

**RISING MARITAL DISCORD CASES IN THE ARMY:  
CAUSES AND MEASURES FOR EARLY RESOLUTION**

**A DISSERTATION SUBMITTED IN PARTIAL FULFILMENT OF  
THE REQUIREMENT FOR AWARD OF DEGREE OF MASTER  
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# Certificate

I have the pleasure to certify that **Brig OP Vaishnav, SM, VSM** has pursued his research work and prepared the present dissertation titled “**Rising Marital Discord Cases in the Army: Causes and Measures for Early Resolution**”, under my guidance and supervision. The dissertation is the result of his own research and to the best of my knowledge, no part of it has earlier comprised any other monograph, dissertation or book. This is being submitted to the Punjab University, Chandigarh for the degree of Master of Philosophy in Social Sciences in partial fulfilment of the requirement for the Advance Professional Program in Public Administration (APPPA) of Indian Institute of Public Administration (IIPA), New Delhi.

I recommend that the dissertation of Brig OP Vaishnav, SM, VSM is worthy of consideration for the award of M Phil degree of Punjab University, Chandigarh.

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## **Self-Declaration**

I, the undersigned, hereby declare that this dissertation entitled, “Rising Marital Discord Cases In The Army: Causes And Measures For Early Resolution”, is my own work, and that all the sources I have accessed or quoted have been indicated or acknowledged by means of completed references/bibliography. The dissertation has not been submitted for any other degree of this university or elsewhere.

**March , 2020**

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*“You can’t just give up on someone because the situation is not ideal. Great relationships are not great because they have no problems. They are great because both people care enough about each other to make it work.”*

**- J.D. Robb**

## TABLE OF CONTENTS

<b>CERTIFICATE .....</b>	<b>I</b>
<b>ACKNOWLEDGEMENTS .....</b>	<b>II</b>
<b>SELF-DECLARATION .....</b>	<b>III</b>
<b>LIST OF FIGURES .....</b>	<b>VI</b>
<b>LIST OF TABLE.....</b>	<b>VII</b>
<b>LIST OF CHARTS .....</b>	<b>VII</b>
<b>ABBREVIATIONS.....</b>	<b>VIII</b>
<b>CHAPTER 1 : INTRODUCTION.....</b>	<b>9</b>
<b>CHAPTER 2 : LITERATURE REVIEW .....</b>	<b>16</b>
<b>CHAPTER 3 : RESEARCH METHODOLOGY .....</b>	<b>21</b>
<b>CHAPTER 4 : CAUSES FOR MARITAL DISCORD IN THE ARMY AND ITS IMPLICATIONS.....</b>	<b>28</b>
<b>CHAPTER 5 : ASSESSMENT OF PRESENT SYSTEM FOR RESOLUTION OF MARITAL DISCORD CASES.....</b>	<b>43</b>
<b>CHAPTER 6 DATA ANALYSIS.....</b>	<b>61</b>
<b>CHAPTER 7 : FINDINGS AND RECOMMENDATIONS.....</b>	<b>85</b>
<b>CHAPTER 8 : LIMITATIONS AND FUTURE SCOPE OF STUDY .....</b>	<b>100</b>
<b><i>ANNEXURE I</i> .....</b>	<b>102</b>

# List of Figures

Figure 1-1: Rising Trend of Divorce Cases in Bangalore City .....	14
Figure 4-1: Separated and divorced women in India, 2011 .....	29
Figure 4-2: Separated and divorced women in India, 2011 .....	30
Figure 4-3: Impact of Social Media .....	34
Figure 4-4: Suicides in Indian Armed Forces .....	40
Figure 6-1: Respondent Type.....	62
Figure 6-2: Service in Years .....	62
Figure 6-3: Education Qualification .....	63
Figure 6-4: Marital Status .....	64
Figure 6-5: Increase in Marital Discord Cases: JCOs / OR .....	64
Figure 6-6: Increase in Marital Discord Cases: Officers .....	65
Figure 6-7: Rise in Marital Discord Cases in Army .....	66
Figure 6-8: Marital Differences Aggravate: Nature of Job & Separation.....	67
Figure 6-9: Marital Differences Difficult to Resolve:.....	68
Figure 6-10: Is there a Tendency to Hide the Marital Discord Cases .....	68
Figure 6-11: Requirement of Pre- Marital Counselling .....	69
Figure 6-12: Lack of Married Accommodation: Main Reason for Marital Discord Cases .....	70
Figure 6-13: Marital Discord Cases: Easier to Resolve if known at an Early Stages .....	71
Figure 6-14: Chances of Resolving Diminishes Once Marital Discord becomes Public.....	72
Figure 6-15:Marital Discord Cases: Affects personnel as well as Professional life of a Soldier .....	73
Figure 6-16: Suicides & Fratricides: Marital Discord One of the Reason .....	73
Figure 6-17: Army Devoting time & effort in Handling Marital Discord Cases .....	74
Figure 6-18: Army Well equipped to handle Marital Discord Cases.....	75
Figure 6-19: System to resolve Marital Discord cases in the Army .....	75
Figure 6-20: Need for Professional Counselling to resolve .....	76
Figure 6-21: All stake holders be included in resolving Marital Discord Cases.....	77
Figure 6-22: Need to Carryout Counselling at Non-Duty Station .....	78
Figure 6-23:AWWA has helped in resolving Marital Discord Cases .....	78
Figure 6-24:Cases be Referred to Civil Court if Differences Persist.....	79
Figure 6-25: Case is beyond reconciliation-Recommend for Divorce.....	80
Figure 6-26: Marital Discord: Individual Stops Supporting the Spouse Financially .....	80
Figure 6-27: Army Should Continue to Handle Maintenance Cases.....	81
Figure 6-28:Option for Grant of Maintenance Allowance.....	82
Figure 6-29: Reaction of the individual: Once Maintenance Granted to Spouse.....	83
Figure 6-30: Post Grant of Maintenance: Marital Discord Culminates in .....	83
Figure 6-31: Marital Discord Cases: Need for Speedy Trials by the Court.....	84

## **List of Table**

Table 3-1: Sources of Primary Data.....	23
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## **List of Charts**

Chart 3-1: Sources of Primary Data.....	27
Chart 5-1: Martial Discord Cases Affecting Organisation.....	45



# Abbreviations

<b>CO</b>	:	Commanding Officer
<b>Col</b>	:	Colonel
<b>Lt</b>	:	Lieutenant
<b>Maj</b>	:	Major
<b>Capt</b>	:	Captain
<b>JCO</b>	:	Junior Commissioned Officer
<b>Sub</b>	:	Subedar
<b>Nb Sub</b>	:	Naib Subedar
<b>NCO</b>	:	Non-Commissioned Officer
<b>SM</b>	:	Subedar Major
<b>RT JCO</b>	:	Religious Teacher Junior Commissioned Officer
<b>Arty</b>	:	Artillery
<b>AAD</b>	:	Army Air Defence
<b>Inf</b>	:	Infantry
<b>AG</b>	:	Adjutant General
<b>DV</b>	:	Discipline & Vigilance
<b>GOC-in-C</b>	:	General Officer Commanding in Chief
<b>AA</b>	:	Army Act
<b>A Staff</b>	:	Administrative Staff
<b>OC</b>	:	Officer Commanding
<b>CDA(O)</b>	:	Controller of Defence Accounts (Officers)
<b>PAO</b>	:	Pay and Accounts Office
<b>OR</b>	:	Other Ranks

# Chapter 1 : Introduction

**1.1.** Family is a fundamental building block of all human civilizations. Marriage is the glue that holds it together. Family and marriage are the two important pillars of any civilised society. In Indian society, marriage is considered sacrosanct and once a couple gets married, the relationship is considered as perpetual in case of Hindus and as a contract in case of Muslims. Our society practised unwritten roles and priorities in marriage based on the value system. As a result, most of the marriages lasted for lifetime and worked as a safeguard against social vulnerabilities. In any country the health of culture, its citizens and their children is ultimately linked to the success of marriage. The practice of divorce although existed in our society but was exercised in extreme cases like unbearable cruelty, desertion, mental illness, infertility/ impotence and infidelity.

**1.2.** Marriage is regarded more as an alliance between two families than between two individuals. Traditionally the parents generally expect the bride to perform two important functions: to bear children and to assist the mother-in-law in the performance of domestic chores. In majority of cases arranged marriages are still the way of life but, with the spread of modern education, certain modifications are being affected so that young boys and girls also have participation in the process of mate selection. Due to loosening of community bonds in urban areas, matrimonial advertisements have become quite common for urban educated as a medium of selecting marriage partner.

**1.3.** Both the structure and functions of the family have been changing. Nonetheless, family will continue to be an institution of prime social significance, and

in any case it is unlikely that it will perish. Present day society is undergoing a transition, wavering between traditional and western value systems. This transition coupled with influx of social media has thrown up new challenges particularly for the institution of marriage. These challenges include tension of fast life, lack of communication, changing role of husband and wife, ever rising expectations and aspirations etc. In addition to changing value system, these also have contributed to incompatibility of couples in the society.

**1.4.** Indian Army selects its officers and men from the same society, so the changes taking place in society have a direct bearing on this trained human resource. In addition to the societal influence, peculiar service conditions like field postings and prolonged separation from spouse, combat stress and conflict between individual and organisational requirement is leading to increase in marital discord cases in the Army and this has become a cause of concern for the organisation.

## **Family and Marriage**

**1.5.** Right from ancient times, family has been the dominating institution, both in the life of the individual and in the life of the Indian community. The Indian family is considered strong, stable, close, resilient, and enduring. Historically, the traditional, ideal and desired family in India is the joint family. The family is the most important primary group in any society. Family and marriage are inseparable from each other. Marriage is a universal social institution and fulfils several unique functions. It legitimises sexual relations and offspring, provides nurturance to family members and contributes to emotional and intellectual stimulation of the partners.

**1.6.** With urbanisation, economic development and western influence, India has witnessed a break up of traditional joint family into more nuclear families, much like

population trends in other parts of the world. In recent years, India's largest cities have grown at twice the rate of its small towns and villages, one of the reasons being rural-urban migration. Now a day, in our cities, majority are staying as nuclear families and in large number of cases both husband and wife are working.

**1.7.** The Indian family has been by and large patriarchal in structure. In a patriarchal family set up, all male members, that is, husband, elder brother and father, perform duties like decision making for the rest of the family, and their physical and moral protection. In Indian families, male children are raised to be assertive, less tolerant, independent, self-reliant, demanding, and domineering. Females, in contrast, are socialized from an early age to be self-sacrificing, docile, accommodating, nurturing, altruistic, adaptive, tolerant and to value family above all. During Vedic period, Indian women who once enjoyed equal status with men in all aspects of life, lost their position and dignity in medieval period, after the Muslim conquest in the Indian subcontinent who brought purdah to Indian society. Things are changing rapidly in modern India. The status of women in India has been subject to many great changes over the past few millennia. Women's rights are secured under the Constitution of India -mainly, equality, dignity, and freedom from discrimination; further, India has various statutes governing the rights of women.

**1.8.** In- spite of urbanization and industrialization in the contemporary Indian society, the family institution continues to play a central role in the lives of people. Changing patterns are being observed in areas such as age of marriage, inter-caste marriage, arranged versus love matches and matching horoscopes. Inter-religious marriages do take place in India and there is a special law to support such marriages. However, they are extremely small in number. For the vast majority of people,

marriage is always within one's religious group, and the family also, therefore, prevails within it.

### **Marital Discord**

**1.9.** The central point in any marriage is marital adjustment. Whether or not a marriage will be successful, depends upon cohesiveness and commitment of the couple. While presence of certain factors makes a marriage successful, the absence of such factors may make a marriage divorce prone. The conflict in marriage may be constructive or destructive. All conflicts need not necessarily be dysfunctional.

**1.10.** The sources of marital conflict are: intra-psychic, intra-somatic, inter-psychic, and situational or environmental. In general, the factors causing marital conflict may be grouped into personal factors, interpersonal factors, family factors, and situational/societal/environmental factors. Marital conflict may manifest in the form of maladjustment, psychiatric illness, marital violence, separation, desertion or divorce. Marital failure invariably passes through the phase of alienation/ separation, counselling by family/relatives or counsellors. In case of Army, the organisation plays an important role in counselling of the couple as well as grant of interim maintenance. If none of these efforts succeed the marriage ends in divorce.

### **Marital Counselling**

**1.11.** Marital counselling is a process whereby a counsellor assists married couples to resolve the problems that arise in their marital life and constantly trouble them in their relationship. Husband and wife are counselled by the same counsellor in separate as well as joint counselling sessions. Where required, even the family members are counselled by the counsellor as in many a case their interference directly or indirectly contribute to marital discord. Marital Counselling helps couples of all types,

recognise, and resolve conflicts and improve their relationships. Through marital counselling, couple can make thoughtful decisions about how to manage addictions, differences of opinion, finances, genetic illnesses, schedules, sexuality, and other topics to rebuild one's relationship or go separate ways.

### **Divorce**

**1.12.** While non-marriage remains extremely rare in India, where less than 1% of all women aged between 45-49 have never get married, the number of divorcees has doubled over the past two decades, revealed a report from United Nations. The report highlighted that despite increasing rates of divorce, only 1.1% of women are divorced, with those in urban areas making up the largest proportion in India.

**1.13.** Divorce rate in India is 1.1%. This is one of the lowest divorce rates in the world. Though, global divorce rate for arranged marriages is 6.3 %. Even more impressive is the high levels of satisfaction reported by those in arranged marriages over the longer-term. This is due to the fact that most Indians are traditional and respectful of their culture. Hinduism did not recognise divorce till the late 50's when the Hindu Marriage Act 1955 came into existence. Inter-caste marriages were governed by the Special Marriages Act 1954.

**1.14.** According to a report in the Times of India, 5 in every 1,000 Muslim women are vulnerable to being divorced, compared to 2-3 per 1,000 among Jain, Hindu and Sikh women. The divorce rates are rising in India. Urban divorce rates are much higher. Women initiate about 80 percent of divorces in India.

### **Legal Infrastructure**

**1.15.** There is inadequate infrastructure in terms of family courts and district courts to hear petitions related to divorce, child custody, dowry harassment and the like. For

example, in Bangalore with merely seven courts in the city to handle more than 11000 pending marital and divorce cases, chances are that a divorce hearing could drag on for upto five years.

**1.16.** <sup>1</sup>According to data obtained by the Economic Times in 2016, more than five hundred cases were being filed in each family court each year. Divorce petition had increases to 7221 till 2016 in Bangalore City. Any divorce petition filed today will come up for hearing only after six months. Hence there is an urgent need to improve infrastructure for timely resolution of rising marital discord cases.

**Figure 1-1: Rising Trend of Divorce Cases in Bangalore City**



## Operational Definition of Terms

- (a) **Marital conflict:** A strain in marriage interaction between a husband and a wife who are living together.
- (b) **Marital discord:** Literally means that there is disagreement between the married couples. This is the advance stage of marital conflict where the issues and scope of mutual differences increase and these issues get communicated to both families and relatives.
- (c) **Marital breakdown:** The separation of husband and wife due to disagreement, which may be resolved or lead to divorce.

<sup>1</sup>By Yadav Umesh (1016 Dec 07)Prolonging pangs of separation- Divorce Cases: File it, forget it!Retrieved from [https://economictimes.indiatimes.com/news/politics-and-nation/prolonging-pangs-of-separation-divorce-cases-file-it-forget-it/articleshow/55848984.cms?utm\\_source=contentofinterest&utm\\_medium=text&utm\\_campaign=cppst](https://economictimes.indiatimes.com/news/politics-and-nation/prolonging-pangs-of-separation-divorce-cases-file-it-forget-it/articleshow/55848984.cms?utm_source=contentofinterest&utm_medium=text&utm_campaign=cppst)

- (d) **Marital counselling:** Maritalcounselling is a method of counselling used to resolve relationship issues in a married or to-be married couple.
- (e) **Marital conflict management skills:** A method used to help couples adjust to each other in conflict to achieve cordiality, e.g. exhibition of good communication skills/habit, display of tenderness, sensitivity to emotional requirements by couple, openness in interaction etc.
- (f) **Marital Stability:** The condition of marital harmony amongst couples irrespective of occasional and inevitable disagreements that may arise in the course of human interaction.
- (g) **AWWA:** It is one of the largest voluntary organizations in India that has charted its course for fulfilling the societal obligation through social empowerment and skill building of spouses and dependents of Army personnel since inception. AWWA aims at the holistic development and well-being of Army Wives including their children and rehabilitation of war widows and differently-abled children.
- (h) **President AWWA:** Wife of Chief of Army Staff is designated as President AWWA and she is overall responsible for efficient functioning of this NGO.



## Chapter 2 : Literature Review

**2.1.** A detailed literature review was carried out to identify, evaluate and interpret the work produced by researchers, scholars and practitioners on the subject matter of the research problem, identify the research gaps. The details of the literature survey carried out are enumerated in succeeding paragraphs.

**2.2.** Majority of the literature available on the subject covers the issues of marital discord and divorce in India/ Nepal/Western Countries. There is no book on marital discord cases, however there are some papers, articles and case studies available on marital discord cases which are listed as under: -

- (a) Dommaraju, P. (2016), has explained the key aspects of marriage and the socio-cultural and legal systems that influence durability of marriages in India. He has presented estimates of prevalence, trends and variations in divorce and separation using data from a large nationally representative survey. Finally, using education as a broad measure, he has investigated the impact of social changes on durability of marriages between 1987 and 2007. The findings reveal an upward trend and significant variations by region, religion, rural and urban, and number and sex of children in divorce and separation. The findings show that marriage among higher educated are more durable and that the difference between higher and lower educated women has widened over time.
- (b) Murtazina, Elmira I. and Minullina, Aida F.(2016), investigated role sets and emotional relationships in marriage through the study of military personnel and non-military personnel families. Practical implementation of psychological ideas represents one of family psychology issues, deepens, expands, and specifies modern representations of family

psychology. The importance of their research is determined by the necessity to consider the specificity of family roles distribution and features of emotional relationships in military personnel families.

- (c) Narang and Goswami (2015) have discussed about the breaking point which refers to the point at which a person breaks down, can endure no more, or finally reaches a point where a permanent change is made. This is typically related to stressful or highly emotional situations, in which a person will be forced to cope with something that particularly challenges them. The breaking point for each individual person may be different; some people respond particularly well to stressful situations, while others have a much lower point at which a situation becomes too much to endure. Vikrant had been a devoted army sepoy. Being a Rajput from Rajasthan, the commitment and chivalry of this soldier was exemplary. However, life took a different turn for him when he found himself under stress and delusion, which was caused by his wife's perceived infidelity. Vikrant could not bear the brunt of his personal life being ruined and rushed to death in haste. The focus of the case is Breaking Point (not related to work/organization), its effect on an individual and role of the organisation to prevent such incidents.
- (d) Elyse Jennings (2014) had written on marital dissolution in a rural, agrarian context of Nepal that has recently experienced a great deal of social change. Marriage in this context is highly valued, with far reaching significance for not only the husband and wife but also for their extended families. Marital dissolutions due to separation or divorce have been very rare until the recent past. Furthermore, women have few opportunities to be independent, and therefore have disincentive to dissolve their marriages. The factors influencing marital dissolution in South Asian setting, comparing these factors to Western influences on divorce. The author then focuses on the influence of marital discord, using unique,

couple-level data with measures of three types of discord (disagreements, criticisms, and abuse), as self-reported by each spouse. Results reveal that:-

- (i) Many of the factors that influence marital dissolution in Western contexts play a similar role in the context of Nepalese society also.
  - (ii) Wives' reports of discord have an important influence on the odds of marital dissolution across types of discord, while husbands' reports of disagreements and abuse, only, have a significant influence.
  - (iii) The influence of wives' reports of discord is independent of their husbands' reports of the same.
- (e) Mrs Sangeeta Mohan and Mrs Arora Nidhi (2013) have carried out study on the relationship between inadequate salary and rewards and marital discord among Indian Army personnel. In order to complete the study a sample comprising of 50 officers from Indian Army was selected. The sample consisted of officers from various designations of Indian Army. The study focuses on two dimensions of stress i.e. inadequate salary and reward and marital discord among army personnel. To see the difference between the two, means test was applied and to study the relationship between the two dimensions of stress Pearson's correlation was applied. The results reveal that the army personnel are more stressed because of the non-availability of their spouse/girlfriend suggesting that physiological and physical need deprivation leads to stress. Also, the results show that there exists a significant positive correlation between inadequate salary and rewards and marital discord which connotes that dissatisfaction from salary and reward also causes stress.
- (f) Karney and Pollard (2012) has compared marital status and divorce status in civilian and military population. Military couples may experience significant marital stress that civilian couples do not face. Rates of

marriage and divorce among active duty, male US service personnel and a matched civilian sample were compared from 1998 to 2005. Active duty male service members are generally more likely to be married and number of divorce cases were less as compared to matched civilians.

- (g) Mr Jyoti Prakash, Mr RD Bavdekarand, Mr SB Joshi (2011) have carried out analysis on the stress prevailing amongst the families of soldiers during the period of absence of soldiers. Analysis revealed various types of stress and the multiple coping methods being practiced. It also highlighted various preventive and remedial measures being undertaken by waiting wives and their children. There is a need to understand and address the psychosocial issues of these families.
- (h) Karney, Benjamin R. (2010) This research focuses on how marriages change or remain stable over time, and in particular how relationship maintenance is constrained or enhanced by the contexts in which it takes place. This includes research on marriages in the military, funded by the Department of Defense.
- (i) Mrs Namita Singh Jamwal (2009) has provided the statistical data about the increasing trend of divorce in major cities. She concluded that three main reasons which contributed to marital discord in major cities were personality related behaviors/tendencies including deficiencies/disorders, marital/monetary gains through marriage and incompatibility.
- (j) Namrata Bhatia (1998), enumerated various modes of settlement of marital discord cases from counseling to family courts/ civil courts, jurisdiction and rules guidelines for early settlement of these cases. She has suggested requirement of proper investigation mechanism, infrastructure facilities in terms of counseling centers and qualified counselors, maintenance and child support. She has emphasized modification and strengthening of laws.

- (k) SL Sayers, CS Kohn, C Heavey (1998), highlighted Marital dysfunction problems in the U.S., with far-ranging effects on the mental health, physical health, and economic well-being of people who experience it. In addition, marital discord and divorce appear to have adverse effects on children. This review describes the historical roots of current prevention programs and critically reviews marriage preparation programs that have been examined in the peer-reviewed literature. The results of 13 studies suggest that behaviorally oriented, skills-based marriage preparation programs can lead to behavioral changes that may help prevent the emergence of marital dysfunction. Whereas there has been modest improvement in the methodology of the program evaluations, suggestions for continued improvements are made. Ways to enhance the effectiveness of marriage preparation programs using the principles of prevention have been described by the writers.

