

GOVERNMENT OF INDIA  
MINISTRY OF DEFENCE  
DEPARTMENT OF MILITARY AFFAIRS  
**LOK SABHA**  
**UNSTARRED QUESTION NO. 474**  
TO BE ANSWERED ON 04<sup>TH</sup> FEBRUARY, 2022

**SHORTAGE OF OFFICERS AND SOLDIERS IN ARMED FORCES**

474. SHRI RAMDAS C. TADAS:  
SHRI RAJIV PRATAP RUDY:

Will the Minister of DEFENCE  
be pleased to state:

- (a) whether there is a shortage of officers in any of the three wings of defence and if so, the details thereof, wing-wise, rank-wise along with its implications on the functioning of the forces and security concerns;
- (b) whether the Government has conducted any study in this regard during the last three years and if so, the details thereof;
- (c) the steps taken by the Government to fill the vacancies along with the number of officers recruited during the last four years, year-wise and State/UT-wise including from Bihar;
- (d) the average timeline of promotion and rate of promotion of officers in defence forces;
- (e) the steps taken by the Government to provide employment opportunity to capable rural youth particularly from the State of Bihar; and
- (f) the steps taken to recruit more women in the defence forces, particularly from Bihar?

A N S W E R

MINISTER OF STATE  
IN THE MINISTRY OF DEFENCE

(SHRI AJAY BHATT)

- (a) The shortage of officers (Rank-wise) in the Armed Forces is as follows:

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**Indian Army:**

S. No.	Rank/Category	Sanctioned Strength (status as on 31 <sup>st</sup> March, 2021)	Borne Strength (status as on 1 <sup>st</sup> July, 2021)	Surplus/ Deficiency
<b>(a)</b>	<b>Officers (excluding AMC/ADC and MNS)</b>			
(i)	General	2	2	0
(ii)	Lt. General	94	80	(-) 14
(iii)	Major General	310	292	(-) 18
(iv)	Brigadier	1181	1162	(-) 19
(v)	Colonel	5940	5586	(-) 354
(vi)	Lt. Colonel	16270	12620	(-) 3650
(vii)	Major	14443	11885	(-) 2558
(viii)	Captain	10526	6637	(-) 3889
(ix)	Lieutenant	1315	3218	1903
(x)	Unspecified	1110	-	(-) 1110
(xi)	Re-employed & Officers in Select Rank Officers outside cadre	-	1574	1574
	<b>Total</b>	<b>51190</b>	<b>43056</b>	<b>(-) 8134</b>
<b>(b)</b>	<b>Officers (AMC/ADC)</b>	5781	6647	866
<b>(c)</b>	<b>MNS Officers</b>	4389	3866	(-) 523
<b>Total Officers (a+b+c)</b>		<b>61360</b>	<b>53569</b>	<b>(-) 7791</b>

**Indian Navy:**

**(excluding Medical and Dental Branch)**

S. No.	Rank	Sanctioned Strength (status as on 31 <sup>st</sup> December, 2021)	Borne Strength (status as on 31 <sup>st</sup> December, 2021)	Surplus/ Deficiency
(i)	Admiral	1	1	0
(ii)	Vice Admiral	23	23	0
(iii)	Rear Admiral	71	71	0
(iv)	Commodore/ Captain	991	919	(-) 72
(v)	Commander & below	10640	9155	(-) 1485
<b>Total</b>		<b>11726</b>	<b>10169</b>	<b>(-) 1557</b>

**Indian Air Force:  
(except Medical and Dental Branch)**

S. No.	Rank	Sanctioned Strength (status as on 1 <sup>st</sup> January, 2022)	Borne Strength (status as on 1 <sup>st</sup> January, 2022)	Surplus/ Deficiency
(i)	Air Chief Marshal	1	1	0
(ii)	Air Marshal	28	28	0
(iii)	Air Vice Marshal	70	76	6
(iv)	Air Commodore	219	219	0
(v)	Group Captain	993	992	(-) 1
(vi)	Wing Commander	3898	5000	1102
(vii)	Squadron Leader	4211	3847	(-) 364
(viii)	Flight Lieutenant	2334	1261	(-) 1073
(ix)	Flying Officer	960	718	(-) 242
<b>Total</b>		<b>12714</b>	<b>12142</b>	<b>(-) 572</b>

The available strength of officers in the Armed Forces is sufficient to meet the current operational requirements. Pending making up of shortfall, the operational efficiency is being maintained within Organisational resources by the Armed Forces

(b) Review of manpower requirement in the Armed Forces is undertaken on regular basis. Studies have been conducted by College of Defence Management, Secunderabad and Headquarter Western Command of Indian Army in respect of Short Service entries to improve the intake.

(c) The Government has taken a number of measures to reduce the shortages. These, inter-alia, include sustained image projection, participation in career fairs and exhibitions and publicity campaign to create awareness among the youth on the advantages of taking up a challenging and satisfying career. Further, the Government has taken various steps to make the job in the Armed Forces attractive including improvement in promotion prospects in the Armed Forces and to fill up vacancies.

