowed to deduct the period of actual military service from his actual age and if the resultant age does not exceed the maximum age limit prescribed for the post for which he is seeking appointment by more than three years, he shall be deemed to satisfy the condition regarding age limit.
- (b) For appointment to any vacancy in Group 'A' and Group 'B' services or posts filled by direct recruitment otherwise than on the results of an Open All India Competitive Examination, the upper age limit shall be relaxed by the length of Military service increased by three years in the case of Ex-Servicemen and commissioned officers including Emergency Commissioned Officers or Short Service Commissioned Officers.
- (c) For appointment to any vacancy in Group 'A' and Group 'B' services or posts filled by direct recruitment on the results of an all India Competitive Examination, the Ex-Servicemen and Commissioned Officers including Emergency Commissioned Officers or Short Service Commissioned Officers who have rendered at least five years Military services and have been released:
 - (i) On completion of assignment (including those whose assignment is due to be completed within one year) otherwise than by way of dismissal or discharge on account of misconduct or inefficiency; or

- (ii) On account of physically disability attributable to Military service or on invalidment, shall be allowed maximum relaxation of five years in the upper age limit”.

The Committee observe in this regard that a lot of changes in the Government Policies have taken place. In the year 1998, the intake age of the soldiers in the Armed Forces was increased due to an increase in the basic education criteria. Later, the retirement age of Central Government Servants including Armed Forces personnel has also been increased by two years. Hence, there arose a mismatch in the maximum re-employment age and the retirement age of Armed Forces personnel. Armed Forces personnel who were retiring earlier at an approximate age of 42 years are now retiring at about 45 years of age. Moreover, the terms of engagement of Short Service Commission (SSC) Officers has also been increased from 10 years (5+5 years) to 14 years (10+4 years).

Accordingly, a case for enhancement of upper age limit for ESM for re-employment in Banks/PSUs/Financial Institutions was taken up with the Ministry of Defence vide DGR Note No. 0515/Gen/DGR/Emp-3 dated 22 Aug 2014. After examining the case, the Ministry of Defence (MOD) accorded their approval to the proposal vide their MOD ID No. 28(160)2015/D(Res-I) dated 11 Sep 15 and forwarded the proposal to Ministry of Finance, Department of Financial Services requesting them to amend the existing provisions regarding maximum age limit for re-employment of ESM in Public Sector Banks/Financial Institutions. As per information furnished, a final decision is yet to be taken in this regard.

In view of the above, the Committee strongly recommend that the Ministry of Defence pursue the matter with the Ministry of Finance for expediting the decision with regard to enhancement of upper age limit for ESM for re-employment in Banks/PSUs/Financial Institutions.

Re-employment of Ex-Servicemen(ESM) in the Corporate/Private Sector

5. The Committee note that the role of Director General Resettlement (DGR) is to empower retiring/retired service personnel with additional skills through training courses and assist them in choosing a second career through employment/self employment schemes and to liaise with Corporate/Private Sector for seeking greater employment opportunities for Ex-Servicemen (ESM) and act as the interface between

retired service personnel, dependents and the outside environment for resettlement/second career.

The Committee also note that the first Assured Placement Training scheme was initiated in 2015-16 as a pilot project to ensure skill development and guaranteed employment to Ex-Servicemen (ESM). The Committee further note that DGR has not instituted any mechanism to find out the number of trained personnel who were successfully placed for employment. No records were being maintained to assess the job placement for the trained personnel. The Committee further note that there is no specific rule for providing re-employment to Ex-Servicemen by Corporate Sector as part of Corporate Social Responsibility (CSR). In the absence of such monitoring, fulfillment of desired objective and mandate of DGR to train the Defence Personnel for smooth transition towards a second career is not established. This is attributable to the fact that no system is in place with DGR to liaise with the Corporate Sector or incorporate a clause in the agreement with the Institutes for job placement assistance to the trained ESM. Thus, the purpose of spending money on training cannot be ensured adequately.

The Committee, therefore, desire that the Ministry should explore the job opportunities for ESM in Corporate/Private Sector and a mechanism be designed by the DGR to record the number of jobs provided to Ex-Servicemen in the Corporate/Private Sector.

The Committee further desire that a mechanism should be designed by the DGR to liaise with the Corporate/Private Sector to seek greater employment opportunities for ESM. And a clause for providing job placement assistance to the trained ESM be also incorporated in the agreement with training institutes. The Committee may be apprised of the action taken in this regard.

Recognition of certificates of DGR

6. The Committee found that some of the employment Generating Schemes introduced so far for the ESM have been benefiting them. The Committee note that the training imparted to ESM is in consonance with these schemes and the 'Certificates' issued on completion of training are acceptable in the 'Open Market'.

The Committee note that the certificates of Resettlement training courses provided by DGR are recognised to a significant extent when awarded by accredited institutes. However, Government agencies and related RRs (Recruitment Rules) do not recognize the certifications of DGR courses since most courses are of below six months duration. The Committee note in this regard that when the Government does not recognize the certificates issued for the DGR courses, for giving employment opportunities to ESM, the Corporate/Private sectors cannot be expected to recognize the same. The Committee, therefore, desire that the DGR should enhance the duration of training courses beyond six months so that the certificates issued by them will be accepted for Government jobs as per the Recruitment Rules.