## **Chapter 3 : Research Methodology**

### **Statement of the Problem**

**3.1.** Majority of the troops in Indian Army come from rural/ semi urban areas. On professional front men/ women in uniform have to live up to the demanding service conditions, coupled with stress on account of demanding nature of job and separation from the family. On the other hand, he/she has to meet the aspirations of his/her family which have compounded with the breakdown of joint families into nuclear families as well as rising expectations of educated and aware spouse. A fine balance is needed between family and profession. Individuals serving in profession of arms have traditionally been more biased towards profession as compared to their family. Most of the time, they stay away from their families. Changing social values demand presence of both mother and father with the family. Many a times, even minor misunderstandings lead to marital disharmony. However, marital disharmony in many cases gets resolved with timely counselling as well as mature handling of issues by their families and society members. However, the same is difficult in case of an Army person who is mostly away from home. This marital disharmony gradually develops into a marital discord if the same is not addressed in time.

**3.2.** Marital discord has adverse impact on the couple, their families and children. If the individual is serving in Army, it has an impact on the morale and motivation of the individual. In most of the cases if marital discord continues, the individual lose interest in the profession and decide to quit the job. In extreme cases, some individuals even commit suicide. This has an adverse impact on the parents, spouse and children as well as on the organisation which loses a well-trained soldier. Hence,

it is important to first find out the reasons for increasing marital discord cases in the Army and recommend measures to ensure early resolution of these cases.

**3.3.** This study is therefore based on the incessant occurrence of marital conflict among the married officers, JCOs and soldiers in the Indian Army. The individuals under study are by virtue of them being in the Army. The nature of job demands man management skills and at each level a senior is expected to know his subordinates. Thus, it is possible to detect conflict signals in a family at an early stage and by employing counselling and conflicts management methods it is possible to resolve the differences without disrupting the marital harmony. Therefore, this study sets out to find out the causes of marital conflicts, present system of handling these cases in the organisation and effectiveness of the present system. The study also recommends measures to prevent marital discords as well as early resolution of marital discord cases.

**3.4.** No specific study or survey has been carried out so far on the rising trend in marital discord cases in the Army. Therefore, this research aims to bridge the gap by studying the same.

### **Research Objectives**

**3.5.** The research will study the human and organizational aspects related to marital discords. It will have the following objectives: -

- (a) To study the trends of marital discord cases in the Army and reasons for the same.
- (b) Impact of marital discord on the individual and the organisation.
- (c) To identify the bottlenecks in early resolution of the marital discord cases.

- (d) To assess the adequacy of existing system available for the early resolution of these cases.
- (e) To recommend measures for early resolution of these cases.

## Research Design

**3.6.** The research is planned to be descriptive as well as causal. The type of research design is cross-sectional design with quantitative data collected through questionnaire from sample of the population.

(a) **Sampling Design.** The details of the population and sample for the research are given below:-

(i) **Population:** The study population are Officers, JCOs and Soldiers from Combat Units of the Indian Army.

(ii) **Sample:** Purposive sampling was used to draw sample of officers and men from various combat units in Western Command located at Delhi as well as in Southern Command located at Pune. The sample respondents are categorized based on rank, service, experience, educational qualification and marital status. Respondents were selected from nine combat units of Infantry, Artillery and Army Air Defence. The following sample was drawn:-

**Table 3-1: Sources of Primary Data**

Category	Numbers Posted	Number of Respondents per unit	Number of units	Total Respondents
Colonel	1	1	9	9
Officers Captain to Lieutenant Colonel	7 to 9	1 to 2	9	16
JCOs	40 to 45	6 to 8	9	70
Other Ranks /Men	400 to 750	24 to 25	9	220
<b>Total</b>				<b>315</b>



## **Research Questions**

**3.7.** The research questions that arise are as under: -

- (a) What are the reasons for increase in the marital discord cases in the Army?
- (b) Are service conditions, directly or indirectly attributing to increase in marital discord cases?
- (c) How the marital discord cases are having adverse effect on the individual and the organisation?
- (d) What are the hurdles in the timely resolution of marital discord cases in the Army?
- (e) Marriage being a personal matter of an individual, is there a need for the organisation to intervene in resolution of marital discord cases?
- (f) What measures should be instituted that the spouse can maintain herself/himself as well as her/his children till such time the marital discord case comes to a logical solution?
- (g) Is the existing system adequate to assist in early resolution of marital discord cases?
- (h) What are the measures which can help in early identification and timely resolution of marital discord cases?
- (i) Is there a requirement of having marital discord counselling centre at each station headquarters?

## **Rationale / Justification**

**3.8.** In a marriage, two adults from opposite sex with different backgrounds having individual mindset, values, attitudes and behaviour patterns cannot be expected to match each other. In the absence of timely intervention by the joint family system,

small differences get magnified in a nuclear family. It naturally takes time to know and understand each other.

**3.9.** Since the luxury of spending quality time together is not available in case of officers and troops serving in Army, any misunderstanding if not resolved in time leads to marital discord case which becomes complex with each passing day. The combat stress, demanding service conditions and separation further compound these problems.

**3.10.** Army is close knit society as troops stay together. Female spouse being educated and aware do not hesitate to communicate with the Army authorities about their marital issues and entitlements. Such communication from the spouse about marital disharmony although personal, becomes public and has adverse impact on the morale and motivation of the individual and he/she loses interest in his/her job and in many a cases such individual even take the extreme step to commit suicide as he/she is not able to cope with this additional stress. Hence the family loses a bread earner and the organisation loses a well trained and experienced Officer, JCO or Jawan. Hence there is an urgent need to look into this problem and recommend practical and implementable solutions to this problem.

**3.11.** The outcome of the research on the marital discord cases in the Army will have its relevance for the Defence as well as Para Military Forces.

### **Methods of Data Collection and Data Analysis**

**3.12.** The research was carried out by collection of data/material from the population and the open domain as per details given below. Informal inputs from subject matter experts were also taken to understand their perspective on the subject.

The data collection was planned asunder:-

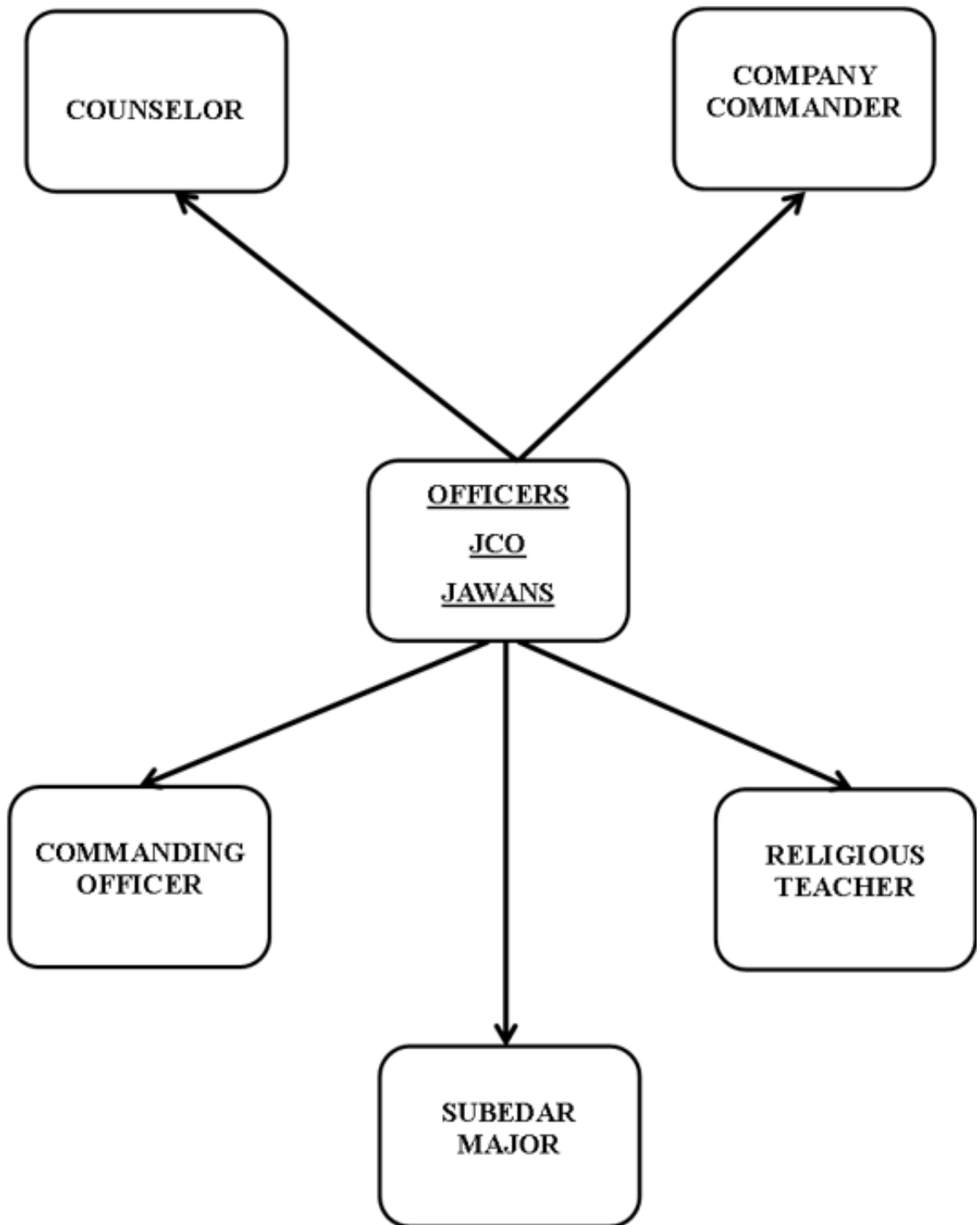
- a) **Primary Data.** The main source of primary data of the research was by means of a “Questionnaire” designed comprehensively to obtain inputs from the environment on the various constructs as listed above. Informal interviews/interaction with subject matter experts was also undertaken. The questionnaire was prepared and given to 12 officers and 33 JCOs/Other Ranks. The questionnaire was modified based on feedback.
- b) **Secondary Data.** Published books on related topics in the Library, magazines, newsletters, journals & relevant internet sites were also studied to understand the subject better, interpret results and to formulate suitable recommendations for implementation.

### **Sampling Design**

**3.13.** The details of the Population and sample for the research are given below:-

- (a) **Population.** The study population was primarily the officers, JCOs and ORs from the Army.
- (b) **Sample.** A suitable Questionnaire was designed to draw out relevant data by obtaining the inputs from participant officers and all ranks from a combat unit. The questionnaire is attached as Annexure-I.
- (i) **Rank.** Sepoy / NCO / JCO / Capt. / Maj / Lt Col / Col.
- (ii) **Experience.** 1- 8 years, 8-16 years and More than 16 years.
- (iii) **Marital Status.** Married, Unmarried, divorced and separated.
- (iv) **Education Qualification.** 10th, 12th, Graduate, Post Graduate.

**Chart 3-1: Sources of Primary Data**



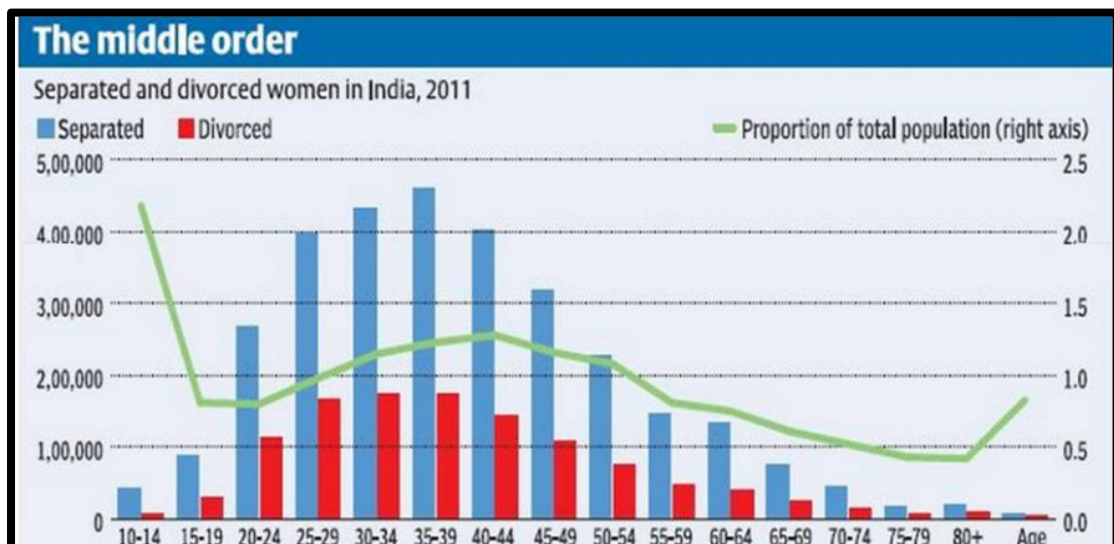
## Chapter 4 : Causes for Marital Discord in the Army and its implications

**4.1.** India is not known as a society with high rates of divorce or separation. The rates of marriage dissolution in our country are relatively low as compared to other societies. <sup>2</sup>In India, more than 4.2 million women (4,225,940) were either separated or divorced in 2011, and the numbers would only have increased since then. Figure-4-1 describes how these women were dispersed across age groups in 2011, according to the Census. The age distribution of such women does suggest that this occurs among women who are relatively mature. The highest rates of marriage dissolution among women are found in middle age, peaking in the age group 35-39 years. The most striking fact that emerges is that separation is clearly the dominant form of marriage dissolution for most women in India, accounting for 63 per cent of all separated and divorced women. This is significant because most separations are informal arrangements which do not provide any kind of legal recourse or status or rights to the affected women.

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<sup>2</sup> Chandrasekhar, C.P. and Ghosh, Jayati. (2017, Feb 27). Women and marital breakdown in India. *Business Line*. Retrieved from <https://www.thehindubusinessline.com/opinion/columns/c-p-chandrasekhar/women-and-marital-breakdown-in-india/article9562333.ece>

**Figure 4-1: Separated and divorced women in India, 2011**



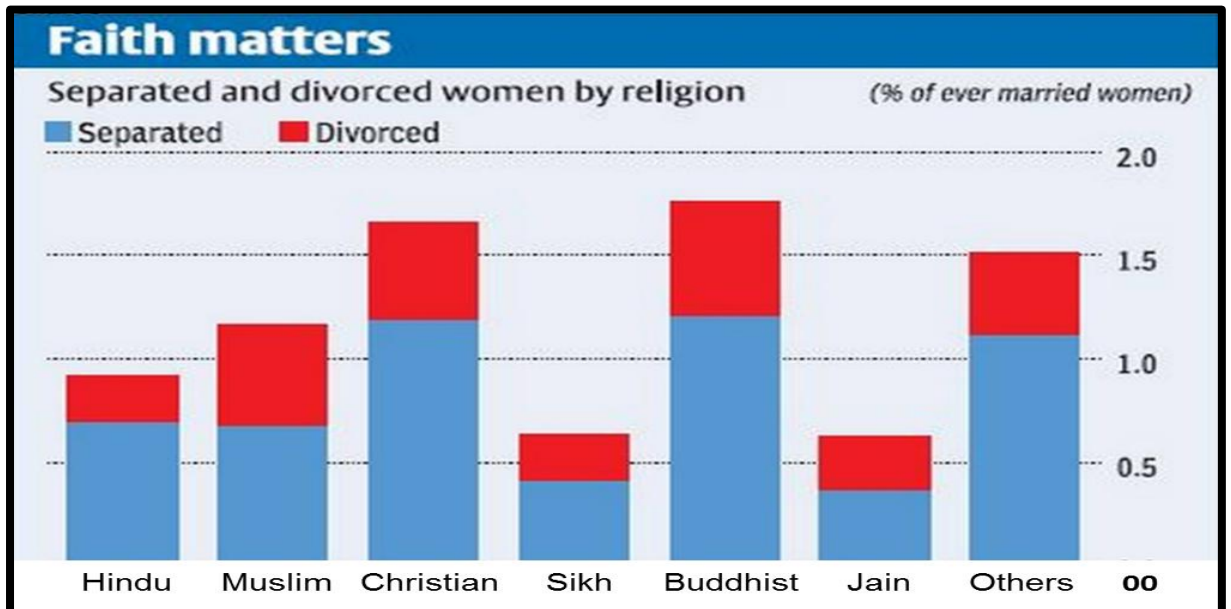
**4.2. Role of Religion:** As per 2011 Census,<sup>3</sup> Religion plays an important role in determining the socio-cultural norms of marriage and the ending of marriage.

**Refer Figure4-2.** The other important facts are:-

- (a) Buddhist, Christian and “Other” women show the highest incidence of divorce and separation.
- (b) However, Muslim women also show a higher rate of marital dissolution than Hindu women, while Sikh women show the lowest rate.
- (c) Separation is slightly less evident among Muslim women, probably because of the greater ease of divorce in this community.
- (d) There is hardly any difference across rural and urban areas in terms of rates of marital dissolution for women.

<sup>3</sup>Chandrasekhar, C.P. and Ghosh, Jayati. (2017, Feb 27). Women and marital breakdown in India. *Business Line*. Retrieved from <https://www.thehindubusinessline.com/opinion/columns/c-p-chandrasekhar/women-and-marital-breakdown-in-india/article9562333.ece>

Figure 4-2: Separated and divorced women in India, 2011



4.3. Since majority of soldiers as well as officers join recruitment centre or military training academy at the age of 17 or 18 years. Thereafter, the Unit to which they get posted becomes their second home. Except for leave period, they spend most of their time in the unit. In majority of the cases, marriage is often socially determined arranged marriage. Army being a respected government job, parents of girls prefer to marry their daughter to an individual serving in the Army. Marriage is near-universal, with only a tiny minority remaining unmarried. Majority of troops are from rural background where women have limited autonomy in spouse selection. There is still very little social and cultural acceptance of divorce, particularly when initiated by women.

4.4. In our society as well as in the Army,<sup>4</sup> there are numerous instances of women being encouraged to stay with an abusive and violent partner, even by their own natal families, rather than exiting the marriage. Separation or divorce, when it occurs, is

<sup>4</sup>Chandrasekhar, C.P. and Ghosh, Jayati. (2017, Feb 27). Women and marital breakdown in India. *Business Line*. Retrieved from <https://www.thehindubusinessline.com/opinion/columns/c-p-chandrasekhar/women-and-marital-breakdown-in-india/article9562333.ece>

more frequently initiated by men, also because the low work participation rates of women and inheritance patterns that are still gender-unequal, provide very little options for women who choose to leave even an unhappy or abusive relationship.

**4.5. What has changed over the years?** The factors responsible for marital conflict do not seem to have changed much, though their intensity might have changed. The social changes influenced by technology and communication have added some new factors. Some of the major social changes which have taken place in recent decades are listed as under:-

- (a) Collective to individualistic society.
- (b) Sliding down of tolerance levels and rise of individual egos.
- (c) Diminishing capacity for adjustment.
- (d) Social stigma attached to divorce is diminishing.
- (e) Empowered women having voice, assertive independence and ambitions where as men still have traditional mind set.
- (f) Aspirations for better standard of living.

### **Causes of Marital Discord in the Society**

**4.6.** There are several factors which are generally believed to have a bearing on marital discords and divorce situation in India. The principal among them are listed as under:-

- (a) **Personality Deficiencies/Disorders**
  - (i) Alcoholism/Addiction.
  - (ii) Differences in spending and saving habits/Resource Stringency.



- (iii) Irritating habits.
- (iv) Abusive nature & man handling.
- (v) Depression.
- (vi) Conflicting loyalties involving family and friends.
- (vii) Jealously and infidelity

**(b) Lack of Understanding and adjustment**

- (i) Incompatibility.
- (ii) Level of expectations.
- (iii) Lack of communication and intimacy.

**(c) Cruelty**

- (i) Physical assault.
- (ii) Mental torture.
- (iii) Verbal aggression.
- (iv) Humiliation.
- (v) Desertion.

**(d) Increasing consciousness among women about their rights, social status, role, lack of tolerance/commitment to marriage**

- (i) Independence of women.
- (ii) Job aspirations.
- (iii) Social stigma of divorce is fading.
- (iv) Unfulfilled expectations.

- (v) Demand for quality time with the family.
  
- (e) **Extra martial affairs/plural marriage-** With proliferation of social media, the cases of extra marital affairs are on the rise. In recent times, cases have come to light where a married person serving in the Army and posted away from home, gets involved in extra marital affairs and gets married second time. Neither first nor second wife is informed about the second marriage/first marriage. As and when the truth is known to the wives, it becomes the main reason for marital discord.
  
- (f) **Demand of dowry.** When marriage is treated as a means to gain monetary benefits. Some marry in rich and influential families for monetary gains and dowry. Such marriages generally have higher chances of marital discords.
  
- (g) **External factors.**
  - (i) Attitude of parents /relatives and their interference.
  - (ii) Demand to stay with the In-laws.
  
- (h) **Stress:** Stress of modern life.
  
- (i) **Deviation from purpose of marriage**
  - (i) When spouses refrain from fulfilling their intimacy needs strictly in wedlock.
  - (ii) When husband treats her like a maid.

(j) **Social Media.** <sup>5</sup>A recent study from Boston University revealed that non-social network users were 11.4% happier in their marriages than couples who frequently used social media. Heavy users were 32% more likely to contemplate leaving their spouse. The study also suggested a possible correlation between the number of Facebook users in a state and the divorce rates for the area. States with a higher increase of Facebook users showed similar increase in divorce rates. Another study in Great Britain showed that close to 25% of married couples argued at least once a week because of social media use, and 17% fought daily over something they found about their spouse online. 20% of respondents reported that they fought with their spouses on Facebook, and nearly half said they secretly logged into their spouse's accounts.

**Figure 4-3: Impact of Social Media**



### **Peculiar Causes of Marital Discord in the Army**

**4.7.** As soldiers and officers in Indian Army come from the same society so the social changes and causes listed above are applicable to the married couples in the

<sup>5</sup>Irvin, Mckinley. (2014, Jun 2).Digital Divorce: A Guide For Social Media & Digital Communications Retrieved from <https://www.mckinleyirvin.com/resources/digital-divorce-a-guide-for-social-media-digital/how-social-media-affects-marriage/>

Army. At the same time Army as an organisation offers challenges which directly impact the individual serving in the organisation and his family life indirectly. The husband as well as the wife have to manage with the job requirements which create peculiar circumstances both for husband and the wife. These are listed as under:-

#### **4.8. Peculiar Situation of a Husband in The Army**

- (a) Field / Peace posting profile.
- (b) Combat stress & demanding service conditions.
- (c) Management of leave - Conflict between individual and organisation requirements.
- (d) Busy schedules in peace Station.
- (e) Alcoholism – Irritant to wife.
- (f) Tendency to hide personal problems.
- (g) Prolonged separation breeds suspicion.

**4.9. Peculiar Situation of Wife in the Army:** After marriage, the place of stay of spouse depends on the posting of her husband. If the husband is posted at a peace station, she can stay with her husband at the duty station or with her in-laws at native place or for some reason with her parents. In case the husband is posted in field station where family is not permitted to accompany, in such a case she either stays with her in-laws or parents. Whichever place she chooses to stay, each place has its own dynamics. These are listed as under:-

##### **(a) At DutyStn**

- (i) Complexity of heterogeneous community.
- (ii) New surroundings: Tendency to internalise distress.
- (iii) Short & Intermittent stays.
- (iv) Lack of quality time.

