

Chapter II

Organisation & Post Structure of Armed Forces

2.1. In India, the Armed Forces comprise of Army, Navy and Air Force. While the primary function of safeguarding the borders – both land and maritime is common, the organisations and command structures are very unique to each Service. Air Force and Indian Navy are more technology intensive Forces as compared to Army and therefore have very different manpower training needs and thus their training institutes are more technologically advanced and personnel both at officer and at PBOR level highly technically qualified. On the other hand, in Army there are many different Arms and Services with different levels of requirement of technical expertise. Personnel retiring from these very different Arms and Services of Army and from different branches of Navy and Air Force have different skill sets making them suitable for varied fields in the job market. In order to understand the skill sets acquired by Armed Forces personnel belonging to different Services, it is essential to understand the role of these Services, their organisation structure, how the personnel are recruited and how they are trained in Army, Navy and Air Force. This has been discussed in the succeeding paragraphs.

2.2. *Indian Army*

2.2.1. **Role.** Indian Army is dedicated to safeguarding the territorial integrity of the nation against the external aggression. Due to country's long borders encompassing different geographical and climatic conditions such as desert terrain on the west, snow clad mountains in the north and the thick rain fed mountainous jungle terrain in the east, the Army has to prepare constantly for diverse challenges. In addition, the Army is often required to assist the civil administration during the internal security and disturbances, in organizing law and order and in maintenance services etc. during any other eventualities. It has the primary responsibility of security of the country, patrolling the borders and conducting counter terrorist operations within the country, if called upon to do so. It also conducts rescue and humanitarian operations during calamities

and disturbances, and has frequently been called upon to maintain the internal security of the country as part of Aid to Civil administration, that is otherwise responsible for it.

2.2.2 Arms & Services. The Army comprises of a number of arms and services. These are as listed below:-

- (a) Armoured Corps,
- (b) Regiment of Artillery,
- (c) Corps of Engineers,
- (d) Corps of Signals,
- (e) Mechanised Infantry,
- (f) Infantry,
- (g) Army Service Corps,
- (h) Military Nursing Service,
- (j) Army Medical Corps,
- (k) Army Dental Corps,
- (l) Army Ordnance Corps,
- (m) Corps of Electrical and Mechanical Engineers,
- (n) Remount and Veterinary Corps,
- (p) Military Farms Service,
- (q) Army Education Corps,
- (r) Intelligence Corps,
- (s) Corps of Military Police,
- (t) Judge Advocate General Department,
- (u) Army Physical Training Corps,
- (v) Pioneer Corps,
- (w) Army Postal Service Corps and
- (x) Defence Security Corps

2.2.3. Recruitment of PBORs. Indian Army is one of the world's largest Army having more than 12 Lakh active troops, along with an Army Reserve consisting of: 300,000 first line troops (those within five years of full time service), and another 500,000 second line troops (subject to recall to service

until 50 years of age). The Territorial Army numbered 40,000 first line troops (and 160,000 second line troops). In general, the recruitment of Jawans is carried out through open recruitment rallies, press advertisements and advertisements in journals/magazines etc.

2.2.4. Training Institutes. An extensive body of schools and centres supports army operations. The officer corps is largely drawn from the National Defence Academy at Khadakvasla, Maharashtra, a joint services training institution that provides educational equivalents to the Bachelor of Arts or Bachelor of Science degrees to cadets for all three service arms. Cadets spend their first three years at the National Defence Academy and then are sent to their respective service academies for further training before being commissioned in the armed forces. A preparatory school, the Rashtriya Indian Military College, at Dehra Dun, Uttarakhand, provides education to candidates for the National Defence Academy. After completing their studies at the National Defence Academy, army cadets are sent to the Indian Military Academy at Dehra Dun. Other Indian Military Academy cadets are graduates of the Army Cadet College or are direct-entry students who have qualified by passing the Union Public Service Commission Examination. They spend between 12 and 24 months at the Indian Military Academy before being commissioned in the Army as Lieutenants. Still other officer training occurs at the Officers' Training Academy (OTA) in Chennai, Tamil Nadu, where a 44 week programme is offered to university graduates seeking a 'Short Service Commission' (SSC). In addition to the Indian Military Academy, the Army runs a number of military education establishments. The more prominent ones include the College of Combat at Mhow, Madhya Pradesh; the High Altitude Warfare School at Gulmarg, Jammu and Kashmir; and the Counter - Insurgency and Jungle Warfare School at Vairengte, Mizoram. The Army also operates the Defence Services Staff College at Wellington in the Nilgiri Hills in Tamil Nadu, which provides Master of Science-level joint-service training for midlevel staff appointments.