Restructuring of DGR

7(i). The Standing Committee on Defence, had, in the 13th Lok Sabha observed that there were no specialized experts available in the fields of management, financial, banking, insurance and marketing consultancy in DGR, RSBs and Zilla Sainik Boards. In the States, Consultative and Advisory Committees could be formed with autonomy by including experts from the Banking, insurance and marketing sector. While examining the subject during the years 2015-16 and 2016-17, the Committee was provided with a similar response from the Ministry. However, the Ministry has also submitted that the suggestion for including experts and constituting a consultative Committee can be examined and deliberated upon. The Committee are very disappointed to note that till date, the recommendations made by the Committee for restructuring the DGR to function in a professional manner have not been acted upon. The Committee, therefore, strongly recommend that the DGR/Ministry of Defence take up this matter with due seriousness and without any further loss of time. The action taken in this regard may be communicated to the Committee within three months of the presentation of this report to Parliament.

(ii) The Committee note that many Ex-Servicemen do not come forward to register in the Zilla Sainik Boards (ZSBs). This point was discussed in previous National Meeting of Directors, Department of Social Welfare(DSW) of all States/UTs which was attended by the representatives of three Services also. The Services were requested to forward a list of service personnel retiring in the next one year to RSBs so that these personnel could be encouraged to register with respective ZSBs. The three Services had agreed

to implement this suggestion. The Committee are hopeful that now the registration of Ex-Servicemen in the Zila Sainik Boards will be improved. The Committee may be apprised of the improvements made in this regard in their Action Taken Report.

(iii) On the issue of inadequacy of infrastructural support e.g. office buildings, transport, telephone, fax etc, the Committee observe that no Rajya Sainik Board (RSB) has written to Kendriya Sainik Board(KSB) Secretariat regarding inadequacy of the said infrastructural support barring procurement of additional PCs by some States during the 1st national meetings for digitization of ESM data. These States have been advised to procure PCs from the respective State Govt. budgets and include the expenditure under the maintenance of RSBs/ZSBs which is shared by the Central Govt. The Committee desire that KSB officials should visit all the RSBs and assess the adequacy of infrastructural facilities and workout the possible line of improvement to strengthen the RSBs and ZSBs.

(iv) The Committee further observe that Annual meetings of Rajya Sainik Boards are not held regularly. In this regard, the Committee have been apprised that those States/UTs which are not holding annual meeting of their RSBs have been requested to hold the same regularly by Secretary, KSB or his representatives during their visit to these States/UTs and flagged in last Zonal/National Meetings of RSBs etc. to do so. The Committee strongly feel that for effective functioning and for providing regular feedback, for possible improvements, regular Annual meetings of the RSBs is a must. Therefore, the Committee desire that the KSB pursue the matter to ensure that regular meetings are held.

(v) The Committee note that the Zila Sainik Boards do not have the required staff. The State Governments have not been providing adequate attention for filling up of vacancies. Letters have reportedly been written in this regard by Hon'ble Raksha Mantri and Secretary (KSB). The Committee desire to be apprised of the outcome of the measures being pursued for filling the vacancies in the Boards.

(vi) The Committee had, in their 20th Report (13th Lok Sabha) recommended involvement of retired Defence Personnel for consultations. While pursuing this matter further, the Committee have been apprised that this has been accepted in principle and proposals on these lines were taken up with Department of Personnel & Training, who

in turn have not favoured the same. The Committee wish to reiterate their earlier recommendation in the matter and desire that the Ministry of Defence/DGR to once again take up this matter with DoPT for review.

(vii) The Committee observe that Rajya Sainik Boards (RSBs) and Zila Sainik Boards (ZSBs) which are the executive arms of DGR and also of the KSB are not following certain guidelines which state that they should be staffed by Ex-Servicemen. Officer's posts in RSBs and ZSBs in some States, namely Bihar, Andhra Pradesh, Maharashtra and Arunachal Pradesh etc. are held by civilian officers. Letters have been issued by Hon'ble Raksha Mantri and Secretary, KSB for replacing these civilians officers. However, the response of these State Governments have not been positive. The Committee desire that DGR should issue necessary directions in this regard. In case the directions are not abided with, grant-in-aid and financial assistance may be curtailed for the State RSBs & ZSBs.

8. The Committee observe that approximately 3800 unit run canteens (URCs) are functional in the Cantonments and Military Stations which have employed 5374 civilian employees. The Committee wish to recommend that ESM should be recruited for the URCs in the place of civilians.

Employment of Ex-Servicemen as Medical Staff in Govt Hospitals/PHCs both Central Govt. as well as State

9. The Committee note that the Armed Forces Medical Doctors, as well as Para Medics are highly motivated, extremely well trained and experienced. While there is ashortage of staff in Government hospitals etc. the services of retired Armed Forces Personnel though readily available, is being wasted. The Committee feel that there is a need to immediately address this issue and provide a second career to these competent personnel.

Direct induction of Servicemen into Central Armed Police Forces, State Police, and Command Battalion for Resolute Action Battalion, Rapid Action Force, etc.

10. The Committee desire that the requirement of Central Armed Police Forces (CAPF), Command Battalion for Resolute Action (COBRA) Battalion should be fully met by Servicemen. For this purpose these soldiers could be inducted into CAPF directly.