**(b) At HomeStn**

- (i) Demand to stay with in-laws.
- (ii) Pressure and demands from in-laws.
- (iii) Coping alone with requirements of self, children and in-laws.
- (iv) Desire for own separate home.

**(c) With Own Parents**

- (i) Social stigma of staying with parents after the marriage.
- (ii) Interference by parents in an effort to get justice to the daughter.

**4.10.** Officers as well as soldiers in the Army who are married and are staying with or away from their spouse have to manage the impact of both the social changes as well as the constraints of service conditions and nature of the job. In addition to the reasons listed above, the reasons for marital discords in Army personnel are listed as under:-

(a) **Separation.** Lack of quality time available with family because of frequent field postings, temporary duties, courses, field firing and training exercises, causes couples to become out of sync with each other. <sup>6</sup>Having shared interests and common activities help couples stay connected. Military couples fall victim to this problem in their marriages. Enduring long deployments and constant temporary assignments keep them away from home. Couples have to have a special bond for a marriage to last.

**(b) Service conditions**

- (i) Frequent field/peace posting profile and frequent moves.
- (ii) Separation from the family.

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<sup>6</sup><https://www.liveabout.com/marital-problems-that-cause-divorce-1102945>

- (iii) Lack of quality time with the family.
  - (iv) Lack of quality accommodation.
  - (v) Alcoholism.
  - (vi) Demanding nature of job (Physical and mental stress).
- (c) **Discipline.** Person serving in the Army get used to a disciplined and structured life. He is punctual and responsive to family requirements. When he/ she does not receive similar response from his/ her spouse, it leads to differences which aggravate over a period of time. Sometimes the biggest conflicts in a marriage are over how to discipline the couple's children.
- (d) **Demand to stay with In-laws.**
  - (e) **Extra martial affairs.**
  - (f) **Plural Marriage.**
  - (g) **Social Media.**
  - (h) **Nuclear Family.**
  - (i) **Educational and intellectual differences.**

## **Consequences of Marital Discord**

**4.11.** Marital disharmony and divorce have their repercussions for the couple, children and society at large. The health and well-being of both or one of the spouses may be adversely affected. The worst sufferer are children for whom it may be nothing short of a trauma who have to undergo a period of emotional deprivation, and disruption, which among other things, may have serious consequences on their future growth and capabilities. A recent study suggests that the quality of parents' marriage has both direct and indirect long-term consequences for parent-child affection. Some research studies have also indicated that parents' divorce improves children's lives and reduces the amount of emotional disturbance and stress because they are relieved

of chronic conflict and hostility. The period of separation preceding final divorce is often more stressful for the spouses than post-divorce adjustment phase.

**4.12.** All marriages are impacted by problems. Marital problems cause couples to look for support and solution on a daily basis. Whether or not a marriage survives when a problem hits depends on the problem and how a couple decides to deal with that problem. Couples who are able to work together in resolving conflict are more likely to be able to save their marriage. Couples who lack the proper conflict resolution skills and proper counseling and family support may find themselves in court for divorce and related problems that could have easily been solved.

### **Implications of Marital Discord in the Army**

**4.13.** Marital discord cases in the Army not only affect the couple but it has a bearing on the professional life of an individual. Army being a manpower intensive organization, any physical, mental or psychological stress on an individual gets reflected on the unit or the sub-unit where the individual is posted. The impacts of marital discord case are listed as under:-

- (a) **Impact on the personal life of an individual.** Marital discord has a direct effect on the individual, his/ her spouse, children and parents of the couple.
- (b) **Impact on the professional life of individual.** Army being a close-knit unit, even the personal family matters becomes public which results in low morale and lack of interest in the assigned tasks to the individual. In most of the cases the individual prefers to serve only for the mandatory period of service applicable and thereafter quits the organisation.

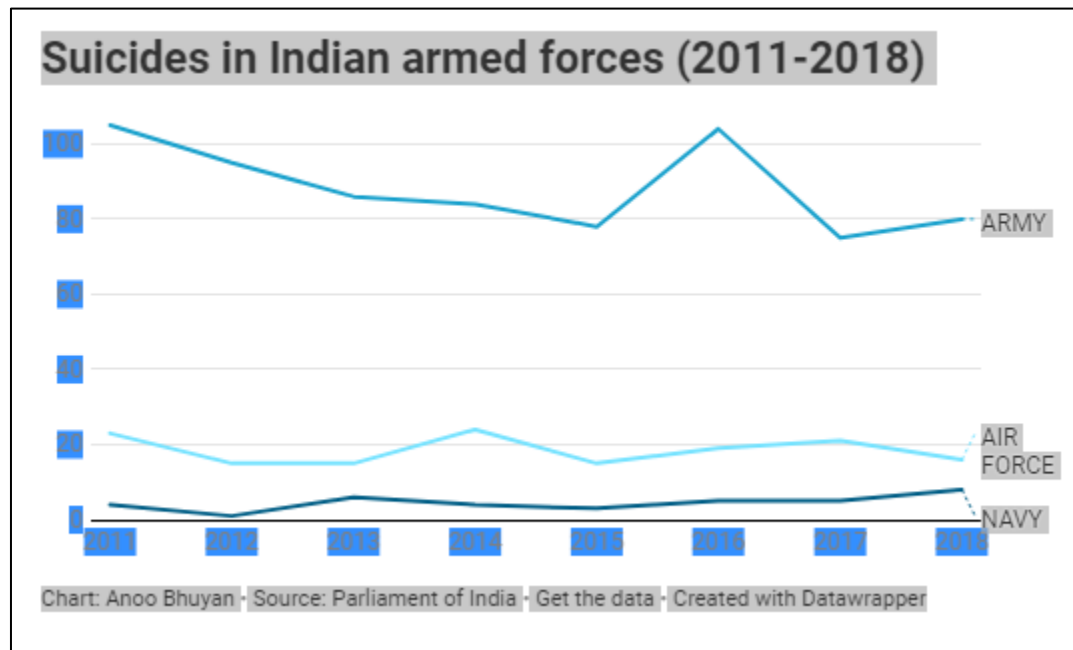
- (c) **Impact on the organization.** Army spends time, men power and resources to train its human resource systematically. If this well-trained and experienced resource leaves the organization it causes financial as well as resource loss to the organization. In many a case even, a trained soldier commits suicide/fratricide as he cannot cope up with the stress of demanding nature of job as well as stress in his personal life due to marital discord.
- <sup>7</sup>Data tabled in parliament shows that between 2011 and 2018, there were 891 deaths by suicide of members of the Indian armed forces (Army, Air Force and Navy).
- (d) Suicides were highest in the Army, which reported that 707 personnel took their own lives between 2011 and 2018. The Air Force reported nearly 5 times fewer suicides at 148 over the eight years. The Navy has the lowest number of suicides, with 36 deaths reported over the same period.
- (e) There was a spike in suicides in the Army in 2011, when 105 deaths were reported. The next highest suicides were in 2016, with 104 deaths. Last year, there were 80 deaths by suicide in the Army.
- (f) The average deaths per year across the Indian Army, Air Force and Navy are 111. There are an average of 88, 18.5 and 4.5 deaths by suicide annually in the Army, the Air Force and the Navy respectively.

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<sup>7</sup> The Wire(19/FEB/2019 ) Retrieved from <https://thewire.in/security/india-armed-personnel-suicides>



**Figure 4-4: Suicides in Indian Armed Forces**



**4.14.** "Prolonged deployment in counter-terrorism operations in Jammu and Kashmir and northeast creates a negative impact on physical endurance and mental health of a soldier," Denial of leaves, poor basic amenities and low salaries are also considered to be some factors leading to depression. Officials also believe that problems of living away from family, raising children and educating them add to a soldier's depression.

**4.15.** Issues like marital discord or property disputes back home of a soldier keep troubling him. With mobile phones, he is constantly in touch with his family. It eventually causes mental stress, which drives him to take extreme step.

### **Lengthy Legal Process for Marital Dissolution: A Legal Perspective**

**4.16.** At times a soldier having realised that he has married an incompatible lady, wishes to take divorce but because of the lengthy legal process he suffers financially, emotionally. Every time to attend a court hearing, he has to ask for leave, make

reservations, travel long distance. Most of the time, the outcome of court hearing is the intimation of next date of hearing. Thus, a soldier feels harassed and this physical, mental and financial stress affects his health and efficiency in performing his duties.

**4.17.** Civil Courts function on the adversary model. Spouses have to perform the role of combatants. They must bring charges against one another. All this has a retarding effect in further worsening the already strained relationship. Delays in decision, high cost of litigation and incipient attention to reconciliation are believed to be the common features of the traditional civil court system. Lok Adalat (people's court) are not a substitute but a supplement to the legal system and came into being in 1987 for quicker disposal of cases. They have primarily been set up to overcome the problem of arrears in regular courts. The award given by the Lok Adalat is as good as the decree of a civil court. It is binding and is not appealable. The emphasis is on voluntary resolution of disputes through conciliation and use of persuasive methods.

**4.18.** Crime against Women Cell (CAWC) came into being as a consequence of the enactment of Dowry Prohibition Act and certain sections of IPC to fight against increasing menace of crime against women in society, particularly crimes related to dowry, and cruelty. It also provides counselling and conciliation facilities. CAWC coordinates with various Governmental and non-governmental organisations and undertakes activities for generating social and legal awareness. In case of marital discord, the issue of dowry also gets highlighted and the army personnel has to justify his stand before CAWC time and again. This again leads to stress and harassment of the Army personnel.

**4.19.** NGOs in general are eminently suited to the resolution of marital disputes which in reality are social problems. Being an informal mode, they have certain

natural or inherent advantages. They are least expensive, easily accessible, can provide hassle free services, can be open and communicative, and can maintain the confidentiality of disputants and disputes. However, NGOs generally suffer from several weaknesses; the chief among them are: inadequate infrastructure, manpower and other resources, lack of involvement/commitment on the part of staff and lack of coordination/networking with other related NGOs. Being located in the same city or town, at times the in-laws and wife of a soldier are in a better position to influence the NGO. A soldier gets to meet the members of the NGO only during his leave whereas wife can influence the NGO on day to basis.

# Chapter 5 : Assessment of Present System for Resolution of Marital Discord Cases

## Modes of Resolving Marital Disputes

**5.1.** In Indian society the various modes/mechanisms for resolving marital disputes/discords may be grouped into following groups:-

(a) **Official Mechanism** Official mechanism can be further classified into two sub groups. These are:-

(i) **Judicial:** Judicial mechanism consists of ordinary Civil Court, Family Court, Lok Adalat, and Legal Aid Cells.

(ii) **Non judicial:** Non-judicial mechanism consists of Police Women Cell.

(b) **Non-Official Mechanism:** The non-official mechanism consists of several NGOs engaged exclusively/inclusively in such tasks/activities and Panchayats in the rural areas and Imarat-e-Shariah.

## Modes of Resolving Marital Disputes in Army

**5.2. Information about the Marital Differences.** In majority of the cases issue of marital discord is reported to the commanding officer of the unit by the lady. In some case the issue is report by the individual to his Commanding Officer during formal/informal interaction. In few cases the information is received from the higher headquarters / office of the president AWWA or even in the form of legal notice from the advocate to the individual posted in the unit.

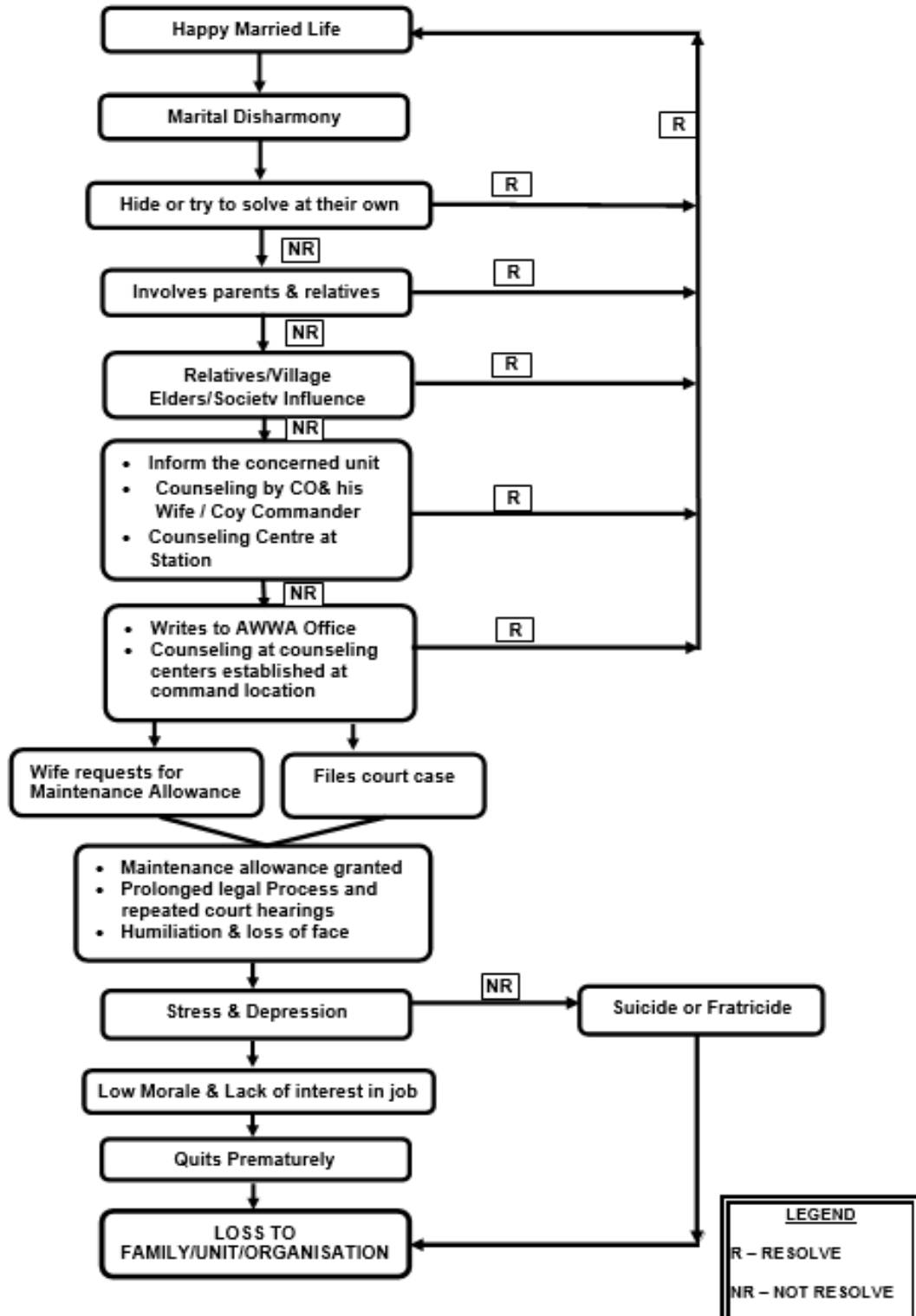
**5.3.** Majority of troops in Army hail from rural areas. 100% married accommodation is not available in all the peace stations. When an individual is posted to a field station, he has the choice to take separated family accommodation at a station of his choice. However, due to shortage of family accommodation at most of the stations, it is not possible to keep his wife with him. Individual has to move out on transfer every two years. At times individual does not inform his wife when he moves out on posting, more so, if the individual has marital differences with his wife. With no financial help forthcoming from the husband and lady not knowing the whereabouts of her husband, decides to write directly to the Army authorities for help.

**5.4. Actions by the Unit(In peace station)**

- (a) The individual is counseled by the Company Commander / Commanding Officer. He is allotted married accommodation and advised to bring his wife to the duty station so as to give them chance to stay together and resolve the differences.
- (b) If the individual does not wish to bring his wife to the station, he is counseled and sent on leave to resolve the differences with his wife with the help of parents / in-laws and relatives.
- (c) If wife decides to join her husband in the station, she is counseled by the wife of company commander and commanding officer.
- (d) If the station has counseling facility, the couple is referred to counseling Centre for counseling.
- (e) Couple is spared to attend series of counseling sessions and if required parents and in-laws are also called to the station if requested by the counselor.

- (f) In case counseling facility is not available in the station the couple is referred to the nearest military station having this facility.

**Chart 5-1: Martial Discord Cases Affecting Organisation**



**5.5. Actions by the unit (In field station).**

- (a) On receipt of information about the marital discord about an individual, the individual is counseled in the same manner as given at paragraph 2(a).
- (b) Company Commander informs the CO and sends the individual on leave to resolve his marital differences with the help of his parents, in-laws and relatives.
- (c) He is advised to take professional counseling if the situation so warrants.

**5.6.** If the issue aggravates and wife approaches authorities for grant of maintenance, husband is given a show cause notice so as to obtain feedback from husband on the request of maintenance by his wife.

**5.7.** The lady is granted or denied maintenance by the competent military authority based on the reply of show cause notice by the husband as well as inputs about the case from counselor and the unit.

**Policy on Grant of Maintenance Allowance**

**5.8.** Army Act Section 90 (i) and read with Army Rule 193, empower the competent authorities to order deductions from the pay and allowances of an officer, JCO or an OR for the maintenance of his wife and children, including illegitimate children. As per the existing law, the competent authority, in respect of officers, besides Central Government any other prescribed officer can authorise these penal deductions. The officers prescribed in this regard include the COAS and GOC-in-C, Command at the concerned Command Headquarters. All cases for grant of maintenance allowance will, henceforth, be decided at the level of the GOC-in-C, Command. The cases in respect of officers posted at Army Headquarters will be dealt

with by the Additional Directorate General, Discipline and Vigilance (AG/DV-2). These cases will be forwarded to AG/DV-2 duly processed and recommended by the Head of the Directorate / Branch. This has been done with the specific purpose of providing prompt relief in such matters.

## **Legal Position**

**5.9.** All personnel subject to the Army Act are legally and morally bound to maintain their wives and children, whether or not a harmonious relationship exists between them, subject to certain conditions which are elucidated subsequently. The issue of grant of maintenance allowance under these provisions of the Army Act arises after detailed examination of a complaint from the wife or from the child or on behalf of the child requesting the competent authority for the same. The powers to grant maintenance under the Army Act are independent of the provisions of the Code of Criminal Procedure, 1973 (Section 125 of Cr PC) or for that matter even under Section 24 of the Hindu Marriage Act, 1954. A Case for maintenance will be processed simultaneously while court proceedings are in progress. Such court proceedings do not debar the Army authorities to process and grant maintenance allowances to a petitioner subject to the conditions explained herein below. In case the matter has already been adjudicated upon either under criminal or civil law and orders are passed, allowance will be initiated as laid down hereafter. In case a wife is already in receipt of maintenance allowance under the provisions of the Army Act and a court order to the same effect is passed, the court order should be given due consideration while dealing with the question of alteration in allowance. However, where a warrant has been issued for levying the maintenance amount due, including arrears, the court order should be given effect under the aforesaid provisions of the Army Act. In



sum, the court order, at the first instance, must be complied with by the concerned Army personnel / authority.

## **Procedure for Processing Maintenance Cases**

**5.10.** The procedure given in the succeeding paragraphs will be followed scrupulously on receiving a request for maintenance allowance: -

- (a) While acknowledging the wife's request, she will be asked to intimate by means of an affidavit whether she is employed, and if so, indicate her emoluments. She will also be asked to intimate details of any independent source of income and movable / immovable property she may possesses and any income there from.
- (b) CDA(O) PAO (OR) will be asked to intimate the latest details of pay and allowances of the individual concerned.
- (c) Details of wife / children will be checked from the unit record and in case of doubt cross checked / confirmed from Adjutant General's Branch / Manpower (Policy and Planning) Directorate at Army Headquarters and Record Officers Concerned.
- (d) Each case will be processed on its merits for which it will be imperative to ensure the following: -
  - (i) The petitioner is the legally wedded wife of the person, or his legitimate/ illegitimate child.
  - (ii) The person complained against is neglecting to maintain the petitioner.
  - (iii) The wife is unable to maintain herself and dependent children.

- (e) Having ascertained the above aspects, a show cause notice duly signed by the 'Administrative (A)' staff officer of appropriate rank, for and on behalf of the competent authority to sanction maintenance allowance after having obtained the formal approval of the letter, will be served on the individual concerned under Section 90(i) of the Army Act, as applicable, and reply of the individual will be considered by the authorities in chain commencing from the OC unit. At any stage of processing, if the individual has moved out correspondence will be transferred to the new Command, the entire correspondence will be transferred to the new command for further proceeding the case, from the stage the case already stands processed by the previous command. The case, duly analysed, will then be put up to the GOC-in-C for grant of maintenance allowance based on the total emoluments.
- (f) Maintenance allowance may not be granted to wife of and children in case the petitioner has sufficient income / means to maintain herself and the children.
- (g) In cases where it is clearly established that the wife is living in adultery, or if, without any sufficient reason, she refuses to live with her husband, or if they are living separately by mutual consent, she should be advised to take recourse to a court of law and should not normally be granted maintenance allowance.
- (h) The amount of maintenance allowance sanctioned will not exceed 33% of the pay and allowances and will not be at a rate higher than the following:-

- (i) 22% of the pay and allowances in respect of wife.
  - (ii) 5.5 % of the pay and allowances in respect of each legitimate / illegitimate child dependent on the mother who is not entitled to be maintained by the officer. However, the amount of maintenance allowance may be increased up to 25% of the pay and allowances, where the said child is dependent on the mother who is not entitled to be maintained by the officer.
  - (iii) 25% of the pay and allowances in respect of any legitimate / illegitimate child not dependent on the mother. In such an eventuality if the mother is also entitled to maintenance allowance, it will be restricted to maximum 8% in her case.
- 
- (i) The maintenance allowance will be sanctioned from the date of application submitted by the claimant for maintenance.
  - (j) The prescribed authority sanctioning the maintenance allowance initially shall quantify the allowance in terms of percentage of the pay and allowances which will obviate the requirement of issuing any fresh show cause notice and follow up procedure when a request for increase in maintenance allowance is made by the wife consequent to increase in pay and allowance of the individual. In old cases, for increase in maintenance allowance, a fresh show cause notice shall be served on the individual concerned.

## **Channel of Processing of Maintenance Allowance Cases**

**5.11.** To ensure that all relevant facts and circumstances including the recommendations of commanders in chain, are examined, the channel of proceeding of maintenance allowance in cases of Officers, JCOs and OR will be as under:-

- (a) **Officers:** Unit, Bde/ Sub Area, HQ, Area / Div HQ, Corps HQ (where applicable), Comd HQ.
- (b) **JCOs / OR:** Unit, Bde / Sub Area, HQ, Command HQ.

## **Review of Maintenance Allowance**

**5.12.** A need has been felt to review and improve the mechanism of grant of maintenance allowance in the Army. To this end, this advisory cover relevant issues pertaining to the aspect of grant of maintenance allowance that should be considered by the competent authority.

**5.13. Considerations for Grant of Maintenance Allowance:** Maintenance allowance being an exception should be granted under the provisions of Army Act 1950, Army Order 2/2001 and amendments thereof, only after a due process of investigation, that if followed up with comments from the husband and recommendations of the Commanders-in-Chain. This requires that the maintenance allowance be granted after due application of mind with regard to legal considerations and the award/denial should be based on various factors such as sources of income, adulterous relationship, desertion on free will, etc of/by the wife.