2.3. *Indian Navy*

2.3.1. **Role.** The Indian Navy is the naval branch of the armed forces of India. It currently has approximately 67,000 personnel on active duty, making it the world's fifth largest Navy in terms of personnel. Though the primary objective of the Navy is to secure national maritime borders, India also uses its Navy to enhance its international relations through joint exercises, port visits and humanitarian missions, including disaster relief. In recent years, the Indian Navy has undergone extensive modernization and expansion with an intention to increase its capabilities as a recognized blue-water navy. The Indian Navy sees several principal roles for itself: In conjunction with other armed forces of the union, act to deter or defeat any threats or aggression against the territory, people or maritime interests of India, both in war and peace; Project influence in India's maritime area of interest, to further the nation's political, economic and security objectives; In cooperation with the Indian Coast Guard, ensure good order and stability in India's maritime zones of responsibility, provide maritime assistance (including disaster relief) in India's maritime neighbourhood. The full range of operations in which a nation's naval forces may be involved is vast, ranging from high intensity war fighting at one end to humanitarian assistance and disaster relief operations at the other end. This broad continuum of operations can be broken down into distinct roles, each demanding a specific approach to the conduct of operations. Accordingly, the four main roles envisaged for the Indian Navy are as follows: -

- (a) Military
- (b) Diplomatic
- (c) Constabulary
- (d) Benign

2.3.2. *Recruitment in the Indian Navy*

- (a) **Officers.** Selection for Permanent Commission through 10+2 NDA / Indian Naval Academy cadet entry and CDSE (Graduate)

entry is through a written examination conducted by the UPSC, followed by an interview by the Services Selection Board (SSB). For all other Permanent Commission entries and Short Service Commission entries there is no written examination. These applications are short listed as per the criteria laid down by the Naval Headquarters, Directorate of Manpower Planning & Recruitment. Selection is through merit alone. Broad Classification of branches for Officers is as follows:-

(i) **Executive Branch.** Executive officers can specialise in any of the following:-

- (aa) Gunnery & Missiles
- (ab) Navigation and Direction
- (ac) Anti-Submarine Warfare
- (ad) Communications
- (ae) Pilot
- (af) Observer
- (ag) Submarine
- (ah) Hydrography
- (aj) Diving

The other cadres that form part of the Executive Branch are - Law, Air Traffic Control, Naval Armament Inspection, Information Technology and Logistics.

(ii) **Engineering Branch.** Modern ships, submarines and aircraft are fitted with advanced technology machinery and propulsion systems. An Engineer Officer is responsible for keeping all these Hi-tech systems serviceable. Opportunities exist to work in gigantic naval dockyards and indigenous production units. An Engineer Officer's career is interspersed with technical courses up to post graduation level in India/abroad. One can also join in the Naval Architecture Cadre of the Engineering Branch. The Indian Navy today employs the largest

pool of trained Naval Architects in India. A Naval Architect is involved in design, construction, quality control, repair and new construction work of naval vessels.