The induction may commence at 7 years of service and can continue up to 30 years of service to ensure an ideal age profile of the CAPF. Modalities could be worked out in consultation with the Armed Forces. The Committee also desire that there should be no other selection criteria except on the basis of health, discipline and physical parameters aspects. The induction should be direct in consultation with the Armed Forces Headquarters and no separate selection be conducted.

Induction into National Disaster Response Force

11. The Committee note that Armed Forces personnel are deployed to deal with all disaster related eventualities. They are well trained to deal with such kind of critical situations and they have been working excellently in dealing with such kind of eventualities. The Committee, therefore, recommend that these well-trained and disciplined Ex-Army personnel who are in the age group of 35-50 years should be employed in National Disaster Response Force (NDRF).

Re-employment of Ex-Servicemen (ESM) in Territorial Army (TA)

12. Young, physically fit, skilled and disciplined servicemen become pensioners very early in life. Their early exit makes their second innings a challenging battle of uncertainty. ETF Battalions are one such avenue for resettlement of Ex-Servicemen. Besides re-employment, Ex-Servicemen secure a sense of satisfaction of contributing directly to the society.

Ecological Task Force (ETF) Battalions (TA) have been raised to execute specific ecology related projects, with military like work culture and commitment, by enrolling Ex-Servicemen. ETF Battalions (TA) use technical expertise of the respective State Forest Departments (SFD), for afforestation related activities and promote environment.

With the dual aim of resettlement of Ex-Servicemen and regeneration of ecology, 127 Infantry Battalion (TA) Eco, Garhwal Rifles was raised on 1st December, 1982.

Presently, eight such Infantry Battalions (TA) Ecological, comprising 21 operational companies are carrying out afforestation in difficult and degraded areas in States of Uttarakhand, Rajasthan, J & K, Himachal Pradesh, Delhi and Assam. Of these, six ETF Battalions comprising 14 companies are funded by Ministry of Environment,

Forest and Climate Change (MoEF&CC) and two ETF Battalions comprising seven companies, are funded by State Governments. These ETF Battalions have been raised with the twin objectives of restoration of degraded areas and re-settlement of Ex-Servicemen.

In the past 33 years, the unit has planted more than 145.43 lakhs saplings and afforested 15941 hectares of unproductive and degraded landmass in Garhwal Himalayas and achieved an overall survival rate of over 80%. This has significantly increased the green cover, availability of fodder, firewood and increased the agriculture yield through improved soil fertility in perceivable ways, thus benefitting the local communities economically.

Keeping in view the above mentioned exemplary contributions made by ETF Battalions(TA), the Committee strongly feel that DGR should explore the possibilities of creating more such ETF which will go a long way in addressing the problems of resettlement of Ex-Servicemen and also promote our environment.

The Committee appreciate work done by the TA Battalions in States like Uttarakhand, Rajasthan etc. The Committee note that the State Governments are reluctant to fund TA Battalions due to paucity of resources, which impacts the working of these battalions adversely. The Committee therefore recommend that more TA Battalions be raised and funded by the Central Government for initial three to four years so that they can function effectively. This step may encourage State Governments to promote the TA units in the States and more employment opportunities may be created to employ Ex-Servicemen (ESM) in these Battalions. When the results of these units are seen by the State Governments, they may be encouraged to raise such units on their own.

Raising of Territorial Army Battalions(TA Bns) for Heritage Protection

13. The Committee note that there is a need to protect our heritage sites. A total of approximately 3700 major heritage sites exist in the Country. These heritage sites face the problem of neglect. The Committee also note that Territorial Army Battalions have just 10 to 15% personnel from regular force, approximately 50% from ESM and the balance recruited from local areas. The TA Battalions (Ecology) have done credit

worthy work in Mussourie Hills, Bhatti Mines and in the Jaisalmer deserts. The Committee, therefore, desire that TA Battalions should be raised and made accountable to preserve these sites. This would ensure that these sites will be looked after well. Environment protection, tree plantation, arboriculture environment management, protection of sites, tourist management etc. will be properly executed. In addition, these Battalions would also be immediately available for disaster relief during earthquakes and floods when needed.

Raising of Territorial Army Battalions for GANGA Protection (Namami Gange Project)

14. The Committee note that there is a need to physically ensure protection of River Ganga. TA Battalions raised for the protection of Ganga and deployed from Shivpuri in Uttarakhand to Ganga Sagar, approximate length being 3200 Kms. would be very effective. These Battalions could be deployed all along, with concentration at places like, Garh Mukteshwar, Hardwar, Kanpur, Allahabad, Varanasi and Patna etc. The requirement may be 30 Battalions approximately. The Committee therefore desire that TA Battalions should be raised for the protection of Ganga and they should be deployed from Shivpuri in Uttarakhand to Ganga Sagar. These could be raised in phases, as per priority.

Welfare Measures for Ex-Servicemen

Representation of Armed Forces in the Central Pay Commission

15. The Committee note that there is a long standing demand for inclusion of Defence Forces personnel in the Central Pay Commission (CPC) so that issues related to Defence Forces personnel and Ex-Servicemen could be duly addressed. The Committee also note that as of now there is no representation of Armed Forces in the Central Pay Commission. The Committee therefore recommend that representatives of Defence Forces should be included in the CPC to address the grievances in respect of pay and allowances and other issues.

100% pension to widow of a deceased soldier

16. The Committee note that after the death of a soldier, the pension of the spouse comes down to 60% of his pension. The Committee also note that after the death of a soldier, the spouse usually faces severe problems due to the loss of the breadwinner.