**5.14. Capacity of Wife to Earn:** While arriving at the percentage deduction towards maintenance allowance, the 'actual monthly earnings' of the wife if working, as well as the potential income from real estate/landed property, held in her name and

based on her educational qualification needs to be taken into consideration. The decision to grant/deny maintenance allowance should factor whether the lady has the capacity to work and her educational qualification translating into employability. The qualification/capability should be weighed against environmental constraints, eg, job opportunities, etc which may impede her seeking employment.

**5.15. Pay and Allowances.** For the purposes of calculation of deduction of maintenance allowance, the expression pay and allowances includes Basic Pay Military Service Pay, Dearness Allowance and Technical Allowance only. Other allowances in lieu of lodgings rations, clothing and travelling will not be considered as pay and allowances.

**5.16. Income Tax and Mandatory Standard Deductions.** The deduction of income tax component and standard mandatory deductions from the pay and allowance of an individual needs to be given due attention. The percentages mentioned vide Army Order 2/2001 are only the max permissible rates and the Competent Authority is at liberty to grant maintenance allowance at a rate lower than the said rates after considering all factors to include income tax component, mandatory deductions from pay and allowance and legitimate financial liabilities of the individual to ensure his financial solvency.

**5.17. Need for a Speaking Order.** The order granting maintenance should be in the form of a Speaking Order. The brief reasons for grant/non-grant of maintenance allowance will be included in the Order by the sanctioning authority with a view to prevent/reduce litigations.

**5.18. Primacy of Court Order.** In case the matter has already been adjudicated upon either under criminal or civil law and orders passed, the individual is liable

to comply with the said orders. Army authorities must deal promptly with orders received from Courts requiring Army authorities to make payment of maintenance allowance to the wife and children, directly from the pay and allowance of a serving person. In case a wife is already in receipt of maintenance allowance under the provisions of the Army Act and a court order to the same effect is passed, the Court order is to be given precedence and followed in letter and spirit. Herein, the amount deducted as maintenance allowance shall not exceed the amount fixed by the decree or order and shall not be at a higher rate than the rates fixed at Para 4(h) of AO 2/2001.

#### **5.19. Duration of Maintenance Allowance.**

- (a) **Wife.** With a view to encourage the wife to seek simultaneous redress through a Court of Law, the maintenance allowance will be granted for a finite duration, i.e. initially for a period of **three years**, while duly advising her to get the matter adjudicated through Civil Court. The period may be further extended by two years in case of non-finality of the judicial process for which the husband will be asked to submit proof at the end of three years. The practice of ensuring maintenance allowances through a Court of Law should be encouraged and the rationale of a wife being rendered helpless in case individual proceeds on premature retirement be advised to the lady.
  
- (b) **Children.** Maintenance allowance in respect of the daughter will continue till she gets married or gains employment. In respect of a son, the maintenance allowance will continue till he attains 25 years of age, except in the case of a son who has turned 25 but by reason of any physical or mental abnormality or injury is unable to maintain himself/herself.

**5.20. Expeditious Grant of Maintenance Allowance to Children.** To avoid delay in grant of maintenance allowance to children, the following procedure may be followed:-

- (a) Maintenance allowance on behalf of the children may be claimed by the guardian of the person having lawful custody of the child(ren).
- (b) Cases where petition for maintenance is received for both wife and child(ren) and information/clarify action is considered necessary to process case in respect of the wife, the claim for and on behalf of the children should be delinked for expeditious processing.
- (c) Comments/opinion/recommendations of Commanders in chain as aid down in Para 5 (a) and (b) of AO 2/2001 may be dispensed with in such cases to avoid delay.
- (d) Commanding Officer of individual will ascertain the veracity of facts in the application for maintenance by or on behalf of the child(ren) and submit a report commenting on whether:-
  - (i) Child(ren) is/are legitimate/legitimate minor child(ren) of the service personnel concerned.
  - (ii) Child(ren) is are being neglected by the service personnel concerned.
  - (iii) Person claiming maintenance on behalf of the child(ren) is capable of and is expected to take care of the child(ren).
- (e) Maintenance allowance may be granted to the child(ren) by the competent authority after considering all aspects in the petition, reply to Show Case

Notice and comments/recommendations of the unit commander alone contained in the Report.

**5.21. Interim Maintenance Allowance.** Under exceptional circumstances where the competent authority is of the opinion that immediate relief needs to be granted to the affected wife and or children, he may order grant of an interim maintenance allowance , not exceeding 20% of the concerned individual's pay and allowance for a period of six months, which may be extended twice by another six months by the competent authority, by which time maintenance allowance as envisaged can commence. Prior to grant of any such interim allowance, due care will be taken to ensure that verifications wrt legitimacy of marriage and financial condition of the concerned family are made. An undertaking will be obtained from the affected wife/guardian of children, that in case maintenance allowance is not granted for any reason, the interim maintenance Already paid will be refunded.

**5.22. Discontinuation of Maintenance Allowance / Ex-parte Divorce.** Para 6(c) of Army Order 2/2001 empowers the Commanding Officer of an individual to communicate with CDA (O) /PAO with respect to dissolution of marriage of an individual and stoppage of maintenance allowance. In case where the divorce has been granted by an ex-parte decree of Court, it is incumbent on the Commanding Officer to ascertain that the lady is aware of said order of if an appeal is pending against it, prior to intimating CDA(O) / PAO with respect to stoppage of maintenance allowance.



## **Hurdles in the Early Resolution of Marital Discord Cases in the Army**

**5.23. Tendency to Hide the Case.** In most of the cases an individual chooses to bring his wife to duty station, when he is posted at peace station. The duty station is invariably located away from the native place of the couple. So, at a place away from the home, the wife finds herself in a new environment and culture where she cannot freely communicate her personal problems to anyone. The problem is further compounded by language barrier. Hence any misunderstanding between the couple does not get resolved at nascent stage, as it used to be the case in joint families.

**5.24. Social Media.** Social media, in addition to an excellent communication means, at times proves counter-productive for marital harmony. The lady talks to her parents/relatives even for minor issues of her disagreement with her husband as she does not have confidence to share her problems with anyone in the duty station of the husband. Similarly, husband hides his personal issues and prefers to share the same with his parents instead of his friends and superiors. Time is the best healer for strained relationship. However, temptation to use social media to complain against each other, does not give adequate time, for relationship to heal.

**5.25. Demand to Stay with In-Laws:** In Army an individual gets posted to field station from a peace station and vice-versa. If the individual is posted to a field station where families are not permitted, the individual desires that his wife should stay with his parents. On the other hand, because of the adjustment issues with her In-Laws lady prefers to stay with her parents. This field peace profile also attributes to marital discord as well as an obstacle in early resolution of such a case.

**5.26. Extra Marital Affairs**As result of field peace profile, husband and wife have to stay separated. The prolonged separation is one of the major causes of extra marital affairs. Spouse invariably gets to know about the extra marital affairs which act as a major hurdle in early resolution of marital discord.

**5.27. Counseling by Officers/Officers Wives:** Once the issue of marital discord comes to light, the first one to respond to resolve the same are the Officers and ladies of the unit. Since they are not the trained counselors, their efforts at times are misconstrued as interference by the aggrieved party, more so, if the same is not suiting his/her point of view.

**5.28. Leave as Per the Choice of The Individual:** Due to nature of the job which is men power intensive, it is not possible to grant leave to each individual as per his choice. As a result, many a times, the individual misses out on important family and social functions in his family/ his in-laws' family. This at times becomes an issue of contention which may lead to marital disharmony. Individual's absence from counseling sessions or court hearings also becomes an obstacle in early resolution of the differences.

**5.29. Availability of Lawyers:** Increased education standards have made spouse more aware about his/her rights and entitlements. There is a tendency to seek early solution to the problem by taking a legal recourse instead of counseling process. Easy access to lawyers as well as assurance by the lawyers to get them maintenance allowance lures the complainant to take legal option. The lawyers further complicate the issue by leveling false allegations against the husband so that they can get maintenance allowance to their clients. These false allegations set in motion a series of counter allegations and this further complicates the issue.

**5.30. Confidential Personal Issue becomes public:** Correspondence related to marital discord is supposed to be treated as confidential. However, Army being a close-knit society as well as handling of these cases at multiple levels, the information becomes public. The spouse feels humiliated and demoralized and most of the times become revengeful which is detrimental for an early resolution of the case.

**5.31. By Passing The Laid Down Channel:** The spouse being well aware of the rights and entitlements as well as rules and regulations, try to explore all possible channels of communication and even write to the highest level that is COAS and President AWWA for intervention and early resolution of marital discord. Such communications from COAS/President AWWA to the formation or unit concern exerts avoidable pressure on the unit as well as the individual. In such cases also the individual feels humiliated and becomes revengeful.

**5.32. Interference by In-laws:** Marital issues of a couple are reported by husband and wife to their respective parents. Parents in turn start advising and dictating terms and conditions which are detrimental to the health of marriage. Prolonged interference by parents at times damage the marriage to an extent that it finally culminates in Divorce.

**5.33. Maintenance Allowance:** In majority of the cases the spouse requests for grant of maintenance allowance even in the initial stage of marital discord. Grant of maintenance allowance to the spouse without taking all available efforts to resolve the differences become counterproductive. As in majority of the cases the fault lies with both the parties, only the degree varies. But, once maintenance allowance is granted, individual feels blamed for the marital discord and possibility of any resolution diminishes thereafter.

**5.34. Strengths of Present System of Handling of Marital Discords in The Army.**

- (a) Genuine efforts are being put in by the Unit/ Formation to find out the issues which may be affecting the morale and motivation of an individual.
- (b) All officers in the chain of command of the individual with marital discord put in sincere efforts to counsel the couple. Even ladies are involved to counsel the lady.
- (c) Out of turn accommodation is given to such couples so that they can stay together and resolve their differences.
- (d) Priority in grant of leave is given to the individual who has to attend counselling session/ court hearing to resolve his marital discord.
- (e) Counselling Centres have been established at Delhi and at each command Headquarters and some military stations to counsel the couples having marital discord.
- (f) On receipt of request for maintenance grant, views of husband are taken prior to taking final decision on the same.
- (g) Recommendations of the Commanding Officer and chain of command are taken before taking final decision on grant of maintenance.
- (h) AWWA volunteers at all levels are available to listen to the grievances of the lady and guide her about the options available for her in case of marital discord case.

**5.35. Drawbacks in the present system**

- (a) No counselling prior to marriage.

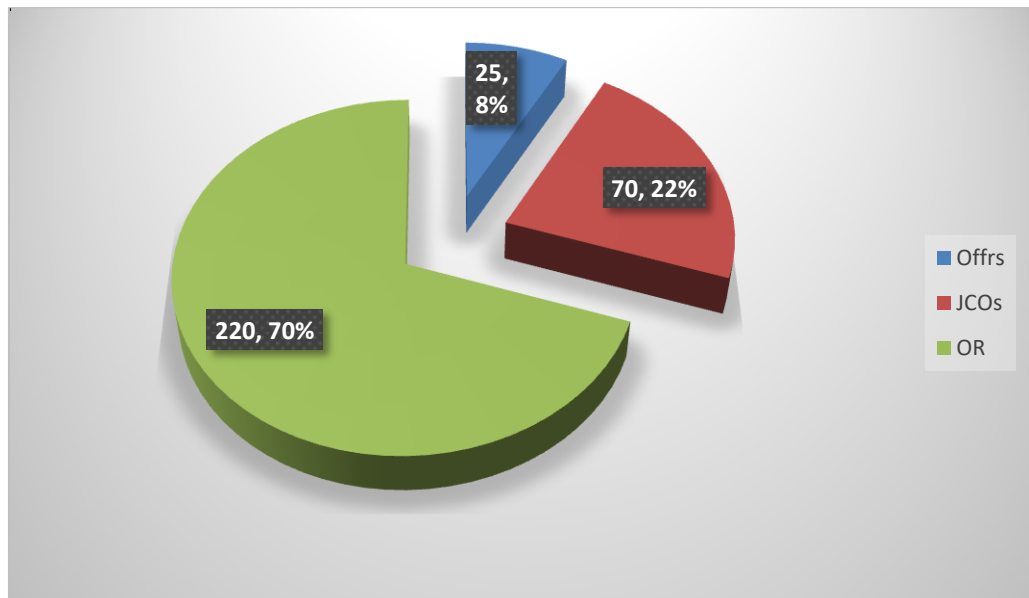
- (b) Wife / Husband informs organisation only after the issue of marital discord case becomes complicated.
- (c) All military stations do not have counselling centres for marital counselling.
- (d) Counselling by Company Commander / CO / Ladies of the unit being ad-hoc in nature at times prove counterproductive.
- (e) For JCOs & OR, 100 % accommodation is not available in peace stations.
- (f) Due to shortage of separated accommodation (SF) accommodation, all officers/ JCOs / OR posted in field areas do not get SF accommodation in the station of that choice.
- (g) Lack of privacy in dealing with marital discord cases.
- (h) Marital Counselling is organised at the duty station / military station closest to duty station. Most of the time these stations are away from the native place of husband / wife. There for parents and relatives required for counselling generally do not turn up. In case they turn up for counselling, the confidential marital discord becomes public and individual feels humiliated and becomes revengeful.

## Chapter 6 Data Analysis

**6.1. Questionnaire Survey** - Questionnaire comprising of 35 statements was prepared and volunteers were explained the subject matter and asked to fill the questionnaire. Out of these 35 statements 33 statements had multiple choice answers and respondent was required to choose any one from the options given. Last two questions required recommendation for prevention of marital discord cases and measures for early resolution of these cases respectively. As per the nature of data appropriate statistical analysis of the responses was carried out. The analysis of the response received from the respondents is given at subsequent paragraphs: -

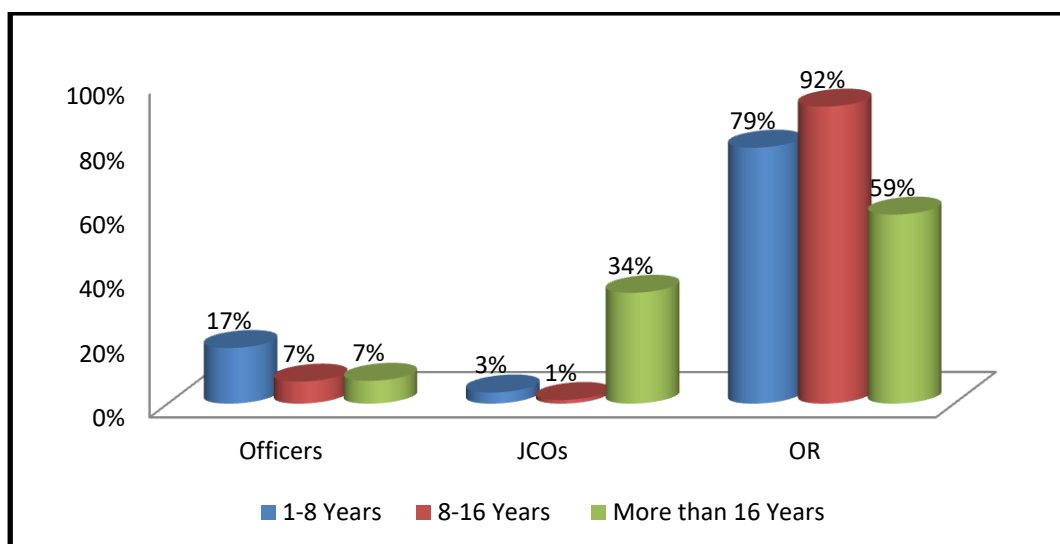
**Respondent Type** - A total of 315 responses answered the questionnaire. Out of 315 respondents, 25 were Officers, 70 JCOs & 220 Other Ranks. All officers had the experience of handling marital discord cases. In case of JCOs, the respondents comprised of Subedar Majors, Religious Teachers and JCOs who have performed the duties of counselling JCOs/Other Ranks who had experienced marital discord case. In addition, response was taken from Naib Subedars as well as Subedars. Maximum response came from Other Ranks who have observed their colleagues, suffering the trauma of marital discord. In terms of percentage 8% officers, 22% JCOs and 70% ORs participated in the voluntary survey.

**Figure 6-1: Respondent Type**



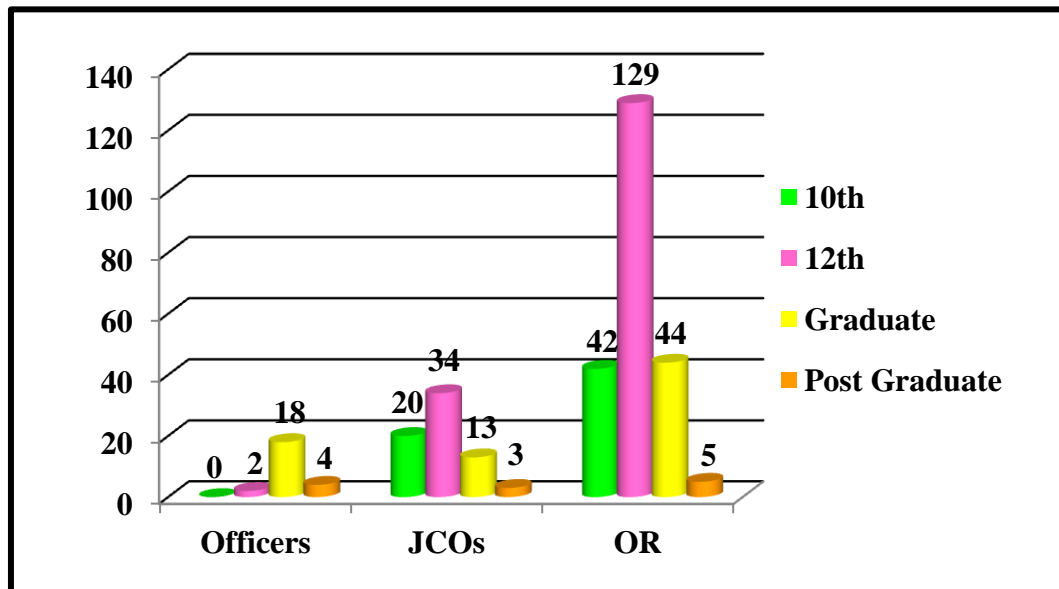
**6.2. Service in years:** While taking response from the respondents, an effort was made to ensure that response is taken from different service brackets. At the same time, it was ensured that respondents, who have adequate seniority, maturity and have observed their colleagues undergoing the trauma of marital discord, participate in this survey. Maximum respondents have service more than 16 years.

**Figure 6-2: Service in Years**



**6.3. Education Qualification** - The education qualification of survey population varies from matriculation to post graduate qualification. Response was taken from all sections of education qualification. All officers are graduate, but majority of JCOs and Other Ranks are 12<sup>th</sup> Class qualified, the same is evident from the graph below.

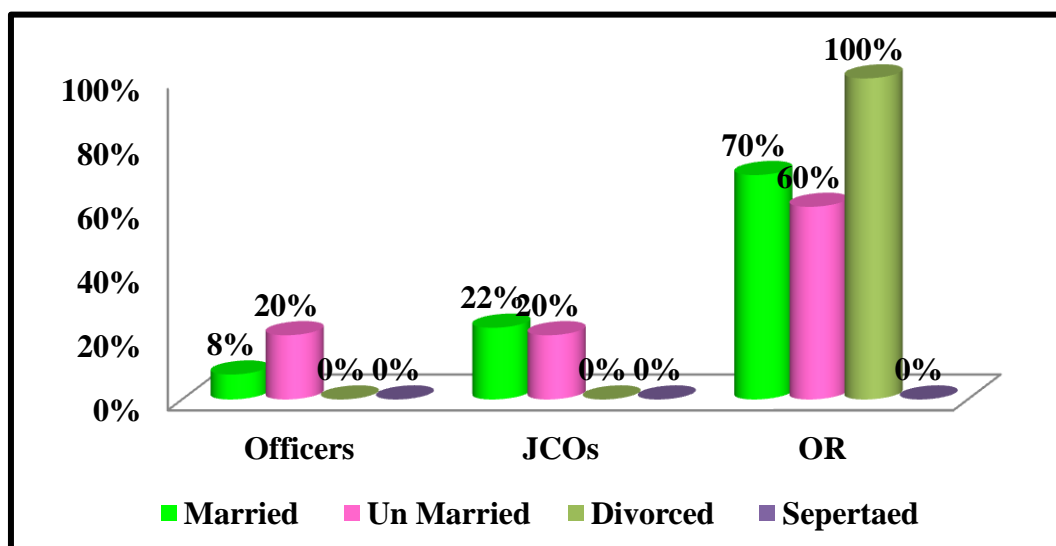
**Figure 6-3: Education Qualification**



**6.4. Marital Status:** Individuals who are married can relate to the issues of marital differences and answer the questions in much better manner hence, the response was taken from maximum married individuals. However, very few Officer, JCO & ORs who are not married but have observed marital discord cases in the Army, volunteered to give their response.