(iii) **Electrical Branch.** A warship is a mini floating city with an integral power generation and distribution system. In addition, complex missile systems, underwater weapons, radar and radio communication equipment form major part of a warship's equipment. A majority of these are either computer-based or computer aided and incorporate the latest trends in electronics engineering. For a ship to be able to fight effectively, all equipment must be kept working at peak efficiency. Electrical Officers have this responsibility and other challenging tasks.

(iv) **Education Branch.** Any service will be as good as the training its officers and men receive. An Education Officer plays a major role in the training of naval officers/sailors. Education Officers are responsible for scientific and methodical instructions, including theoretical aspects of technical subjects of all branches of the Navy. In addition some officers also get specialisation in Oceanography & Meteorology.

(b) **Sailors Entry in the Indian Navy.** The Indian Navy, as one of the three wings of Indian Armed Forces has kept pace with ever changing advanced technologies and operates and maintains highly sophisticated ships, submarines and aircraft. The propulsion machinery, weapons, sensors and equipment onboard these weapon platforms are operated and maintained by sailors, who are imparted with requisite training at various intervals during their service. The initial basic training is given at INS Chilka, District-Khurda, Orissa. This is followed by further training at various Naval Establishments all over the country. Prior to release from service sailors are also given pre-release courses to enable them to settle down in civil life. Sailors in the Navy are liable to serve anywhere in India, on board ships and Submarines

or abroad as deemed necessary by the service in the following branches:-

(i) **Executive Branch.** Modern ships, submarines and aircraft of the Indian Navy are highly sophisticated and technologically advanced platforms. Sailors of the executive branch are involved with operating the state-of-art weapons, navigational systems, communication sets, diving equipment etc. Their duties also involve the maintenance of the equipment they operate. Duties of the sailors from the executive branch include a thorough training in the art of seamanship, operating weapon and sensors, look-out duties and boat work. Besides these general duties they can obtain qualification in any one of the disciplines of Gunnery & Missiles, Antisubmarine warfare, Navigation and Direction, Diving, Survey, Physical Trainer, Regulating, Logistics and Communication.

(ii) **Electrical Branch.** A warship/ submarine is fitted with its own power generation and distribution system. An electrical sailor has the responsibility of upkeep and maintenance of all electrical, electronics and weapons equipment of the Navy.

(iii) **Engineering Branch.** The sailor of this branch are technicians and highly trained mechanics who keep propulsion & auxiliary system running smoothly be it the engines, the weapon system, the aircraft or the machinery systems. Sailors of this branch are also trained in Nuclear, Biological, Chemical Warfare & Damage Control (NBCD) including fire fighting. They form part of the special class of men, upon whose judgement, foresight, coolness and skill, the ship and those onboard depend for safety.

(iv) **Aviation Branch.** This branch comprises of specialist sailors who are trained to maintain and handle different type of aircraft operating in the Navy- whether onboard ship or ashore. They also handle highly sophisticated aviation stores.

(v) **Submarine Branch.** Such sailors have to meet high professional and medical standards. Sailors from the Submarine arm and the flight crew of the Aviation arm are taken from various branches subject to their volunteering and clearing the aptitude test and the Submarine and Aviation medical standards.

(vi) **Medical Branch.** Professionals who are trained in a wide range of medical skills to care for the sick and the injured with the full backup of the Naval hospital services. They have the opportunity to specialise in many fields like Physiotherapy, Advance Nursing, Radiography, Lab Assistant, Dental Operation Room Assistant and Blood Transfusion etc.

2.3.3. Training Institutes. Ab-initio training of cadets before they are commissioned as officers is conducted at INA Ezhimala. Indian Naval Academy, Ezhimala(INA) is located at in the Kannur (Cannanore) District of Kerala, which forms a part of its North Malabar Region. The period of initial training at this Academy for cadets is 4 years and for direct entry graduate candidates is 22 weeks. Branch specific training is carried out at various other training schools and Naval Establishments. In case of sailors, the initial training is carried out at INS Chilka, Orissa. The duration of the course run at INS Chilka is nine weeks for Artificer Apprentices/ DEDH, fifteen weeks for NMERs (MR- Matriculate Recruits/NMR – Non Matriculate Recruits) and twenty four weeks for SSR (SSR- Senior Secondary Recruits Entry).