The Committee, therefore, recommend that after the death of the soldier, 100% pension should be given to the widow of the deceased soldier so that she could look after her family well.

Exemption of Income Tax for Liberalised/Special Family Pension

17. The Committee note that the liberalized/special family pensioners are those whose husbands have laid down their lives in war-like/counter-insurgency situations or on the line of control. Those widows are not given exemptions from income tax on their pension. The Committee, therefore, desire that liberalized/special family pensioners be exempted from income tax as is being given to Disabled Soldiers.

Review of Warrant of Precedence 1937

18. The Committee note that the Warrant of Precedence 1937, is applicable for Armed Forces Personnel. The Committee also note that as per Warrant of Precedence, 1937, a Joint Secretary in the Government with 30 years of service is equivalent to a Major General with 30/31 years of service. But while issuing a number of Notifications since 17.09.2007, a lot of infirmities have been reported to have come in. The condition of 30 years of service for the post of Joint Secretary has been removed. Now, it has been reported that a Joint Secretary level officer with 16 to 18 years of service is equivalent to Major General with 30/31 years of service. This seems to be unjustified. The Committee therefore desire that anomalous situations that may have crept into the Warrant of Precedence should be reviewed.

Financial assistance to World War Veterans

19. The Committee note that financial assistance given to World War veterans is not uniform across the nation and the amount paid to Param Veer Chakra awardees and other awardees is meager. The Committee also note that the Ministry of Defence has taken steps at the level of Secretary, Department of ESM (Welfare) and Kendriya Sainik Board to impress upon the State Governments to provide uniform financial assistance to World War Veterans. The Committee, therefore, recommend that the Ministry should take effective measures to enhance financial assistance to World War Veterans and to ensure uniformity in the amount for financial assistance provided by various State

Governments to World War Veterans, Param Veer Chakra awardees and other awardees across the nation.

Provision of Free Railway Passes to Winners of Sena Medal (Gallantry)

20. The Committee note that the Sena Medal (Gallantry) Award is given for an act of gallantry. The Committee also note that the President Police Medal is below the Sena Medal (Gallantry) in order of precedence, but the awardees of President Police Medal are provided free railway passes by the Railway Ministry and also for one companion. Since the Sena Medal (Gallantry) is higher in precedence and is for an act of gallantry and is separate from the award, there is a strong case for giving benefit of free railway passes. The Committee, therefore, desire that the Sena Medal (Gallantry) awardees be given the benefit of free railway passes along with one companion. This will be a great motivating factor and also be in recognition of their service to the Nation.

Reservation of vacancies in Central Government /State Government Departments

21. The Committee appreciate the fact that a Committee has been formed by MHA, consisting of a team of Officers headed by DIG, Central Reserve Police Force (CRPF), and two members from DGR, to look into the matter of poor representation of ESM in CAPFs under the prescribed quota of 10% . The Committee are informed that during the examination, some of the issues that were brought to the notice of DIG, CRPF by DGR include, protection of pay and seniority of ESM in CAPFs; syllabus of written examination to be made more job oriented than academic; Armed Forces Personnel could be made to do only a Refresher Course/Orientation Training in view of their previous Training in the Armed Forces and Lowering the Standards for selection for ESM as per Department of Personnel& Training (DOP&T) Orders.

The Committee also note from the information submitted to them that in accordance with DOP&T Ex-Servicemen (re-employment in Central Services and Posts) Rules, 1979 as amended from time to time, 10% vacancies in the post up to the level of the Assistant Commandant in all Para Military Forces are reserved for the Ex-Servicemen (ESM). However, the vacancies reserved were not getting filled up because the benefit of rank, seniority and pay protection based on their experience was not being given to the ESM. The then Hon'ble Raksha Mantri during one of his meetings

with DGR in June, 2015, desired that implementation of reservation policy for ESM must be enforced in-House first and Defence Departments and Defence PSUs must set an example for rehabilitation of ESM. He directed that up to 25% vacancies in all categories of employees, i.e., Group 'A', 'B' and 'C' as reserved be filled by ESM.

The Committee are happy that the Ministry of Home Affairs have identified the reasons behind the poor representation of Armed Forces Personnel into CAPFs. However, whether any progressive action has been taken to fill the vacancies or not is not known to the Committee. The Committee also wish to be apprised whether the Ministry of Defence has implemented the reservation policy for ESM in Defence Departments and DPSUs.

The Committee note that reservation given to the Ex-Servicemen for filling up the vacancies in State Governments varies from State to State. States like Himachal Pradesh, Punjab, Chandigarh and Karnataka have provided reservation ranging from 10% to 15% in the Group 'A' posts. On the other hand, States like Jharkhand, Kerala, Bihar and Meghalaya have not provided any reservation to Ex-Servicemen in any of the Group posts.

The Committee are of the view that all the State Governments should be instructed/requested to reserve at least 10% vacancies for Ex-Servicemen in all group posts. The States should also be requested to send a copy of the vacancy to be advertised to DGR, who can disseminate the information to *Kendriya Sainik Board, Rajya Sainik Boards and Zila Sainik Boards*.