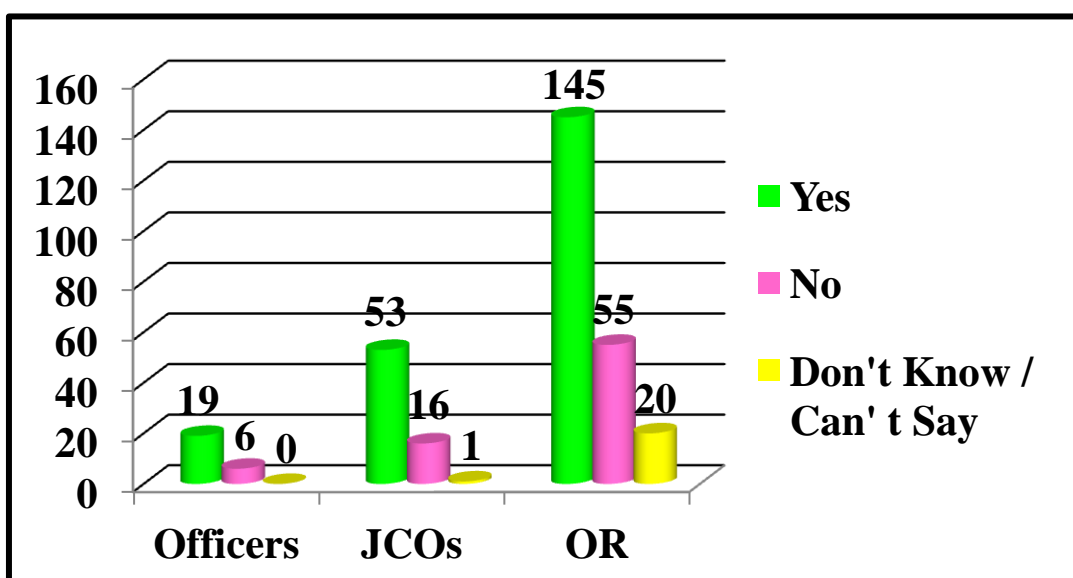


**Figure 6-4: Marital Status**



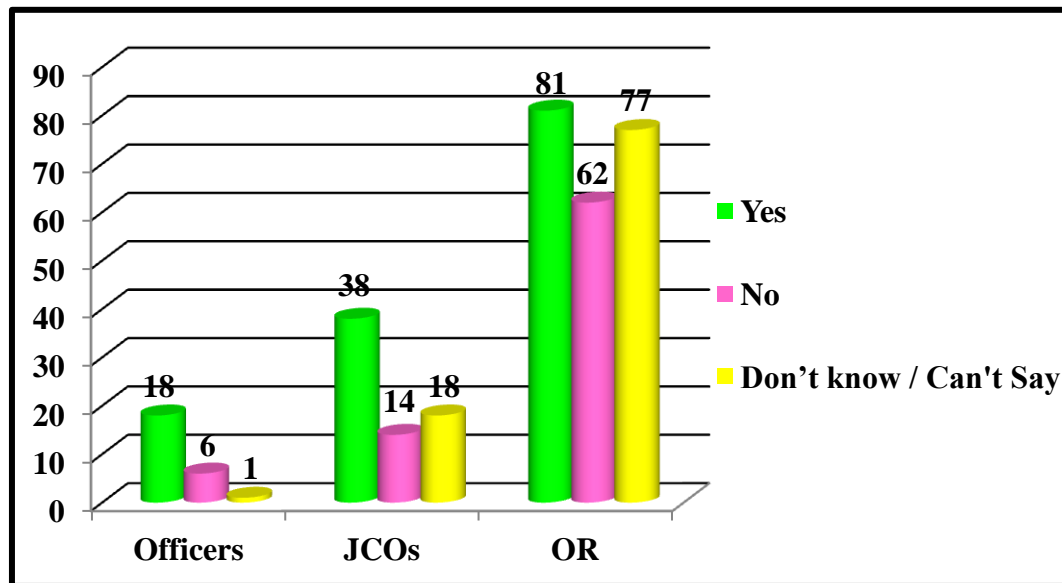
**6.5. Marital Discord cases have increased in case of JCOs and OR in recent times** This statement was given to the respondents and they were asked to choose from three options namely Yes/No/Can't say. 19 officers,53 JCOs and 145 ORs have confirmed that in recent years there has been an increase in the marital discord cases both in case of JCOs as well as ORs.

**Figure 6-5: Increase in Marital Discord Cases: JCOs / OR**



**6.6. Marital Discord cases in case of Officers are also on the rise-** The requirement of survey was to take feedback from the Army environment about increase in marital discord cases. Since majority of the respondents are JCOs and ORs, it was felt to ask separately about the marital discord cases in case of Officers. It is evident from the response received that majority of the respondents feel that marital discord cases in case of officers have also increased in recent times. It also gives evidence that marital discord cases in spite of being personnel and confidential in nature, environment comes to know about these cases.

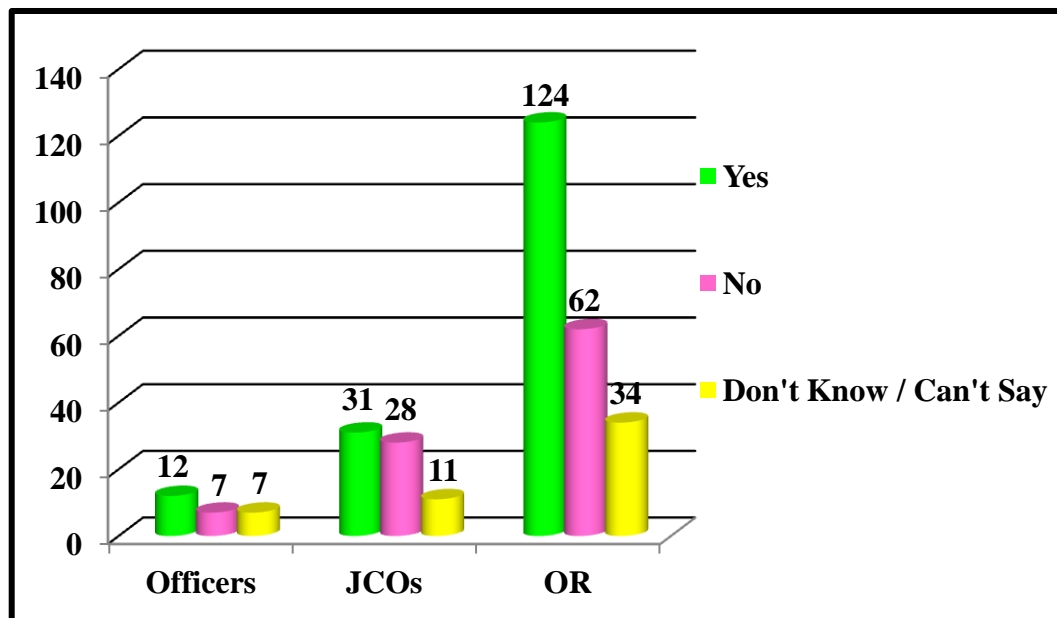
**Figure 6-6: Increase in Marital Discord Cases: Officers**



**6.7. In our society, marital discord cases are on the rise, but comparatively in Case of Army the rise in such cases is more -** Available literature and statistics, suggest that in case of Indian society, marital discord cases have increased in recent times. Since, officers, JCOs & Other Ranks are selected for Army from the same society, it is natural that the increase in the marital discord cases prevalent in the society will have similar impact in the Army. However, the aim of this question was to find out whether the trend of increase in marital discord cases in the Army is more than the society. Majority of the respondents in all categories have confirmed the

same. One officer, 18 JCOs and 77 ORs have exercised the option of Don't Know/ Can't Say. To corroborate this fact with statistics, an effort was made to take the actual numbers of marital discord cases from the dealing branch of Army Headquarters (Adjutant General's Branch). The information being confidential in nature, numbers were not shared by Adjutant General's Branch, Army Headquarters.

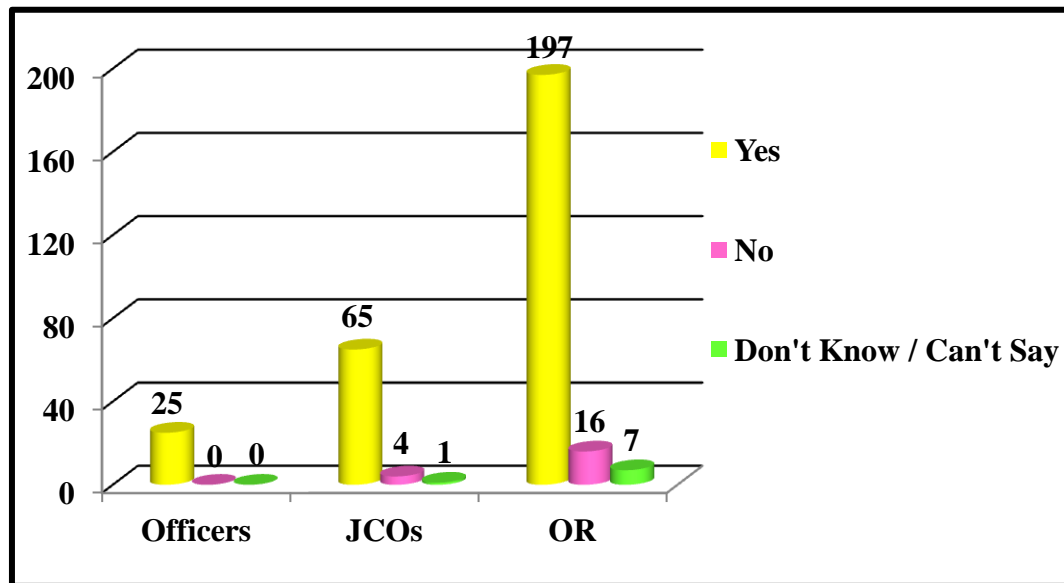
**Figure 6-7: Rise in Marital Discord Cases in Army**



**6.8.** Marital differences do take place between married couples but in case of Army, these cases aggravate and become marital discord mainly because of the demanding nature of job and separation. In marriage, two individuals with different backgrounds stay together and are required to adjust but differences in the thought process, lead to differences in action. But these minor differences and adjustment issues get resolved, if the couple spend time together. However, in Army husband and wife have to stay separated and at times this separation and demanding nature of job, aggravate the mutual differences. 12 officers, 31 JCOs and 124 ORs agree with the

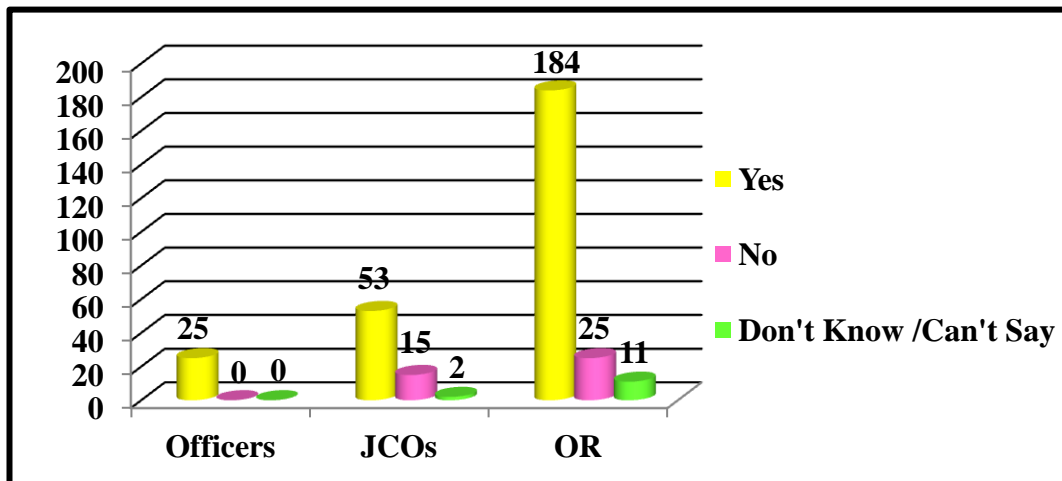
statement that marital discord cases in Army aggravate because of demanding nature of job and separation from the family.

**Figure 6-8: Marital Differences Aggravate: Nature of Job & Separation**



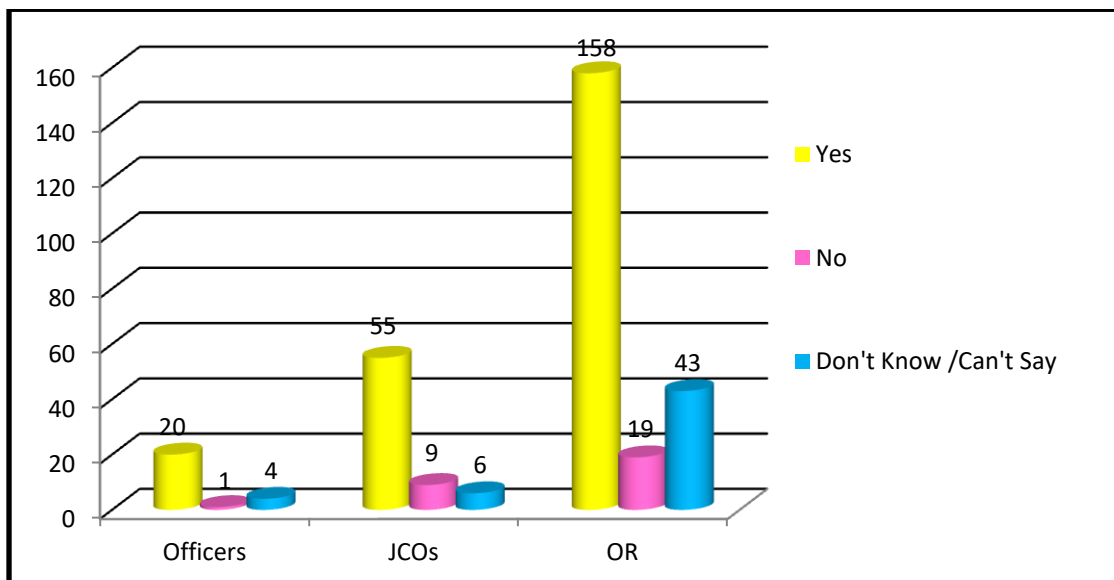
**6.9. The demanding job and separation have adverse impact on the possibility of amicable resolution of marital discord cases.** The stressful nature of job and separation not only aggravate the marital differences but even have direct impact on early resolution of the marital discord cases in the Army. The same is evident from the overwhelming responses received in support of the statement from the respondents in all categories.

**Figure 6-9: Marital Differences Difficult to Resolve:**



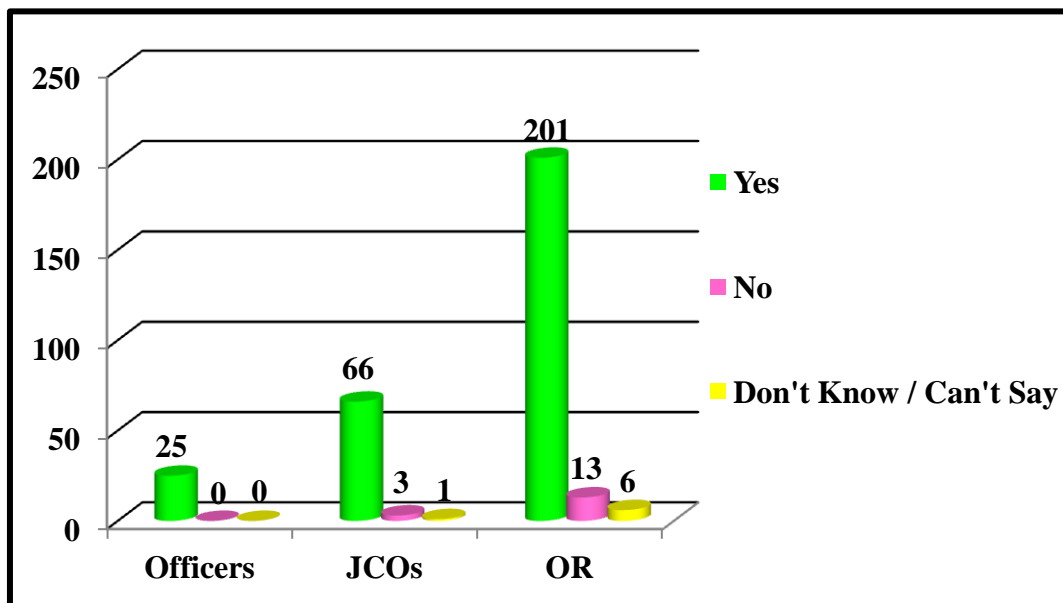
**6.10. The number of cases of marital differences/ discord is more than those actually reported, as there is a tendency to hide these cases.** The Army structure is hierarchical in nature, once a marital discord case is reported at lowest level, effort is made at each level to counsel the individual and his wife at each level to resolve the case before it is reported. Also, marital discord case is considered negative for a sub unit/unit administration. Hence there is a tendency to resolve these cases instead of reporting the same to the higher authorities. This trend is evident from the response received from the respondents in all categories.

**Figure 6-10: Is there a Tendency to Hide the Marital Discord Cases**



**6.11. There is a need to have a system of pre-marital counselling for all ranks in the Army.** Officer as well men join the Army between the age brackets of 17-19 years. Thereafter these individuals spend most of the time in the organisation barring the leave period. As a result, they are insulated from the rapid social changes taking place in the society. All 25 officers, 66 JCOs and 201 ORs have supported the statement that there is a need of pre-marital counselling for all ranks in the Army.

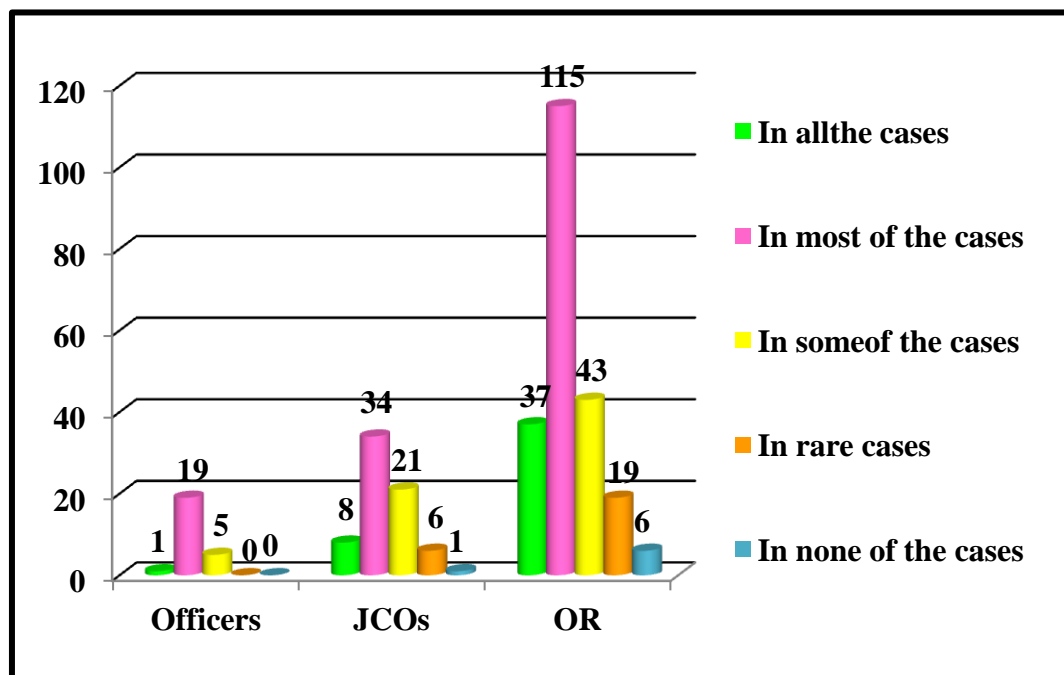
**Figure 6-11: Requirement of Pre- Marital Counselling**



**6.12. There are number of reasons which are responsible for aggravation of marital differences to marital discord but in case of Army lack of married accommodation in peace station as well as lack of Separated family accommodation when posted to field station, is one of the main reasons of marital discord.** An individual gets married to stay with his/her partner. However, in case of Army due to paucity of married accommodation, it is difficult to provide married accommodation to each individual at peace station as well as separated family station. In such circumstances, an individual leaves his wife with his parents.

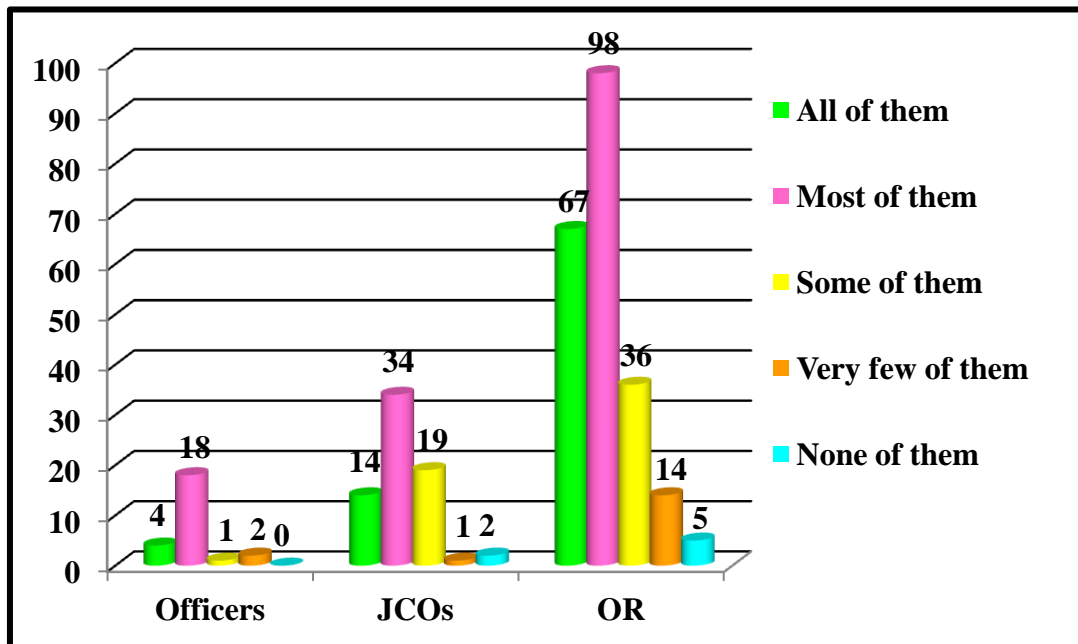
Adjustment issues of daughter in-law with her in-laws are common in our society and have increased in recent times. At times these differences aggravate and lead to marital discord between husband and wife. Majority of the respondents in all categories have confirmed that in most of the cases, non-availability of accommodation at peace station/separated family accommodation while the individual is posted to a field station is one of the main reasons of marital discord.

**Figure 6-12: Lack of Married Accommodation: Main Reason for Marital Discord Cases**



**6.13. Marital Discord becomes complicated with passage of time as more and more agencies get involved. If marital discord cases are known at an early stage, it is possible to resolve these in an earlier time frame.** 22 officers, 48 JCOs and 165 ORs have agreed that in all the cases/in most of the cases it is easier to resolve marital discord cases if these are known at an early stage. Mistrust and series of allegations and counter allegations further deteriorate the relationship if the issues are not addressed well in time.

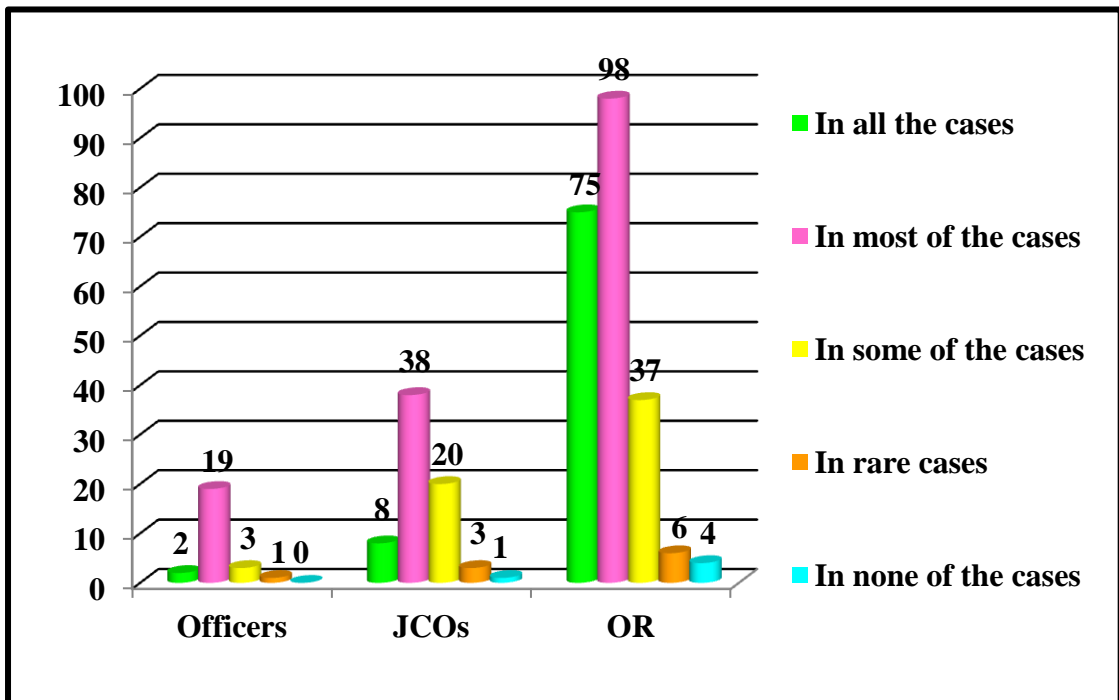
**Figure 6-13: Marital Discord Cases: Easier to Resolve if known at an Early Stages**



**6.14. Marital Discord cases are handled as Confidential Cases. However, Army being a close-knit society these become public. Once public, the chances of resolving these cases become difficult.**<sup>21</sup> Officers, 46 JCOs and 173 ORs have agreed with the statement that in all the cases/ most of the cases, once marital discord cases become public the chances of resolving these cases become difficult. The way marital discord cases are handled in the Army, the environment gets to know about these cases. An individual with marital discord case feels humiliated and revengeful thereafter. With his self-respect at stake, the individual instead of reconciling decided to fight his case and thus the chances of resolving these cases diminish.