24. **Indian Air Force**

2.4.1. **Role.** The Indian Air Force is the air arm of the Indian armed forces. Its primary responsibility is to secure Indian airspace and to conduct Aerial warfare during a conflict. The Chief of Air Staff commands the Air Force. In its publication the *Military Balance 2010*, the International Institute for Strategic Studies (IISS) estimates that the Indian Air Force has strength of 127,000 active personnel.

2.4.2. **Recruitment in the Indian Air Force**

(a) **Officers.** Anyone holding Indian citizenship can apply to be an officer in the Air Force as long as they satisfy the eligibility criteria. There are four entry points to become an officer. Male applicants, who are between the ages of 16½ and 19 and have passed high school graduation, can apply at the *Intermediate* level. Men and women applicants, who have graduated from college (three-year course) and are between the ages of 18 and 28, can apply at the *Graduate* level entry. Graduates of engineering colleges can apply at the *Engineer* level if they are between the ages of 18 and 28 years. After completing a master's degree, men and women between the ages of 18 and 28 years can apply at the *Post Graduate* level. Post graduate applicants do not qualify for the flying branch. For the technical branch the age limit is 28 years and for the ground duty branch it is 25. After completion of training, a candidate is commissioned as a Flying Officer.

(b) **Airmen.** The duty of an airman in the Indian Air Force is to make sure that all the air and ground operations run smoothly. From operating Air Defence systems to fitting missiles, they are involved in all activities of an air base and give support to various technical and non-technical jobs. The recruitment of PBOR is conducted through All India Selection Tests and Recruitment Rallies. All India Selection Tests are conducted among 14 Airmen Selection Centres (ASCs) located all over India. These centres are under the direct functional control of Central

Airmen Selection Board (CASB), with administrative control and support by respective commands. Candidates initially take a written test at the time of application. Those passing the written test undergo a physical fitness test, an interview conducted in English, and medical examination. Candidates for training are selected from individuals passing the battery of tests, on the basis of their performance. Upon completion of training, an individual becomes an Airman.

2.4.3. Training & Training Institutes. The Indian Armed Forces have set up numerous military academies across India for training its personnel. Military schools, Sainik Schools, and the Rashtriya Indian Military College were founded to broaden the recruitment base of the Defence Forces. The three branches of the Indian Armed Forces jointly operate several institutions such as the National Defence Academy (NDA), Defence Services Staff College (DSSC), National Defence College (NDC) and the College of Defence Management (CDM) for training its officers. The Armed Forces Medical College (AFMC) at Pune is responsible for providing the entire pool of medical staff to the Armed Forces by giving them in-service training. Besides these Tri-service institutions, the Indian Air Force has a Training Command and several training establishments. While technical and other support staffs are trained at various Ground Training Schools, the pilots are trained at the Air Force Academy located at Dundigul. The Pilot Training Establishment at Allahabad, the Air Force Administrative College at Coimbatore, the School of Aviation Medicine at Bangalore, the Air Force Technical College, Bangalore at Jalahalli and the Paratrooper's Training School at Agra are some of the other training establishments of the IAF.

2.5. Thus, it emerges that despite common goal of safeguarding borders, the organisation structure of three services is completely distinct from one another due to the fact that all three Services are required to perform different tasks for achieving this common goal. Thus, the training needs and training patterns become different not only among the three Services but even within a particular Service for personnel belonging to different branches of specialisation. Therefore, the personnel from different Services and different branches within a Service acquire very different skill

sets from each other and accordingly are suitable for very different second careers post retirement. This aspect neither gets addressed by the Government in its policies nor in its approach in facilitating smooth transition to second career for these personnel as will be seen in the subsequent chapters.