New Delhi;
04 August, 2017
13 Shrawana, 1939(Saka)

MAJ GEN B C KHANDURI, AVSM (RETD)
Chairperson
Standing Committee on Defence

APPENDIX I

MINUTES OF FIRST SITTING OF THE SUB-COMMITTEE OF THE STANDING COMMITTEE ON DEFENCE (2015-16)

The Sub-Committee sat on Friday, the 8th July, 2016 from 1100 hrs. to 1330 hrs. in Committee Room 'B', Parliament House Annexe, New Delhi.

PRESENT

Shri A U Singh Deo - **Convenor**

Lok Sabha

2. Shri Thupstan Chhewang
3. Col Sonaram Choudhary(Retd)

Rajya Sabha

4. Shri Harivansh

SECRETARIAT

1. Smt Kalpana Sharma - Joint Secretary
2. Shri T G Chandrasekhar - Director
2. Smt J M Sinha - Additional Director
3. Shri Rahul Singh - Under Secretary

WITNESSES

REPRESENTATIVES OF THE MINISTRY OF DEFENCE

S No	Name	Designation
1	Shri Prabhu Dayal Meena	Secretary(ESW)
2	Shri J Rama Krishna Rao	Addl Secretary
3	Lt Gen Rakesh Sharma	Adjutant General
4	Shri Jiwesh Nandan	Joint Secretary
5	Mrs K Damayanthi	JS(ESW)
6	Mrs Santosh	JS(ESW)
7	Maj Gen Jagatbir Singh	DG(Restt)
8	Maj Gen Deepak Sapra	MD, AWPO
9	Maj Gen Gopal R	ADG PS
10	Brig H S Kahlon	DDG DIAV
11	Brig S K Narain	DDG(TA)
12	Brig D S Chauhan	DDG(TA) Eco
13	Cmde Gangesh Kumar	PD(Emp)
14	Shri Manmohan Pipil	Deputy Secy (Restt-I)
15	Col K S Kalsi	Dir(SE)
16	Col Hari Raj Singh Rana	CO, 127 Inf Bn(TA)Eco.
17	Gp Capt M Vijay	Dir (Trg)
18	Shri I V Ferdinand	Dir (RMC)
19	Col S Banerjee	Dir PS 2
20	Col S S Pundir	SO to AG

2. At the outset, the Hon`ble Convenor welcomed the Members of the Sub-Committee and informed them about the agenda for the Sitting. The Convenor welcomed the representatives to the Sitting of the Sub-Committee and drew their attention to Direction 55 (1) of Directions by the Speaker, Lok Sabha regarding confidentiality of the Committee's proceedings. The Convenor initiated the discussion and requested the representatives of the Ministry of Defence to brief the Sub-Committee on various issues related to Resettlement of Ex-Servicemen .

3. After brief introduction by the representatives of the Ministry of Defence, a presentation was made by the Adjutant General on the subject 'Re-Settlement of Ex-Servicemen' which covered the issues such as reservation for Ex-Servicemen in various Government

departments, vacancy generation and placement, carrying forward of unfilled vacancies and uneven reservation in various State Governments, especially in the newly-created States, availability of pool of approximately 25 lakh disciplined and potent workforce, reasons for surrendering of vacancies in Central Government due to unfavourable policies of the Government in respect of qualification and age etc. Hon'ble Convenor and Members of the Sub-Committee sought clarifications on several points as briefly mentioned below:

- (i) Steps to be taken for new avenues as coal transportation scheme has reached the point of saturation.
- (ii) Non-creation of basic facilities in newly created states for Ex-Servicemen.

4. Thereafter, a presentation was given by Directorate General (Re-settlement) which covered the issues such as lateral induction of Ex-Servicemen in Central Armed Police Forces and State Police Services, age relaxation and reservation of Ex-Servicemen in Group 'A', 'B' and 'C' posts, skill development of Ex-Servicemen and their dependents. Hon'ble Convenor and Members of the Sub-Committee sought clarifications on several points as briefly mentioned below:

- (i) Reduction in sponsorship of Officers in Government jobs and impact of decreasing Government employment opportunities for Ex-Servicemen.
- (ii) Need to enhance age limit for Ex-Servicemen for re-employment in Government jobs.
- (iii) Financial assistance to World War Veterans and meager amount paid to Param Vir Chakra and other Awardees in different states.
- (iv) Need to Upgrade Group 'D' to group 'B' and 'C' posts, raise the percentage of reservation in Group 'C' posts from 10% to 20% and provide reservation of 10% in Group 'B' posts as result of upgradation of Group 'D' posts.

5. Thereafter, a Powerpoint Presentation was given by the representative of the Territorial Army including 127 TA Battalions which covered the issues such as employment of Ex-Servicemen in TA Battalions, the role of TA Battalions in protection of ecology in Rajasthan and

Dehradun. Hon'ble Convenor and Members of the Sub-Committee sought clarifications on several points as briefly mentioned below:

- (i) Need to resolve issues related to outstanding amount with Ministry of Environment, Forests and Climate Change.
- (ii) Raising/Taking services of TA Battalions for Disaster Management.
- (iii) Need for more publicity of success of TA Battalions so that other states can be impressed upon to raise TA Battalions.
- (iv) Sending of a note to States by Ministry of Defence to educate the States about effectiveness of workforce of TA Battalions in matters related to ecology.
- (v) Direct funding to TA Battalions by the Central Government.

6. The representatives of the Ministry of Defence then clarified the issues raised by the Members. As regards the points on which the representatives of the Ministry could not readily respond, the Committee desired the Ministry to furnish written information at the earliest.