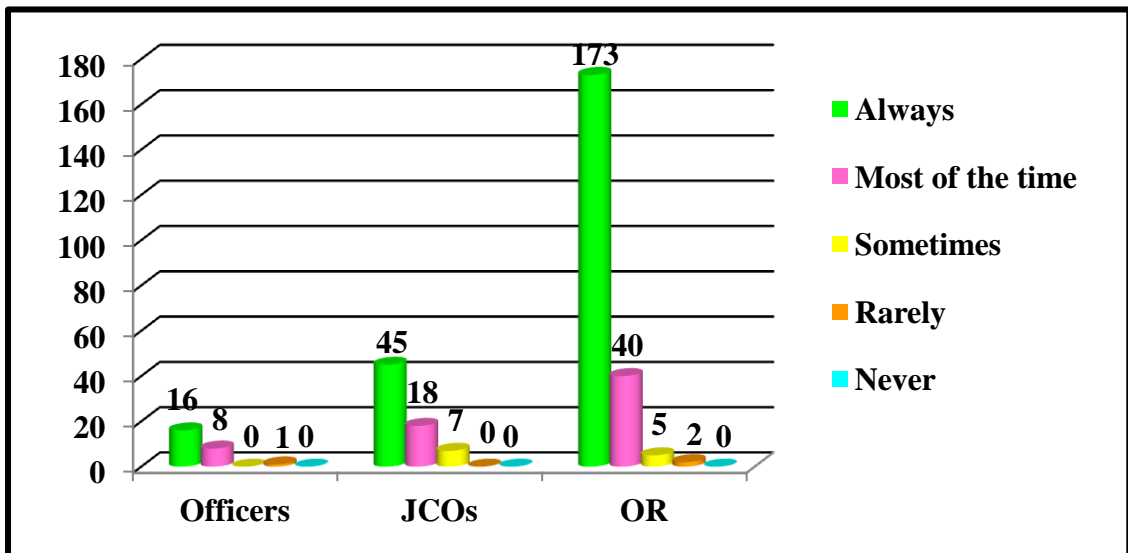


**Figure 6-14: Chances of Resolving Diminishes Once Marital Discord becomes Public**



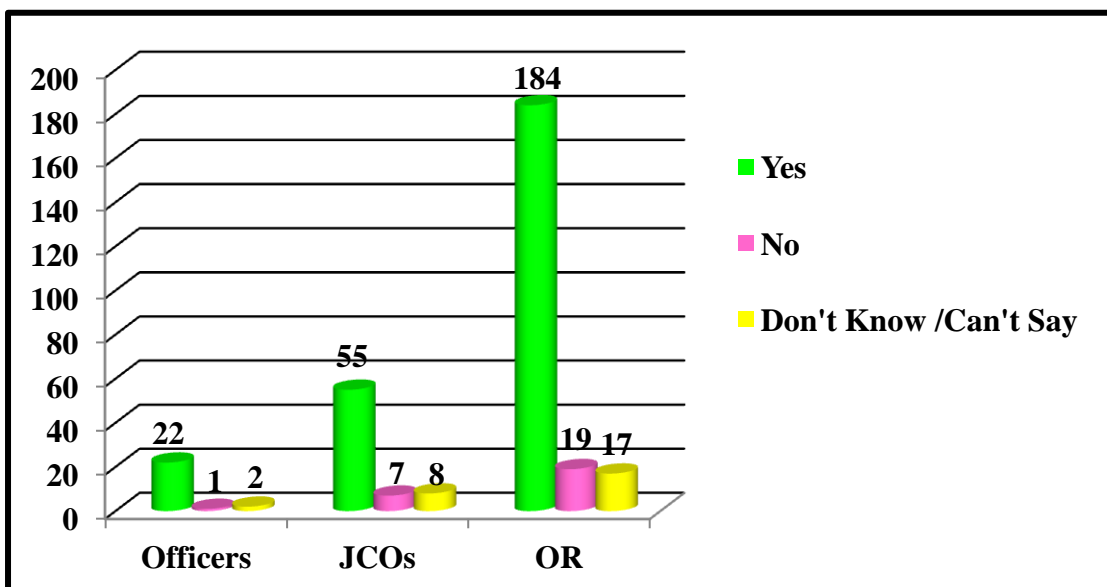
**6.15. Marital Discord adversely affects the personal life of an individual but in case of Army it has adverse effect on his professional life also.** 16 officers, 45 JCOs and 173 Ors are of the opinion that in all the cases, the marital discords not only affect the personal life of the individuals but professional life as well. Unlike private/other Government jobs, Army personnel stay with their unit. Hence, most of their personal and domestic issues become public. This has a direct impact on his morale, motivation and professional efficiency.

**Figure 6-15: Marital Discord Cases: Affects personnel as well as Professional life of a Soldier**



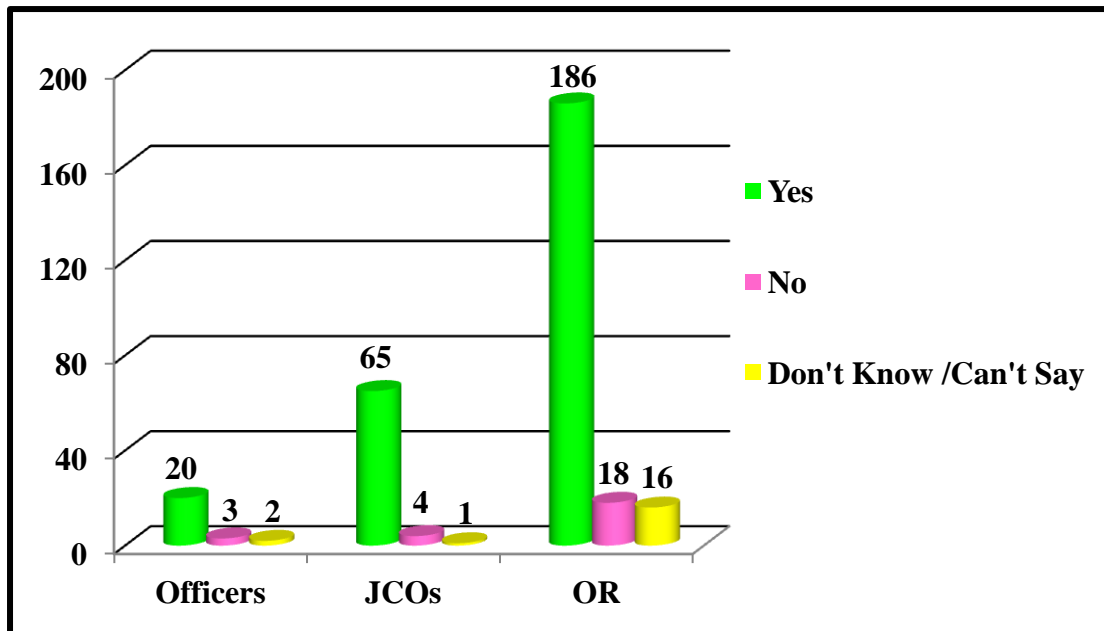
**6.16. In recent times even the cases of suicides and fratricide have increased in the Army. Marital Discord is one of the reasons for suicides/ fratricide in the Army.** Adequate literature and statistics available, suggest that there has been an increase in the cases of suicides and fratricides in recent years. 22 officers, 55 JCOs and 184 ORs have agreed to the statement that marital discord case is one of the main reasons for suicide/fratricide in the Army.

**Figure 6-16: Suicides & Fratricides: Marital Discord One of the Reason**



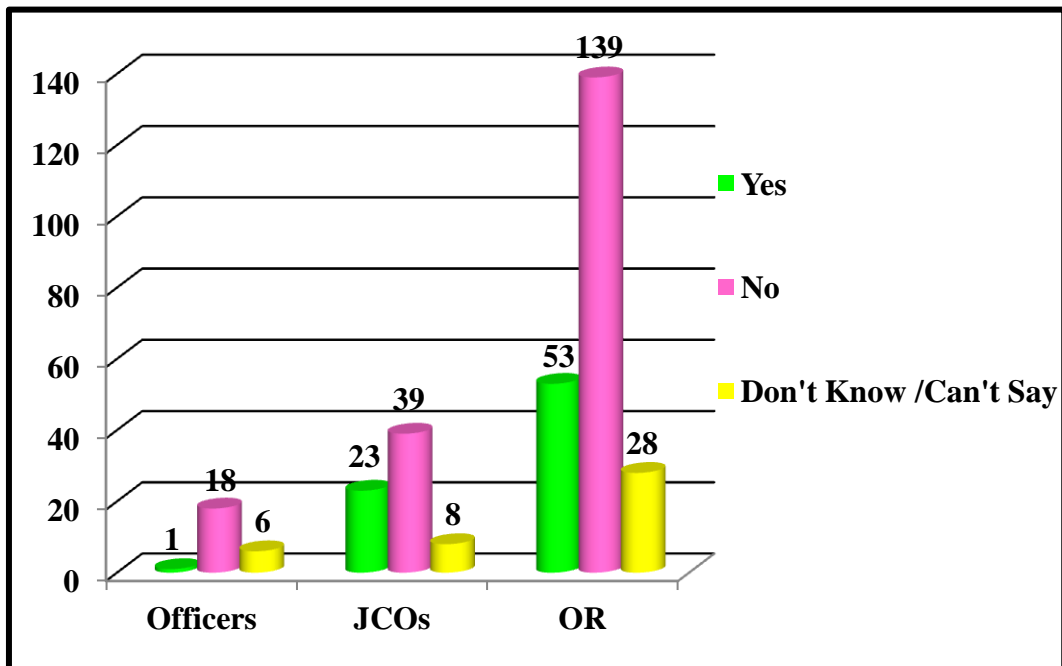
**6.17. Army as an organisation is devoting time and effort in handling and early resolution of marital discord cases.** Majority of the respondents have given over whelming response to the fact that Army as organisation is devoting time and effort in handling and early resolution of marital discord cases.

**Figure 6-17: Army Devoting time & effort in Handling Marital Discord Cases**



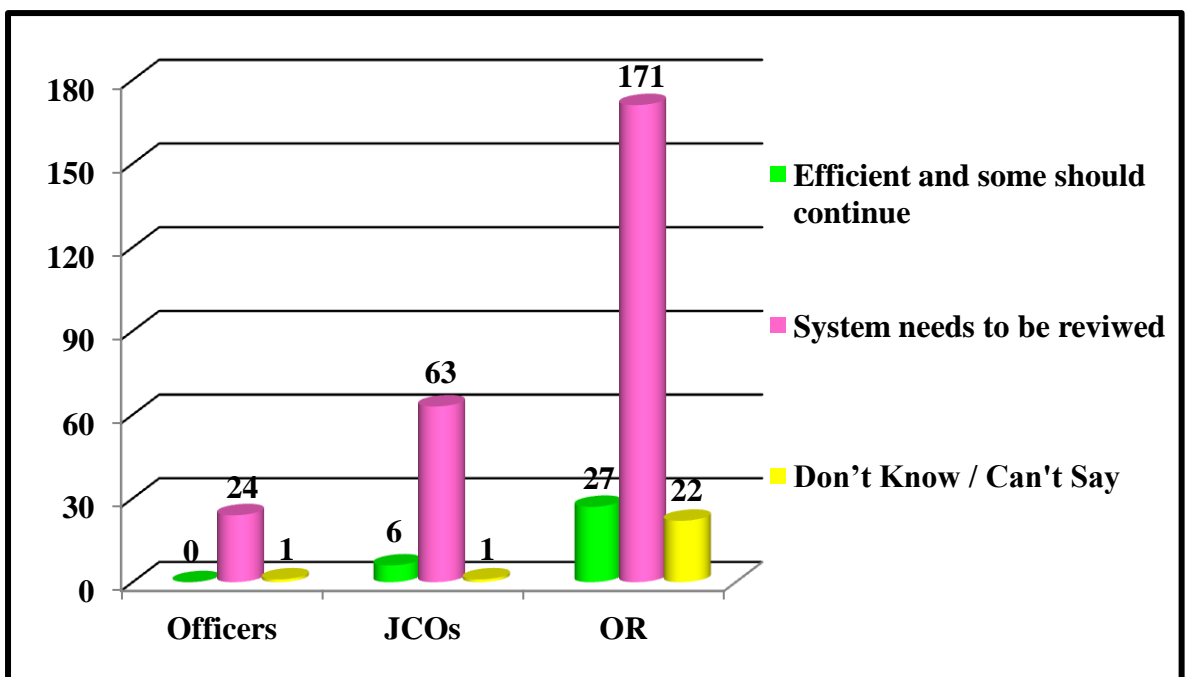
**6.18. Army as an organisation is well equipped to handle Marital Discord cases.** Even though Army is putting time and effort and resolving marital discord cases however, the results do not commensurate to the time and effort devoted. 20 officers, 65 JCOs and 186 ORs have agreed that Army is not well equipped to handle marital discord cases.

**Figure 6-18: Army Well equipped to handle Marital Discord Cases**



6.19. Present System to resolve Marital Discord cases in the Army. 24 officers, 63 JCOs and 171 ORs have responded in favour of the choice that there is a need to review the present system of resolution of marital discord cases in the Army.

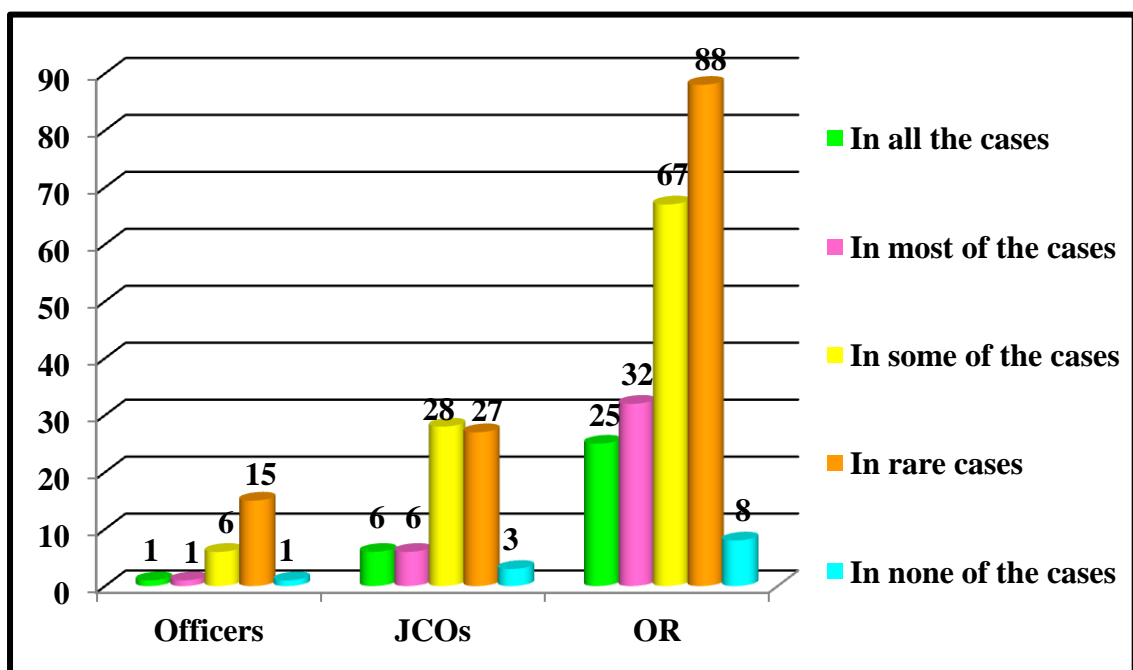
**Figure 6-19: System to resolve Marital Discord cases in the Army**



**6.20. There is a need to take professional approach and make use of professional counsellors for counselling, to resolve Marital Discord cases.**

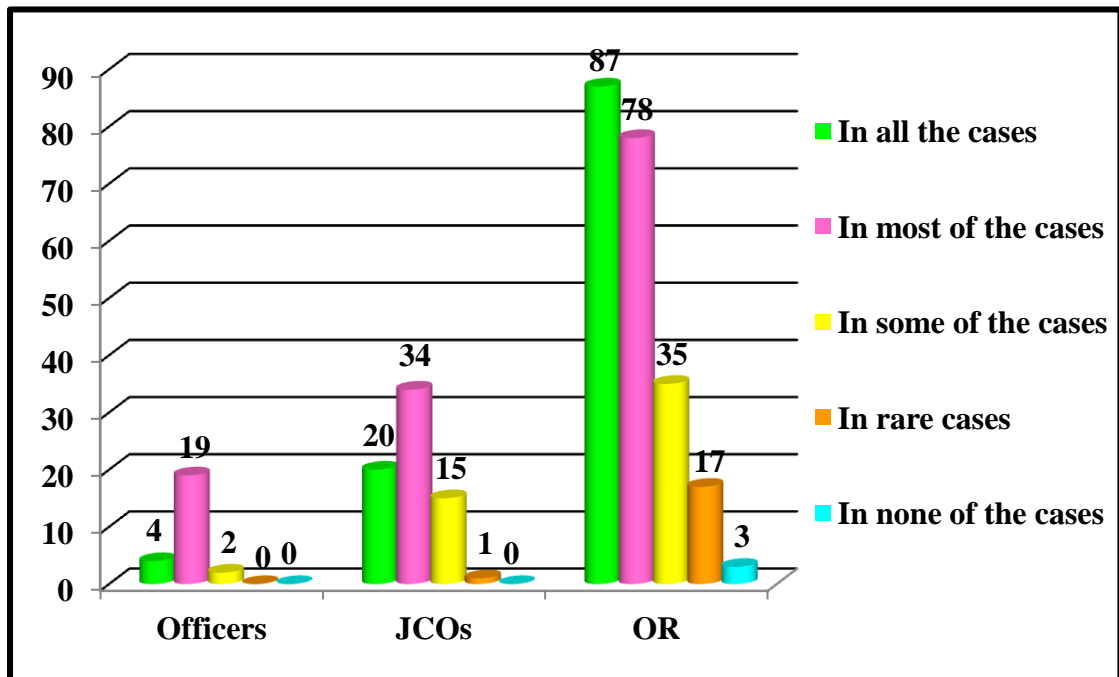
Response this statement as drawn mixed response for all the options Majority of the respondents comprising of 15 officers, 27 JCOs and 88 ORs have given option that only in rare cases there is a need for Professional Counselling to resolve Marital Discord Cases in the Army.

**Figure 6-20: Need for Professional Counselling to resolve**



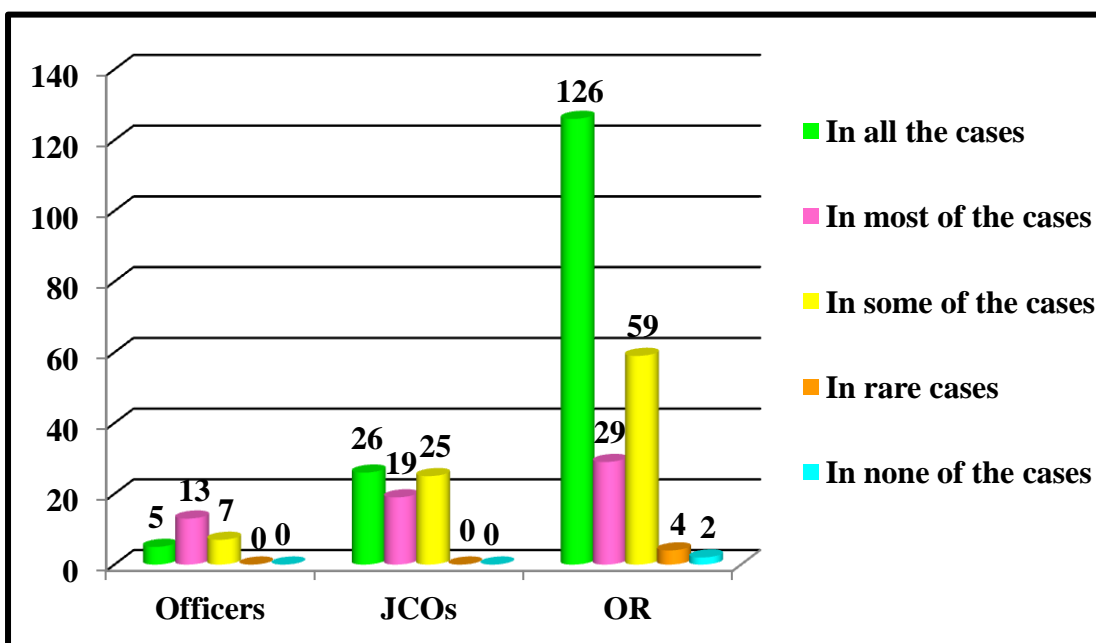
**6.21. Parents, In-laws, close relatives, social background and social norms play an important role in solemnising the marriage of a couple. Possibility of understanding and resolving Marital Discord case will improve, if relevant stakeholders are consulted and incorporated during counselling.** 23 officers, 54 JCOs and 174 ORs have selected the option that in all the cases/ in most of the cases the chances of resolution of marital discord are better if in the initial stage only relevant stakeholders are consulted and incorporated during counselling.

**Figure 6-21: All stake holders be included in resolving Marital Discord Cases**



**6.22. Counselling can be more productive if the same is carried out at a station which is close to the native place of an individual but not at the duty station.** Domestic issues of an individual, being personal in nature should be kept confidential. Counselling at duty station gives away the confidentiality which is detrimental to early resolution of marital discord. 18 officers, 45 JCOs and 155 ORs are of the opinion that in all the cases/ in most of the cases, marital discord cases can remain confidential if the counselling to resolve these cases is carried out at a station away from duty station. Counselling, if carried out at a professional counselling centre at a military station close to home station of an individual, will yield better result.

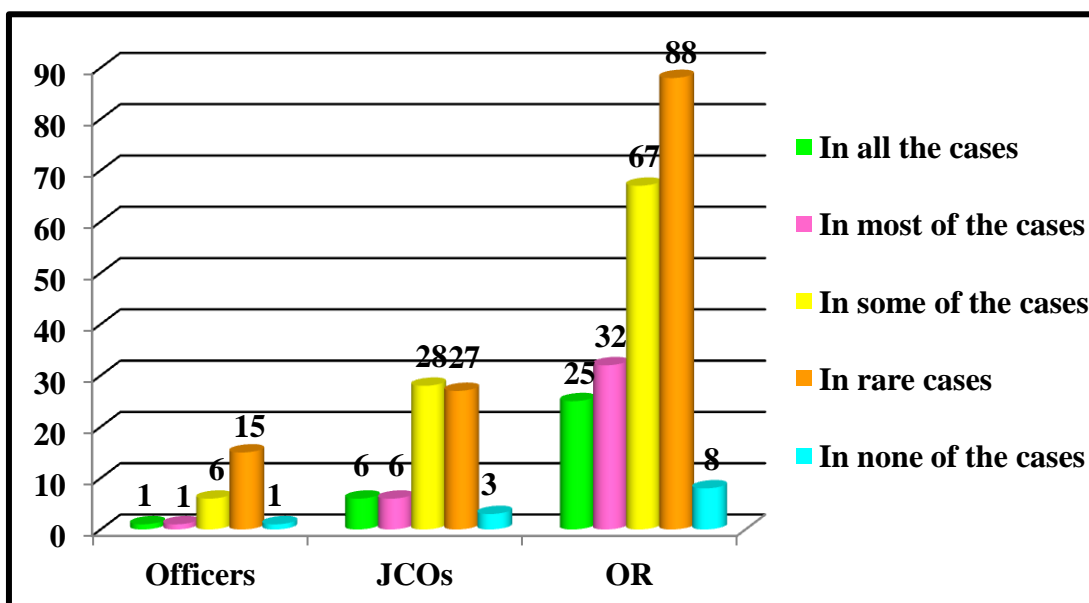
**Figure 6-22: Need to Carryout Counselling at Non-Duty Station**



**6.23. AWWA as an institution has helped in resolving marital discord cases.**

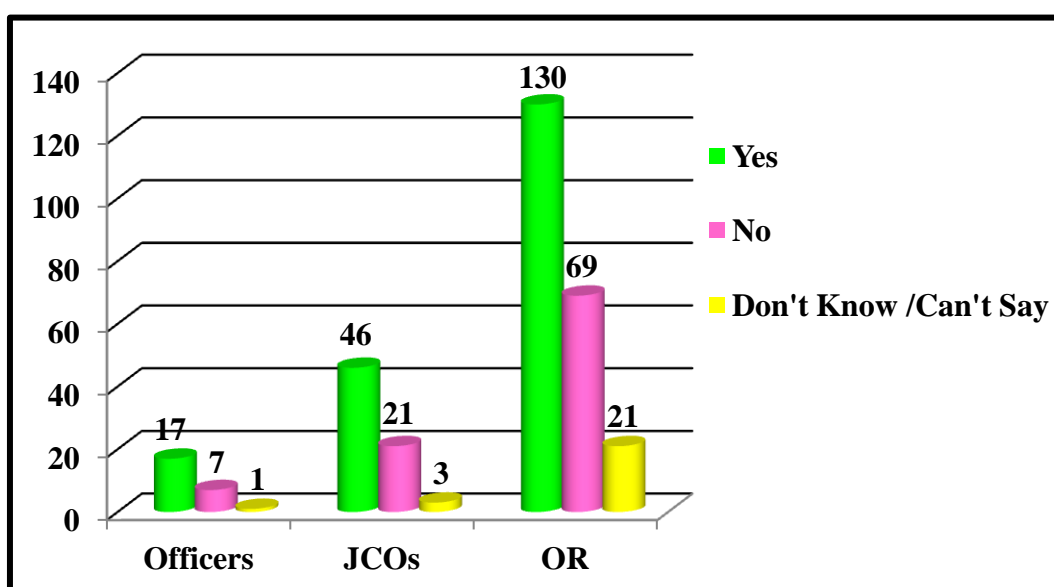
Army wives welfare organisation is an NGO which facilitates counselling of couples who have marital discord. Spouse of soldiers are encouraged to resolve the differences mutually. 15 officers, 27 JCOs and 88 ORs feel that AWWA has helped in resolution of marital discord cases but only in rare cases.

**Figure 6-23:AWWA has helped in resolving Marital Discord Cases**



**6.24. Army as an organisation should only facilitate series of counselling sessions but if the differences persist, the case should be referred to family court for further resolution.** 17 officers, 46 JCOs and 130 ORs opined that even after series of counselling sessions, if the differences still persist, the case should further be referred to family court for resolution.

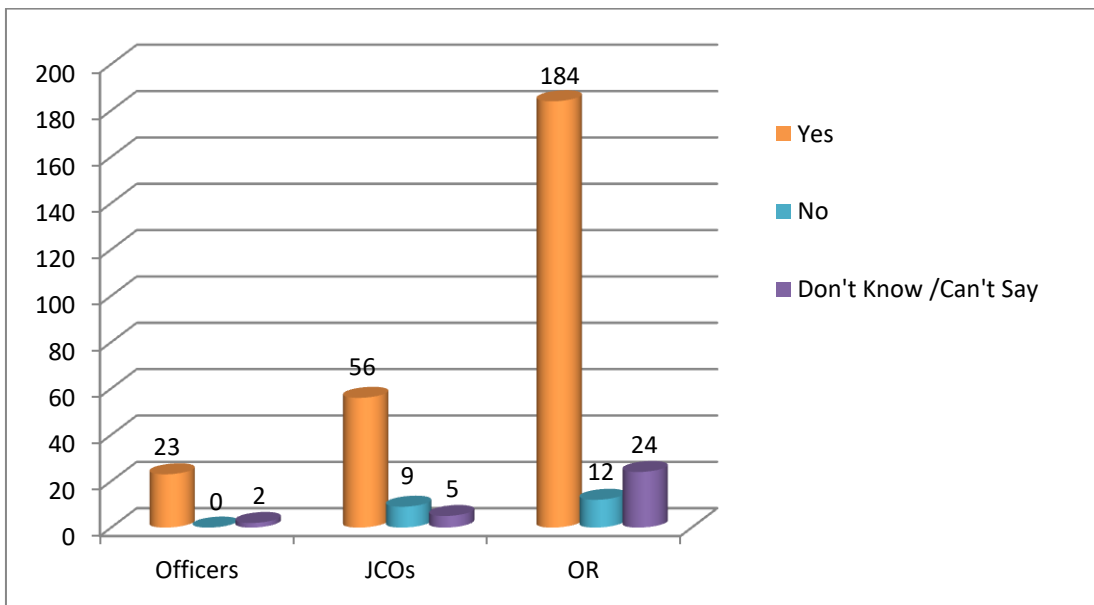
**Figure 6-24: Cases be Referred to Civil Court if Differences Persist**



**6.25. Divorce should also be considered as one of the viable solutions of a marital discord case. If it is evident that the case is beyond reconciliation, the same should be recommended for Divorce.** 23 officers, 56 JCOs and 184 ORs opined that, divorce should also be considered as one of the solutions of a marital discord case. Even after series of counselling sessions, if the couple does not reconcile, the case should be recommended for divorce.

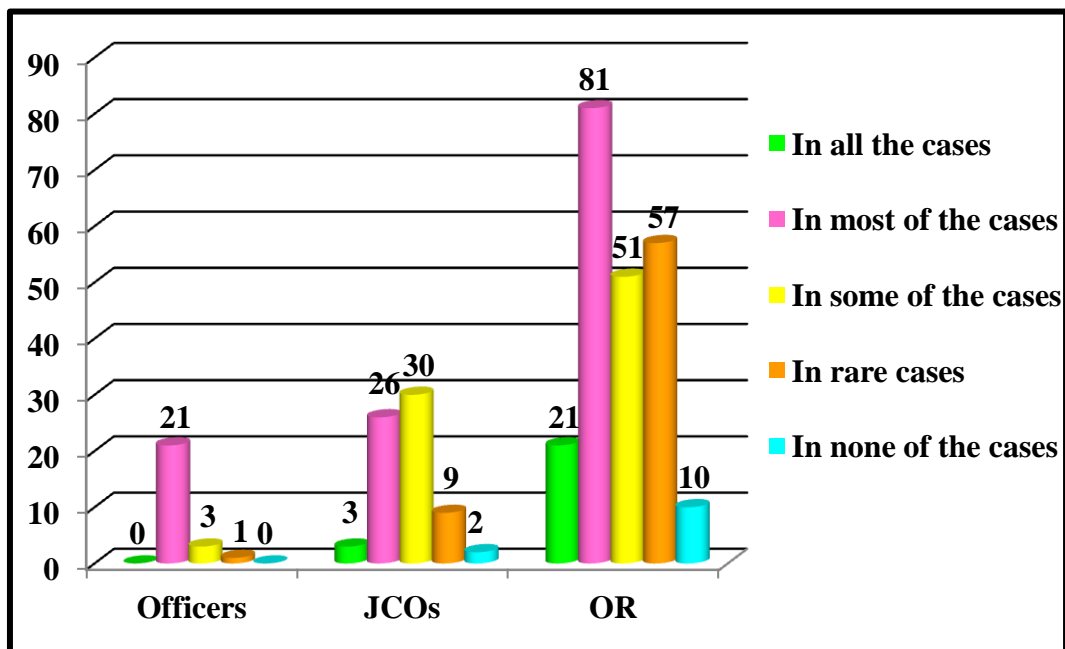


**Figure 6-25: Case is beyond reconciliation-Recommend for Divorce**



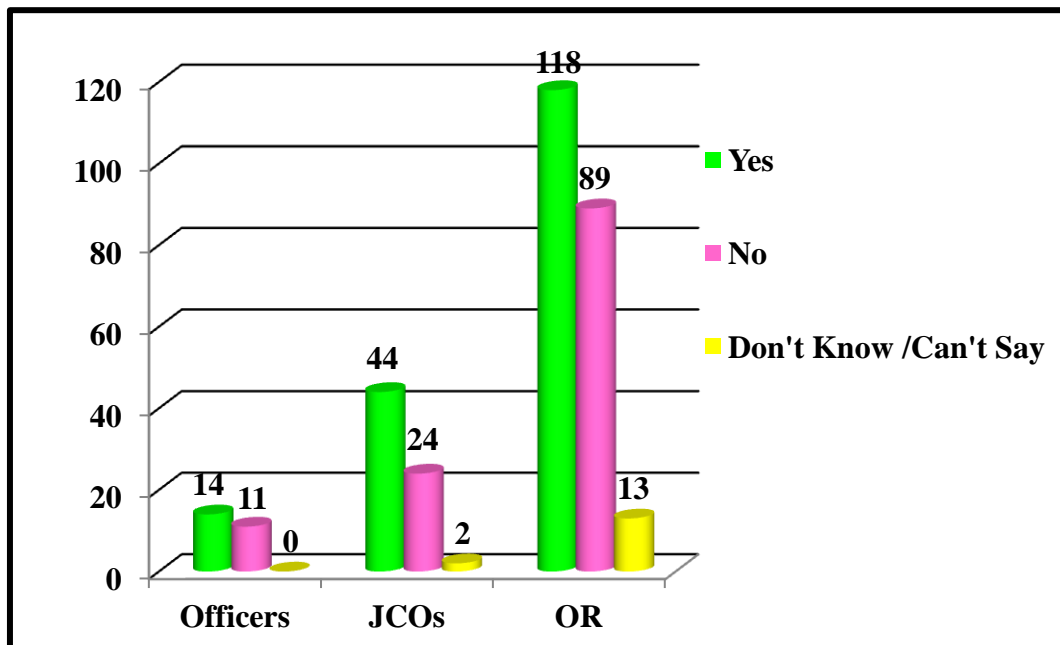
**6.26. There is a perception that in case of marital discord the individual serving in the Army stops supporting the spouse financially.** 21 officers, 29 JCOs and 102 ORs are of the opinion that in all the cases/ in most of the cases, the individual stops supporting the spouse financially, in case of marital discord.

**Figure 6-26: Marital Discord: Individual Stops Supporting the Spouse Financially**



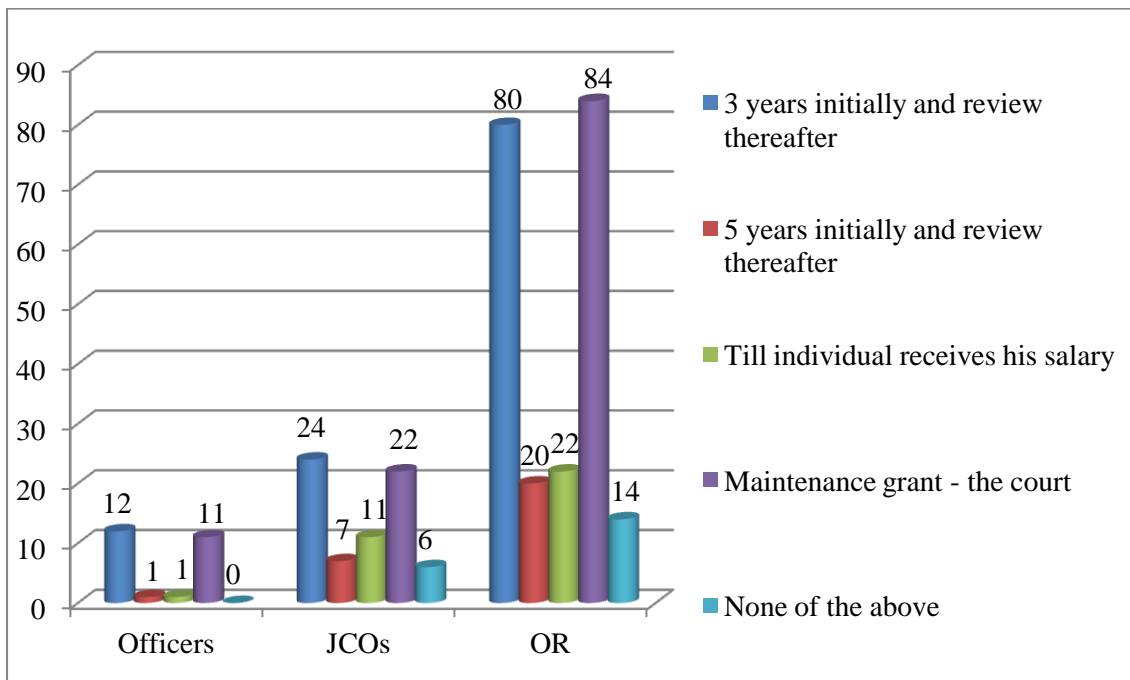
**6.27. Army should continue to handle maintenance cases in case wife/ husband approaches the organisation for the same.** 14 officers, 44 JCOs and 118 ORs are of the opinion that the Army should continue to handle maintenance cases in case spouse approach the organisation for grant of maintenance.

**Figure 6-27: Army Should Continue to Handle Maintenance Cases**



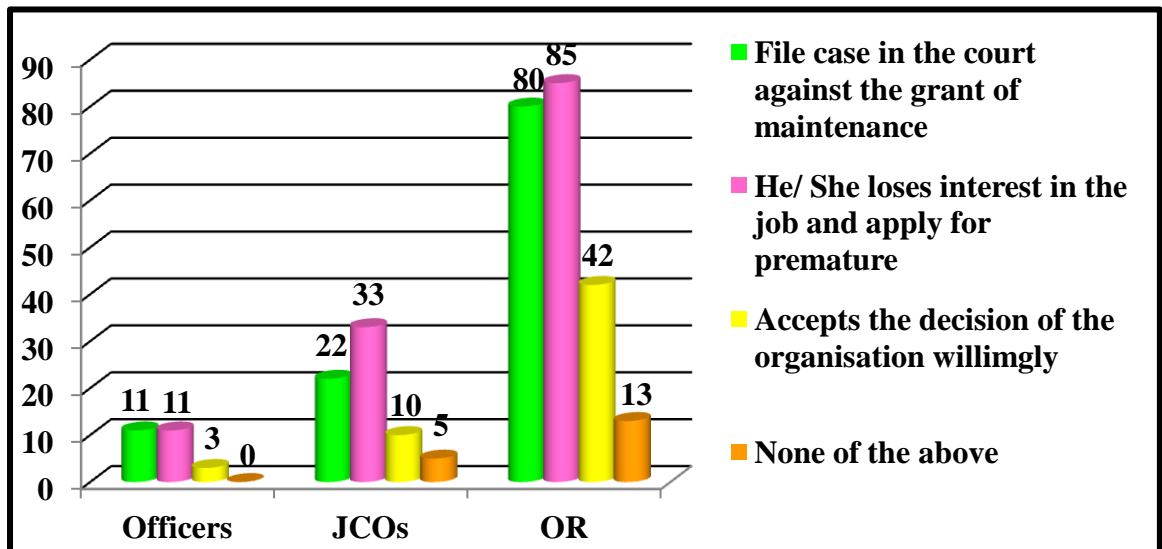
**6.28. Recommended option for grant of maintenance allowance:** 14 officers, 44 JCOs and 118 ORs are of the opinion that maintenance allowance should be given to the spouse initially only for 3 years and to be reviewed thereafter. The second preferred option is that the maintenance grant should be given for 5 years and reviewed thereafter.

**Figure 6-28: Option for Grant of Maintenance Allowance**



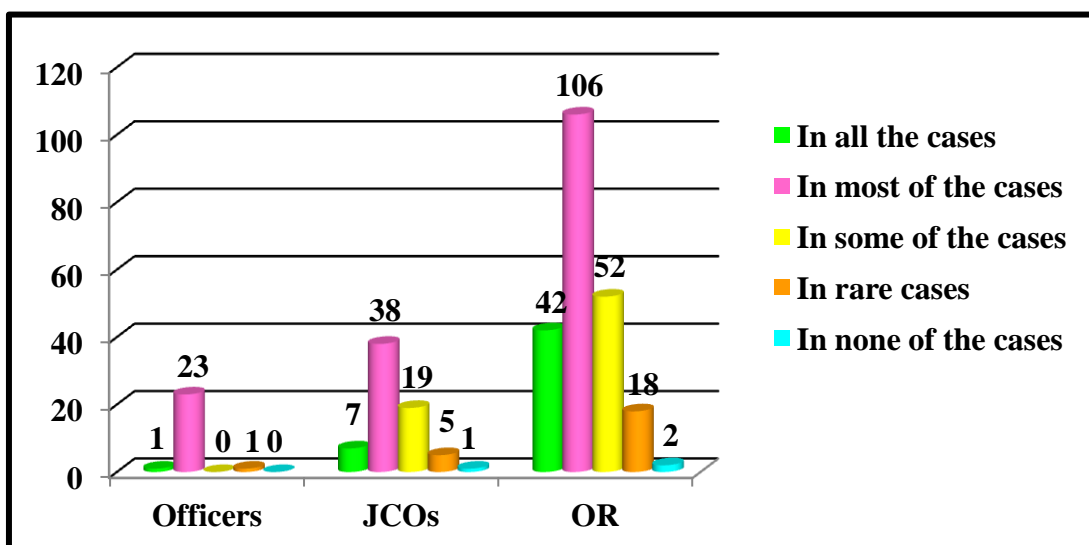
**6.29. What is the reaction of an individual once maintenance allowance is granted to the spouse?** As per the response received from the respondents, it is evident that once maintenance grant is granted to the spouse, the individual either files a case in the court against the grant of maintenance or loses interest in the job and applies for premature retirement from the organisation. Individual feels that he/she has been held guilty for the marital discord and thus chooses to take one of these options.

**Figure 6-29: Reaction of the individual: Once Maintenance Granted to Spouse**



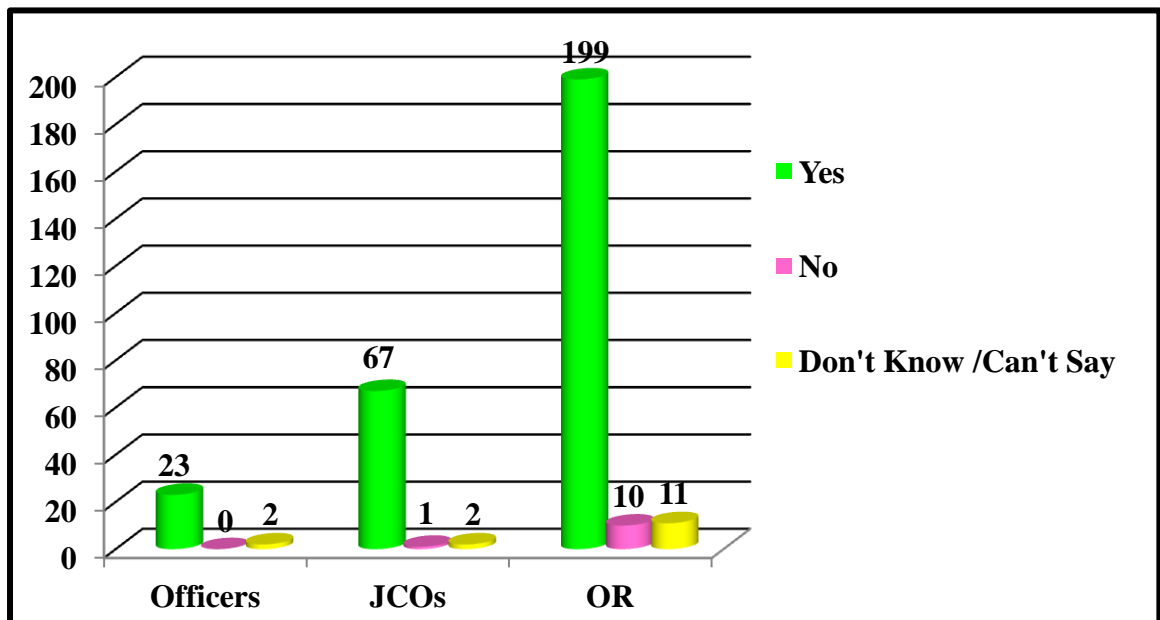
6.30. It has been observed that after grant of maintenance allowance to the spouse the marital discord culminates in Divorcé only. As stated above, the individual with marital discord case feels that he has been held guilty for the marital discord and once maintenance grant is sanctioned to the spouse. Already strained relations between husband and wife further deteriorate and in majority of the cases, the issue reaches the court and ultimately culminates in Divorce. Majority of respondents have indicated that this trend is prevalent in the organisation.

**Figure 6-30: Post Grant of Maintenance: Marital Discord Culminates in**



**6.31. The legal process for Divorce is time consuming and involvement of lawyer further complicates the issues.** Hence, there is a need to have speedy trials of the Divorce cases involving Army personnel. Once the marital discord case is filed in the court, husband or wife or both decide to take legal advice from the lawyer. Only in few cases lawyers are genuine in their approach. Majority of the lawyers complicate the issue by putting allegations and counter allegations to make their case strong. Majority of the respondents feel that there should be speedy trial of marital discord cases involving Army personnel.