7. A copy of verbatim record of the proceedings has been kept.

The Committee then adjourned

APPENDIX II

MINUTES OF SECOND SITTING OF THE SUB-COMMITTEE OF THE STANDING COMMITTEE ON DEFENCE (2015-16)

The Sub-Committee sat on Thursday, the 4th August, 2016 from 1500 hrs. to 1620 hrs. in Committee Room 'C', Parliament House Annexe, New Delhi.

PRESENT

Shri A U Singh Deo - **Convenor**

Lok Sabha

2. Shri Thupstan Chhewang
3. Col Sonaram Choudhary(Retd)
4. Shri A.P. Jithender Reddy
5. Shri Rajeev Satav

Rajya Sabha

6. Shri Harivansh

SECRETARIAT

1. Smt Kalpana Sharma - Joint Secretary
2. Shri T G Chandrasekhar - Director
2. Smt J M Sinha - Additional Director
3. Shri Rahul Singh - Under Secretary

WITNESSES

REPRESENTATIVES OF THE EX-SERVICEMEN ASSOCIATIONS

<u>S No</u>	<u>Name</u>	<u>Ex-Servicemen Association</u>
1	Lt Gen (Dr) Balbir Singh, PVSM, VSM (Retd)	Indian Ex-Services League
2	Lt Gen V Chaturvedi, PVSM, AVSM, SM (Retd)	Indian Ex-Services League
3	AVM RP Mishra (Retd)	Indian Ex-Services League
4	Vice Admiral Paras Nath, AVSM, VSM (Retd)	Indian Ex-Services League
5	AVM R Chopra (Retd)	Air Force Association
6	Gp Capt Ashok Sethi(Retd)	Air Force Association
7	Col H N Handa (Retd)	Disabled War Veteran's (India)

2. At the outset, the Hon`ble Convenor welcomed the Members of the Sub-Committee and informed them about the agenda for the Sitting. Thereafter, the Convenor welcomed the representatives of Ex-Servicemen Associations to the Sitting of the Sub-Committee and drew their attention to Direction 55 (1) of Directions by the Speaker, Lok Sabha regarding confidentiality of the Committee's proceedings. The Convenor then initiated the discussion and requested the representatives of the Ex-Servicemen Associations to apprise the Sub-Committee of their views on various issues related to Resettlement of Ex-Servicemen .

3. After a brief introduction by the representatives of the Ex-Servicemen Associations, a presentation was made on the Subject 'Re-Settlement of Ex-Servicemen' which covered the issues as briefly mentioned below:

- i. Lateral induction of Ex-Servicemen;
- ii. Reservation for Short Service Commissioned Officers;
- iii. Review of qualification requirements in consultation with Army, Navy and Air Force so that veterans become eligible;
- iv. No need for a separate test /selection process for Short Service Commissioned Officers as they have already been selected through UPSC. Discipline and health need to be the only selection criteria;
- v. Strong need to re-introduce the reservation and special criteria for Armed Forces Officers to get into Civil Services;
- vi. Need to review the qualifications for the vacancies reserved in Group 'B' and 'C' posts;
- vii. Need to make qualifications required to suit the Army, Navy and Air Force service conditions;
- viii. Complete manning of National Disaster Relief Force (NDRF) by the Ex-Servicemen;
- ix. Need to provide veterans, jobs by the PSUs, banks, DRDO and other Central Government Organisations. Security and surveillance jobs should be given to the Ex-Servicemen;
- x. Need to raise Territorial Army Battalions for the protection of heritage sites and Ganga protection;
- xi. Strict adherence to Warrant of Precedence, 1937;
- xii. Need for extending income tax exemption to special family pensioners, widows, martyrs who died in active operations as applicable to Gallantry Award winners and disabled people;
- xiii. Applicability of Railway Pass to Sena Medal Gallantry Awardees;
- xiv. A common matrix for Civil and Defence services in Central Pay Commission;
- xv. Non - functional upgradation to Defence forces;
- xvi. Ending discrimination on the issue of allowances between Civil Services and Defence Services;
- xvii. Disability pension should be either percentage based or both should be blocked for Civil and Defence Services;
- xviii. A common yardstick for Defence Forces and Civil Services in respect of disability pension;
- xix. Need to make lateral induction of Ex-Servicemen statutory;
- xx. Definition of OROP should be as recommended by the Koshiyari Committee,
- xxi. Need to set up common certification standard;
- xxii. Retention of 100 per cent pension to widows of Ex-Servicemen;
- xxiii. Separate Pay Commission for Armed Forces;
- xxiv. Filling of vacant posts should be made statutory;
- xxv. Representation of Armed Forces in Central Pay Commission;
- xxvi. Fixation of certain criteria of performance of CSR by corporate/private bodies in the interest of Ex-Servicemen, and
- xxvii. Inclusion of special dispensation provided to disabled people invalidated out of service due to war in OROP

4. Hon'ble Convenor and Members of the Sub-Committee sought clarifications on several points as briefly mentioned below:

- (i) Employment of Ex-Servicemen in Traffic Police.