**Figure 6-31: Marital Discord Cases: Need for Speedy Trials by the Court**



# Chapter 7 : Findings and Recommendations

## Summary of Findings

**7.1.** The study titled “Rising Marital Discord Cases In The Army: Causes And Measures For Early Resolution” has been undertaken to develop an insight into the problems of marital discord cases, in case of personnel serving in Indian Army as well as to study the present system of resolving the marital discords in the organisation. The study is summarized as follows: -

- (a) After analyzing the questionnaire and feedback from the environment it is evident that there is a perception in all ranks of Indian Army that marital discord cases in case of officers, JCOs and ORs in the Army are on the rise. A total of 25 officers, 70 JCOs and 220 ORs responded to the Questionnaire. Majority of these respondents have more than 16 years of service in the Army.
- (b) Some conflicts are inevitable in every marriage because no two persons have exactly the same personalities, attitudes, and values. These differences do not come to light until the couple has been married for some time. It is also notable that one single reason cannot be a cause for marital discord in families. Combination of factors influences the interpersonal relationship and if not addressed in time these differences aggravate to marital discord. In addition to the possible reasons of marital discord in the society, there are peculiar service conditions of army which directly or indirectly impact the marital life of a couple in the Army.

- (c) If the environment is sensitive, be it at home or in the unit/ formation where the individual is serving, it is possible to gauge the health of marriage of an individual. The notable warning signals are lack of mutual respect, communication and tolerance. It is important to address these issues at an early stage as with passage of time even minor issues become more complicated.
- (d) Available literature and statistics, suggest that in case of Indian society, marital discord cases have increased in recent times. Since, officers, JCOs & ORs are selected for Army from the same society; it is natural that the increase in the marital discord cases prevalent in the society will have similar impact in the Army. The increase in marital discord cases in the Army is on the higher side as compared to the society, as reported by majority of respondents.
- (e) Marital conflicts have direct or indirect impact on an individual's personality. Mostly the impact is psychological in nature. In the present study, majority of the respondents have expressed their opinion that marital discord in the Army not only has an impact on the personal life but also on the professional life of an individual. Apart from the spouses, the children in the family too suffer and it has direct impact on their growth and personality. The psychological trauma they come across disturbs their well-being and development.
- (f) Marital differences do take place between married couples but in case of Army, these cases aggravate and become marital discord mainly because of the demanding nature of job and separation. Stress and separation even act as

hurdles for early and amicable resolution of marital discords.

- (g) The statistics about actual number of cases in the Army being confidential in nature, were not shared by Adjutant General's Branch, Army Headquarters. However, respondents are of the opinion that Army structure being hierarchical in nature, once a marital discord case is reported at lowest level, efforts are made at each level to counsel the individual and his/her spouse to resolve the case before it is reported. Hence, the actual numbers of marital discord cases in the Army are more than the cases reported.
- (h) There are number of reasons which are responsible for aggravation of marital differences to marital discords but in case of Army, lack of married accommodation in peace station as well as lack of separated family accommodation, when posted to field station, is one of the main reasons of marital discord.
- (i) Marital Discord becomes complicated with passage of time as more and more agencies get involved. If marital discord cases are known at an early stage, it is possible to resolve these in an earlier time frame. Hence there is a need to educate all ranks to share and look for an early solution to the issues.
- (j) In Army, Marital Discord cases are handled as Confidential Cases. However, Army being a close-knit society these cases become public. Once public, the chances of resolving these cases become difficult.
- (k) Nuclear families, imposes greater burden on the men in uniform. In recent times even the cases of suicides and fratricide have increased in the Army. In addition to the stress of demanding service conditions, an individual is worried about the well-being of his family. With easy access to social media,



there is tendency to communicate day to day incidents to the husband who may be posted at high altitude/Counter Insurgency/ field station. The stress of inhospitable terrain/ job stress is further compounded by domestic and marital issues. Under such circumstances at times individual commit suicide/ Fratricide. Marital Discord is one of the reasons for suicides/ fratricide in the Army.

- (l) With loss of life of a soldier, family loses a bread earner and it is an irreparable loss to the parents, wife and children as any amount of compensation can never fulfil the void of a life lost. The organisation too loses a well- trained, groomed and experienced soldier. Thus, there is a need to identify and address the domestic and marital issues of all ranks at an early stage and take remedial measures.
- (m) Army as an organisation is devoting time and effort in handling and early resolution of marital discord cases. However, it is not well equipped to handle Marital Discord cases in a professional manner. Hence, it is felt by the respondents that there is a need to review the existing system of handling of marital discord cases in the Army. There is a need to take professional approach and make use of professional counsellors for counselling, to resolve Marital Discord cases.
- (n) Parents, In-laws, close relatives, social background and social norms play an important role in solemnising the marriage of a couple. Possibility of understanding and resolving Marital Discord case will improve if relevant stakeholders are consulted and incorporated during counselling.
- (o) Domestic issues of an individual, being personal in nature should be kept

confidential. Counselling at duty station gives away the confidentiality which is detrimental to early resolution of marital discord. Majority of the respondents feel that marital discord case can remain confidential if the counselling to resolve these cases is carried out at a station away from duty station. Counselling, if carried out at a professional counselling Centre at a military station, close to home station of an individual, will yield better results.

- (p) Army as an organisation should only facilitate series of counselling sessions but if the differences persist, the case should be referred to family court for further resolution. Decision of court will be more acceptable to both the aggrieved parties.
- (q) Divorce should also be considered as one of the viable solutions of a marital discord case. If it is evident that the case is beyond reconciliation, the same should be recommended for Divorce. Longer the period of conflict, greater will be the impact of this conflict on the individuals, their families and children.
- (r) A girl who gets married to an Army person makes a new beginning of her life and her status equals the status of her husband as per his rank. There is a perception that in case of marital discord the individual serving in the Army stops supporting the spouse financially. As a result, she is left to fend for herself. If the lady is not competent enough to earn her living, she even cannot fight her legal battle. On the other hand, husband can hire a good lawyer and fight his case. This disparity is against the basic norm of natural justice. Hence, Army should continue to handle maintenance cases in case

wife/ husband approaches the organisation for the same.

- (s) Maintenance grant to the spouse dependent on her husband/wife should be granted by the court only. Army should only give interim maintenance grant for three years initially and it should be reviewed thereafter.
- (t) As per the response received from the respondents, it is evident that once maintenance grant is granted to the spouse, the individual either files a case in the court against the grant of maintenance or loses interest in the job and applies for premature retirement from the forces. Individual feels that he /she has been held guilty for the marital discord and thus chooses to take one of these options.
- (u) It has been observed that after grant of maintenance allowance to the spouse the marital discord culminates in Divorcé only. Hence, there is a requirement to ensure due diligence and fairness with all available inputs while deciding maintenance grant.
- (v) The legal process for Divorce is time consuming and involvement of lawyer further complicates the issues. An individual has to take leave and travel long distance from his duty station to attend the court hearing. Most of the time the outcome of court hearing is fresh date for next hearing. Hence, there is a need to have speedy trials of the marital discord/divorce cases involving Army personnel.

## **Recommendations**

**7.2.** Following are the recommendations in the light of findings of the study: -

### **National Level**

- (a) Study on the increasing marital discord in Indian society and measures to overcome this problem, should be conducted by Ministry of Women and Child Development, Government of India.
- (b) Government of India regularly conducts awareness programmes and publicity campaigns on various laws relating to women including Dowry Prohibition Act, 1961 through workshops, fairs, cultural programmes, seminars, training programmes, etc. Advertisements are regularly brought out in the print and electronic media to create awareness on laws relating to rights of women. Similarly, awareness about increasing marital discords in the society and benefits of happy married life must be initiated through similar means.
- (c) There is a need to have regular awareness about rights and duties of women in building and strengthening their families and society at large. Awareness programmes should be carried out by the agencies belonging to private sector, public sector and NGOs while implementing the following schemes/programs for empowerment of women: -
  - Mahila Shakti Kendra (MSK),
  - Beti Bachao Beti Padhao (BBBP),
  - Pradhan Mantri Matru Vandana Yojana (PMMVY),
  - Scheme for Adolescent Girls (SAG),

- POSHAN Abhiyaan,
- SwadharGreh,
- One Stop Centre (OSC),
- Universalisation of Women Helpline (WHL),
- RashtriyaMahilaKosh (RMK)
- Mahila E-Haat.

(d) In order to ensure proper implementation of these women welfare schemes, Government should allocate funds to State Commissions for women welfare to undertake awareness programmes at state and district level.

(e) National Database on pending divorce cases in each state should be maintained and steps should be initiated for timely judgement on such cases.

(f) Ministry of Women and Child Development, Government of India has decided to set up at least one Stop Centre (OSC) under its One Stop Centre Scheme in every district of the country with the objective to provide integrated support and assistance to violence affected women under one roof by facilitating immediate emergency and non-emergency access to a range of services including medical help, police facilitation, legal and psychological counselling and temporary shelter to women affected by violence. The Ministry of Women and Child Development, Government of India has given approval to State Governments and Union Territory Administrations for setting up of One Stop Centres in all the 718 districts of the country. Counselling help should also be included in the facilities of One Stop Centre.

## **Organisation Level**

- (a) **Awareness and counseling prior to marriage.** The marital problems generally occur due to unfulfilled basic needs, misunderstandings, alcohol addiction, dowry demand, ego problems, difference of opinion etc. These complaints disturb the entire family. It is important that officers, JCOs and ORs be made aware about the prevalent problem of marital discords in the society as well as in the organisation. Commanding Officer, senior married officers, Subedar Major as well as Religious Teacher JCO should carry out pre-marital counseling of an individual who is planning to get married.
- (b) **Grooming of young bride on joining the station.** A young bride feels a cultural change when she joins her husband in a military station. There is a need to guide and groom her by the ladies of the unit who are elder and experienced. The same will help the couple grow up and figure out what kind of strategies and sacrifices and strengths they need to develop. Mutual respect and growing-up-together attitude is needed for lasting marriage among military couples.
- (c) **Badi Didi Concept.** Units give responsibility to volunteer ladies of JCOs/NCOs to groom, guide and listen to the problems of newly wedded ladies in each colony. This concept should be followed by all the units in each military station.
- (d) **Buddy System.** Each unit must sincerely follow the age-old buddy system so that a soldier can confide in his buddy and share his personal problems.

Problems if identified well in time, system can support him to find a solution.

- (e) **Accommodation.** Due to shortage of married accommodations Army personnel do not get married accommodation in peace stations. This creates stress as they cannot be with their families specially when the individual is posted in a peace station because of shortage of accommodation, job commitments and non-grant of leave. Now a days, majority of ladies want to accompany and stay with their husband when he is posted to peace station. Once husband gets posted to field station majority of them wish to stay in separated family accommodation with good academic and medical facilities. There is an urgent need to ensure availability of quality accommodation at peace stations. Separated family accommodation should be constructed at popular stations with good academic and medical facilities in each state.
- (f) **Informal one to one interaction with the lady by Officers wives.** Family welfare meets are being organised every month for informal interaction with the ladies of an army unit in every station. There are awareness & adjustment needs which can be explained to the couples through counseling. However, a lady with personal problem will only open up and share her problem if there is one to one interaction with her.
- (g) **Timely leave.** Army is a man power intensive organization and it is not possible to grant leave to each and every one as per their choice. However, as far as possible a newly married individual or the individual with genuine domestic issues should be given leave as per his choice.

- (h) **Stress free working Environment.** A number of studies have been carried out in Armed Forces to address the issue of stress prevalent amongst officers, JCOs and ORs. If the recommendations of these studies are implemented, a sharp decline in the stress level of all ranks will be noticed and it will increase the level of Job satisfaction and commitment towards the organisation; and decrease the cases of Marital Discord.
- (i) There is a need to include yoga and meditation classes in the daily routine as tools for stress management.
- (j) Realistic assessment of the problem by taking inputs from all stake holders and counselors.
- (k) Counseling can play an important role to improve mutual understanding and healthy relationship. To maintain the confidentiality of the personal matter, professional counseling should be carried out close to the native place. Governmental as well as non- governmental organizations available at these places must also be made use of in this process.
- (l) Maintenance grant should be given by the organization only as an interim grant for three years and should be reviewed after that.
- (m) Divorce should also be treated as a solution to the marital discord case. If it is evident that the issue is complicated with no possible solution in sight, the couple be encouraged to go for divorce.
- (n) A 'Mansik Sahayata Helpline' has been established by Army & Air Force for the officers and jawans to take professional counselling.



- (o) Army should also establish Military Psychiatry Treatment Centre as established by Indian Navy at INHS Asvini and establish Mental Health Centres as established at Mumbai, Visakhapatnam, Kochi, Port Blair, Goa and Karwar.
- (p) **Counselling centers at the level of Station Headquarters in each Military Station.** Each military station should have a Counselling Centre. Each counselling Centre should have a panel of qualified counselors who can come and counsel the couple as and when requested.
- (q) **Change in Procedure for handling of marital discord cases.** Marital discord cases once known to the OC/ CO of the unit; the individual should be sent on leave to the Station Headquarters which is closest to his native place. The counselling of the individual, his wife, parents as well as in-laws should be carried out at this station Headquarters with the help of professional counselors on the panel.
- (r) **Confidentiality of Marital Discord Cases.** Confidentiality of the marital discord should be strictly maintained. The same can be ensured by sending the individual for counselling out from the unit to the Station Headquarters which is closest to his native place.
- (s) **Qualified and Experienced Counselors.** With increase in marital discords in the society, counsellors are available in each and every town/ city. Counselling cell at each Station Headquarters should have experienced and qualified counselors on its panel. Services of these counselors should be utilized to ensure early and amicable resolution of the marital discord cases.

### **Individual Level**

- (a) Due to role conflict marital conflicts occur, awareness of role and responsibilities and its performance is an essence of preventing marital conflict.
- (b) Family issues should not be discussed in front of neighbors and friends.
- (c) Couples must pay attention to warning signs of marital conflicts as soon as they occur and get to the root of the problem.
- (d) Honour and Respect Your Partner
- (e) Communicate Regularly
- (f) Share Financial Expectations and Budgets
- (g) Give Each Other Space
- (h) Forgive Quickly
- (i) Don't Try to Control Partner
- (j) Get Help Before It's Too Late
- (k) Make time to connect lovingly with your spouse every day.
- (l) Compliment spouse regularly—both in private and in front of others.

### **Judicial Level**

- (a) The aim of the Judicial System should be to provide dignified means for Husband and wife to reconcile their differences and to reach amicable settlements without the need for advocates/legal services. Trial wherever necessary should help avoid frivolous litigation. The couple should be encouraged for pre-trial

negotiation and settlement. The emphasis should be on voluntary resolution of disputes through conciliation and use of persuasive methods.

- (b) There is requirement of proper investigation mechanism, infrastructure facilities in terms of counseling centers and qualified counselors.
- (c) The concept of resolution of dispute through arbitration, mediation, conciliation and negotiation was institutionalized by Legal Services Authority Act. The said Act<sup>39</sup> provides for holding Lok Adalats where disputes are pending in courts of law. These Lok Adalats must be made more efficient and accountable.
- (d) The main object of the Act<sup>40</sup> is to provide for the establishment of Family Courts with a view to promote conciliations and secure speedy settlement of disputes related to marriage and for the matters there with.
- (e) The 'women's court' (*mahila adalat* or *mahila mandal*) is a fairly recent but increasingly prevalent phenomenon in contemporary India. A particular kind of alternative dispute-resolution forum specifically designed to address women's marital and related family problems, it aims to provide a safe and unthreatening environment wherein women can air their grievances, work out satisfactory settlements with husbands and in-laws, or find ways to escape their difficult situations altogether. It encourages women to resolve domestic disputes informally, rather than by resort to the state's judicatory institutions. Most women's courts are run by women's NGOs, often with financial support from foreign donor agencies or, in some cases, from governmental or semi-governmental agencies such as State Women's Commissions or Legal Aid Societies. These 'courts,' are the forum of choice for so many poor women, as these are effective in delivering justice to those who come to them for help.

(f) These Courts can dispense with lengthy traditional procedures and there is a need for speedy trials of marital discord/ divorce cases involving Army personnel. Hence to save on the avoidable harassment of frequent leave request, long distance travel, financial loss and mental stress of the soldier, priority should be accorded in hearing of cases involving Army personnel.

# Chapter 8 : Limitations and Future Scope of Study

## Limitations

- (a) Literature on Marital Discord Cases in the Indian Society is available but very limited literature is available on marital discord cases in the Indian Army.
- (b) Statistics of the marital discord cases are available with Adjutant General's Branch Army Headquarters. The data being confidential in nature, the same was not shared by the organisation.
- (c) Marital Discord being a personal issue, the willingness to participate in the survey by affected individuals was limited.
- (d) The study was conducted within a tight and challenging time frame.
- (a) To generalise the findings, it is important to take response from each command and within the command, from different units. It was not possible to get response to the Questionnaire from a wider respondent base of the Army due to limited time available during the course. The collected data is from selected combat units in Western and Southern Theatre of Indian Army, which may not reflect the status of all units of Indian Army.
- (b) The research is limited to the marital discord cases in the Army and not the Armed Forces and Para military forces mainly due to the limited time and resources as well as restricted access to the data.
- (c) Interview with the senior officers to include Adjutant-General, Army

Commander/Corps Commander/Division Commander could not be taken in spite of prior appointment due to the recent COVID-19 outbreak.

### **Future Scope of Study**

- (a) Social changes and impact on the marriage.
- (b) Pre-marital Counselling to prevent marital discord cases.
- (c) Marital discord cases in the Air Force and Navy.
- (d) Marital discord cases in the Para Military Forces.
- (e) Judicial reforms for early resolution of marital Discord cases.



12	<p>The number of cases of marital differences/ discord is more than those actually reported, as there is a tendency to hide these cases.</p> <p>1      Yes      2      No      3. Don't Know/ Can't say</p>	
13	<p>There is a need to have a system of pre-marital counselling for all ranks in the Army.</p> <p>1      Yes      2      No      3. Don't Know/ Can't say</p>	
14	<p>There are number of reasons which are responsible for aggravation of marital differences to marital discord but in case of Army lack of married accommodation in peace station as well as lack of Separated family accommodation when posted to field station, is one of the main reasons of marital discord.</p> <p>1      In all the cases  2      In most of the cases  3      In Some of the cases  4      In rare cases  5      In none of the cases</p>	
15	<p>Marital Discord becomes complicated with passage of time as more and more agencies get involved. If marital discord cases are known at an early stage, it is possible to resolve these in an earlier time frame?</p> <p>1      All of them  2      Most of them  3      Some of them  4      Very few of them  5      None of them</p>	
16	<p>Marital Discord cases are handled as Confidential Cases. However Army being a close knit society these become public. Once public, the chances of resolving these cases become difficult.</p> <p>1      In all the cases  2      In most of the cases  3      In Some of the cases  4      In rare cases  5      In none of the cases</p>	



17	<p>Marital Discord adversely affects the personal life of an individual but in case of Army it has adverse effect on his professional life also.</p> <p>1 Always 2 Most of the time 2 Sometimes 3 Rarely 4 Never</p>	
18	<p>In recent times even the cases of suicides and fratricide have increased in the Army. Marital Discord is one of the reasons for suicides/ fratricide in the Army?</p> <p>1 Yes            2 No            3. Don't Know/ Can't say</p>	
19	<p>Army as an organisation is devoting time and effort in handling and early resolution of marital discord cases.</p> <p>1 Yes            2 No            3. Don't Know/ Can't say</p>	
20	<p>Army as an organisation is well equipped to handle Marital Discord cases.</p> <p>1 Yes            2 No            3. Don't Know/ Can't say</p>	
21	<p>System to resolve Marital Discord cases in the Army is -</p> <p>1 Efficient and same system should continue 2 System needs to be reviewed 3 Don't Know/ Can't say.</p>	
22	<p>There is a need to take professional approach and make use of professional counsellors for counselling, to resolve Marital Discord cases</p> <p>1 In all the cases 2 In most of the cases 3 In some of the cases 4 Only in Rare Case 4 In none of the cases</p>	

23	<p>Parents, In-laws, close relatives, social background and social norms play an important role in solemnising the marriage of a couple. Possibility of understanding and resolving Marital Discord case will improve if relevant stakeholders are consulted and incorporated during counselling .</p> <p>1 In all the cases 2 In Most of the cases 3 In some of the cases 4 Only in Rare Case 5 In none of the cases</p>	
24	<p>Counselling can be more productive if the same is carried out at a station which is close to the native place of an individual but not at the duty station.</p> <p>1 In all the cases 2 In Most of the cases 3 In some of the cases 4 Only in Rare Case 5 In none of the cases</p>	
25	<p>AWWA as an institution has helped in resolving marital discord cases.</p> <p>1 In all the cases 2 In Most of the cases 3 In some of the cases 4 Only in Rare Case 5 In none of the cases</p>	
26	<p>Army as an organisation should only facilitate series of counselling sessions but if the differences persist, the case should be referred to family court for further resolution.</p> <p>1 Yes 2 No 3. Don't Know/ Can't say</p>	
27	<p>Divorce should also be considered as one of the viable solution of a marital discord case. If it is evident that the case is beyond reconciliation, the same should be recommended for Divorce</p> <p>1 Yes 2 No 3. Don't Know/ Can't say</p>	

28	<p>There is a perception that in case of marital discord the individual serving in the Army stops supporting the spouse financially.</p> <ol style="list-style-type: none"> <li>1 In all the cases</li> <li>2 In most of the cases</li> <li>3 In some of the cases</li> <li>4 Only in Rare Case</li> <li>5 In none of the cases</li> </ol>	
29	<p>Army should continue to handle maintenance cases in case wife/ husband approaches the organisation for the same.</p> <ol style="list-style-type: none"> <li>1 Yes</li> <li>2 No</li> <li>3. Don't Know/ Can't say</li> </ol>	
30	<p>Recommended option for grant of maintenance allowance :-</p> <ol style="list-style-type: none"> <li>1 To be granted for three years initially and review thereafter</li> <li>2 To be granted for Five years initially and review thereafter</li> <li>3 To be granted till individual receives his salary from the Army</li> <li>4 Maintenance grant should only be given by the court</li> <li>5 None of the above</li> </ol>	
31	<p>What is the reaction of an individual once maintenance allowance is granted to the spouse.</p> <ol style="list-style-type: none"> <li>1 File a case in the court against the grant of maintenance</li> <li>2 He/ She loses interest in the job and apply for premature release</li> <li>3 Accepts the decision of the organisation willingly</li> <li>4 None of the above</li> </ol>	
32	<p>It has been observed that after grant of maintenance allowance to the spouse the marital discord culminates in Divorcé only.</p> <ol style="list-style-type: none"> <li>1 In all the cases</li> <li>2 In most of the cases</li> <li>3 In some of the cases</li> <li>4 Only in Rare Case</li> <li>5 In none of the cases</li> </ol>	
33	<p>The legal process for Divorce is time consuming and involvement of lawyer further complicates the issues. Hence, there is a need to have speedy trials of the Divorce cases involving Army personnel.</p> <ol style="list-style-type: none"> <li>1 Yes</li> <li>2 No</li> <li>3. Don't Know/ Can't say</li> </ol>	

6.

34	Please recommend measures for prevention of marital discord cases in the Army.
35	Please recommend measures for early resolution of marital discord cases, if you are the Commanding Officer and the case is reported to you.

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