- (ii) Employment of Ex-Servicemen in industries, institutions and corporate offices.
- (iii) Re-employment of Ex-Servicemen in the units of Defence Organisations such as Headquarters, Commands etc.
- (iv) Funding for self-employment of Ex-Servicemen.
- (v) Functioning of Rajya Sainik Boards / Zila Sainik Boards.
- (vi) Effectiveness of the implementation of reservation policy for Ex-Servicemen in various departments of Central Government / PSUs / Banks and Central Armed Police Forces by Directorate General of Re-Settlement.
- (vii) Information and knowledge about various schemes of the Government for self employment to Ex-Servicemen.
- (viii) Issue of civil servants and service personnel
- (ix) Skill development of Ex-Servicemen.
- (x) Whether filling up of reserved post is mandatory or it is only a name sake measure.

5. The representatives of the Ex-Servicemen Associations then clarified the issues raised by the Members. As regards the points on which the representatives of the Associations could not readily respond, the Sub-Committee desired that they furnish detailed written information at the earliest.

6. A copy of verbatim record of the proceedings has been kept.

The Committee then adjourned

APPENDIX III

MINUTES OF THIRD SITTING OF THE SUB-COMMITTEE OF THE STANDING COMMITTEE ON DEFENCE (2015-16)

The Sub-Committee sat on Wednesday, the 31st August, 2016 from 1500 hrs. to 1545 hrs. in Committee Room 'C', Parliament House Annexe, New Delhi.

PRESENT

Shri A U Singh Deo - Convenor

Lok Sabha

2. Col Sonaram Choudhary(Retd)
3. Shri Thupstan Chhewang
4. Shri A. P. Jithender Reddy

Rajya Sabha

SECRETARIAT

- | | | | |
|----|------------------------|---|---------------------|
| 1. | Smt Kalpana Sharma | - | Joint Secretary |
| 2. | Shri T G Chandrasekhar | - | Director |
| 2. | Smt J M Sinha | - | Additional Director |
| 3. | Shri Rahul Singh | - | Under Secretary |

2. At the outset, the Hon`ble Convenor welcomed the Members of the Sub-Committee to the Sitting convened to assess the progress of work. As the term of the Sub-Committee would be over by 31 August, 2016, the Members decided to continue with the examination of issues relating to 'Resettlement of Ex-Servicemen' following the re-constitution of the Committee for the year 2016-17. The Sub-Committee also decided to prepare a note containing the important recommendations on the subject for consideration of Main Committee.

The Committee then adjourned.

APPENDIX IV

MINUTES OF THE SIXTH SITTING OF THE STANDING COMMITTEE ON DEFENCE (2016-17)

The Committee sat on Friday, the 16th January, 2017 from 1130 hrs. to 1400 hrs. in Main Committee Room, Parliament House Annexe, New Delhi.

PRESENT

MAJ GEN B C KHANDURI AVSM (RETD) - CHAIRPERSON

Lok Sabha

2. Shri H.D. Devegowda
3. Shri G. Hari
4. Shri Rodmal Nagar
5. Smt Pratyusha Rajeshwari Singh
6. Shri Partha Pratim Ray
7. Smt. Mala Rajya Laxmi Shah
8. Shri Shrirang Appa Barne
9. Col Sonaram Choudhary(Retd)
10. Km Shobha Karandlaje
11. Shri A P Jithender Reddy

Rajya Sabha

12. Shri Harivansh
13. Shri Madhusudan Mistry
14. Smt. Ambika Soni
15. Shri Sanjay Raut

SECRETARIAT

- | | | | |
|---|------------------------|---|---------------------|
| 1 | Smt Kalpana Sharma | - | Joint Secretary |
| 2 | Shri T G Chandrasekhar | - | Director |
| 3 | Smt Jyochanamayi Sinha | - | Additional Director |
| 4 | Shri Rahul Singh | - | Under Secretary |

LIST OF WITNESSES

Ministry of Defence

S.No	Name of Officer	Designation
1	Shri Prabhu Dayal Meena	Secy (ESW)
2	Ms. Santosh	JS(Res II)
3	Maj Gen Jagatbir Singh	DGR
4	Col K S Kalsi	Director
5	Shri IV Ferdinand	Director
6	Lt Gen Rakesh Sharma	Adjutant General
7	Lt Gen Gopal R	DG(MP&PS))
8	Shri V Anandrajan	JS(Estt/CAO)
9	Maj Gen CE Fernandes	ADG MP

Ministry of Home Affairs

10	Shri Mahesh Kumar Singla	Special Secretary(IS)
11	Shri M Gopal Reddy	Addl. Secretary (Police), MHA
12	Shri K Durga Prasad	DG, CRPF
13	Shri K K Sharma	DG, BSF
14	Dr. R K Mitra	Joint Secretary (Police-II), MHA
15	Shri Prashant Nikam	Director (Pers & Air, (MHA)

2. At the outset, the Chairperson welcomed the Members to the Sitting of the Committee and briefed about the Draft reports.

3. The Committee then took up for consideration the following draft Reports on the action taken by the Government on the observations/recommendations contained in the:

- (i) Nineteenth Report (16th Lok Sabha) on Demands for Grants of the Ministry of Defence(2016-17) on General Defence Budget, Civil Expenditure of Ministry of Defence (Demand No. 20) and Defence Pension(Demand No. 21);

- (ii) Twentieth Report (16th Lok Sabha) on Demands for Grants of the Ministry of Defence (2016-17) on Army, Navy and Air Force (Demand No. 22);
- (iii) Twenty-first Report (16th Lok Sabha) on Demands for Grants of the Ministry of Defence (2016-17) on Ministry of Defence (Miscellaneous) (Demand No. 20);&
- (iv) Twenty-second Report (16th Lok Sabha) on Demands for Grants of the Ministry of Defence (2016-17) on Capital Outlay on Defence Services, Procurement Policy and Defence Planning (Demand No. 23).

4. After deliberation, the Committee adopted the above Reports and authorized the Chairperson to finalize the Reports in the light of the suggestions as may be received from the Members within a week.

5. The Committee, then invited the representatives of the Ministries of Defence and Home Affairs to render oral evidence on the subject 'Resettlement of Ex Servicemen' with specific reference to Lateral induction of Ex-servicemen in Central Para Military Forces and State Police Forces. After welcoming the representatives to the Sitting of the Committee, Hon'ble Chairperson drew their attention to Directions 55(1) and 58 of the Directions by the Speaker, Lok Sabha regarding confidentiality of proceedings.

6. After the witnesses introduced themselves, the representatives of the Ministry of Defence made a Power Point Presentation and briefed the Committee on the following issues :-

- i) current provisions for re-employment of Ex-Servicemen in Central and State Government,
- ii) reasons for vacancies going unutilized,
- iii) reservation for Ex-Servicemen in State Government Jobs,
- iv) lateral induction of Servicemen in Central Armed Paramilitary Forces (CAPFs) and State Police Forces,
- v) key recommendations of the Kargil Review Committee Report, the GoM on Reviewing National Security System and the 5th, 6th and 7th Central Pay Commissions related to lateral induction of service personnel in CAPFs and State Police Forces.
- vi) the steps taken by the Ministry in the direction of utilizing Ex-Servicemen in training the National Cadet Corps all over India, training of Ex-Servicemen for skilling and employment by National Skill Development Corporation; and
- vii) the proposal of lateral transfer of Servicemen brought out by the National Security Council Secretariat.

7. Thereafter, the representatives of the Ministry of Home Affairs briefed the Committee on the subject matter of 10% reservation for Personnel Below Officers Rank, current status of the proposal for lateral induction of Servicemen in CAPFs and State Police Forces and related issues and the steps being taken by the Ministry in this regard.

8. The Hon'ble Chairperson, then, emphasised the need to explore opportunities for employment of Ex-Servicemen for implementing the Ganga Action Plan, Swachchh Bharat Mission etc., creation of Environmental Protection Units in various States by taking the example of Eco Task Force in Uttarakhand, lateral shift of service personnel in Central Armed Paramilitary Forces (CAPFs) and State Police Forces and the steps being taken by the Ministry in this regard.

9. Thereafter, Hon'ble Chairperson requested the Members and the representatives of the Ministry of Defence to explore new opportunities by way of which a lot of developmental activities can be done by utilizing the expertise of Ex-Servicemen and by training them in new skills. However, the new projects should not harm State Governments and give them benefits for which Central Government is to pay initially. Hon'ble Chairperson also emphasized on thinking from the State's point of view and exploring such opportunities where funding is from Central Government and jobs should be linked with the skills of soldiers.

10. Further, Members deliberated on various issues related to Resettlement of Ex-Servicemen, lateral induction of Servicemen in CAPFs and State Police Forces and exploring out of box opportunities for re-employment of trained and disciplined Ex-Servicemen including lateral induction of Servicemen in CAPFs and State Police Forces in the interest of the nation.

A copy of verbatim record of the proceedings has been kept.

The Committee then adjourned

APPENDIX V

MINUTES OF THE TWELFTH SITTING OF THE STANDING COMMITTEE ON DEFENCE (2016-17)

The Committee sat on Wednesday, the 2nd August, 2017 from 1000 hrs. to 1020 hrs. in Committee Room`C', Parliament House Annexe, New Delhi.

PRESENT

Maj Gen B C Khanduri, AVSM (Retd) - Chairperson

Lok Sabha

2. Shri Suresh C Angadi
3. Shri Shrirang Appa Barne
4. Shri Thupstan Chhewang
5. Col Sonaram Choudhary(Retd)
6. Km Shobha Karandlaje
7. Shri Rodmal Nagar
8. Shri A P Jithender Reddy
9. Shri Ch Malla Reddy
10. Smt Mala Rajya Lakshmi Shah
11. Shri Dharambir Singh
12. Smt Pratyusha Rajeshwari Singh

Rajya Sabha

13. Shri K R Arjunan
14. Shri Rajeev Chandrasekhar
15. Shri Sanjay Raut
16. Smt Ambika Soni
17. Dr Subramanian Swamy

SECRETARIAT

- 1 Smt. Kalpana Sharma - Joint Secretary
- 2 Shri T.G. Chandrasekhar - Director
- 3 Smt. Jyochanmayi Sinha - Additional Director
- 4 Shri Rahul Singh - Under Secretary

2. At the outset, the Chairperson welcomed the Members of the Committee and informed them about the agenda for the sitting. The Committee then took up for consideration the following draft Reports on:-

- i) 'Creation of Non-lapsable Capital Fund Account, instead of the present system'
- ii) 'Resettlement of Ex-servicemen'
- iii) 'Provision of Medical Services to Armed Forces including Dental Services'

3. After deliberations the Committee adopted the above Reports.

4. The Committee, then, authorized the Chairperson to finalise the above draft Reports and present the same to the House on a date convenient to him.

The Committee then adjourned.

.....