The number of officers commissioned in the Indian Army in the last four years is as under:

2018	1456
2019	1241
2020	1272
2021	1192

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State/UT-wise recruitment details of officers are not held with the IHQ of MoD (Army). However, the State/UT-wise details of officers recruited in Indian Navy and Indian Air Force during the last four years are at Annexure.

(d) Time Scale promotions are granted upto rank of Colonel in Indian Army. The reckonable commissioned service for promotion to various posts subject to meeting requisite Qualitative Requirements [except Army Medical Corps (AMC)] including AMC Non-Technical, Army Dental Corps, Remount and Veterinary Corps & Army Postal Service are as follows:

(i)	Lieutenant	On commissioning
(ii)	Captain	2 years
(iii)	Major	6 years
(iv)	Lieutenant Colonel	13 years
(v)	Colonel (Time Scale)	26 years

Colonel and above are selection grade ranks in Indian Army

Promotion upto the rank of Commander/Captain (Time Scale) in Indian Navy is undertaken as 'Time Scale' promotions as follows:

Rank	Criteria
Sub Lieutenant	On commissioning
Lieutenant	02 years as Sub-Lieutenant (A maximum of 12 months seniority can be gained towards promotion to Lieutenant)
Lieutenant Commander	04 years from date of promotion to Substantive Lieutenant
Commander	11 years from date of promotion to Substantive Lieutenant
Captain (Time Scale)	Substantive Commanders who have completed 26 years of reckonable commissioned service

**Promotion by Selection:** Promotion of officers to Captain (select) and above are undertaken based on select rank vacancies available. Rate of promotion is subject to the availability of vacancies.

The promotion policy for officers of each service is peculiar to the requirement of the specific service and is therefore not uniform. The parameters for substantive promotion in IAF for officers other than Medical/dental branches are stipulated in AFI (Air Force Instructions) 3/87 which were approved and issued by the Government of India.

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As per existing policies and relevant instructions, the timelines (including ante-date) for promotions upto rank of Gp Capt (TS)/(S) are as tabled below:-

<b>Rank</b>	<b>Reckonable Commissioned Service</b>
Fg Offr	On commissioning
Flt Lt	2 years
Sqn Ldr	6 years
Wg Cdr	13 years
Gp Capt(S)	16 to 18 years
Gp Capt (TS)	26 years

#### **Air Ranks:**

- (i) Officers are promoted to the Air Ranks through Promotion Boards (PB) on the basis of available vacancies and merit.
- (ii) Since the vacancies are variable, the approximate timelines with respect to reckonable commissioned service (including ante-date) for promotion to Air Ranks is as follows:
  - (a) Air Commodore : 26 to 30 years
  - (b) Air Vice Marshal : 32 to 34 years
  - (c) Air Marshal : 35 to 36 years

The promotion policies in respect of officers is reviewed periodically and changes considered necessary are incorporated to further improve the promotion policy so as to ensure that only the most meritorious rise to the top and ensure highest standards of leadership in the IAF.

- (e) Qualified candidates may join Indian Army as Other Ranks (OR), Junior Commissioned Officers (JCOs) and officers in various arms and services. These recruitments are made vide notification published by Recruiting Directorate (JCOs/OR) and Union Public Service Commission (UPSC) (for officers) from time to time.

Army Recruiting Offices carry out recruitment with an endeavour to cover every district at least once in a year in consultation with the Civil Administration. However, due to COVID-19 pandemic, all recruitment activities have presently been put on hold since July, 2021.

The Navy provides equal opportunities to the capable youth to join the Indian Navy, during the induction/recruitment process. The response from youth to join the Indian Navy has been very encouraging. The Navy has a robust publicity programme extending to rural areas for

attracting the eligible youth to join Indian Navy. As a part of Digital India initiative, the Government has set up Common service Centres (CSC) in Panchayats across the country. These CSC provide high quality and cost effective video, voice and data services including web enabled e-governance services in rural areas. Indian Navy has concluded an MoU with CSC which has enabled to extend its recruitment reach to remote and rural areas of the country.

The *IN* website ([www.joinindiannavy.gov.in](http://www.joinindiannavy.gov.in)) has been migrated to Cloud Server of NIC with improved infrastructure and enhanced functionalities, look & feel as well as increased capacity to make it more user friendly and attractive.

The sustained and aggressive publicity campaign has resulted in the increased awareness about Navy in rural areas which is evident by the upward trend in the response received from the candidates applying for various entries of Navy.

Selection of officers and airmen cadre in the IAF is carried out Pan India to ensure equitable representation of all regions of India through online Air Force Common Admission Test (AFCAT) and Scheduled Test for Airmen Recruitment (STAR). In addition, recruitment rallies are also conducted for recruitment in airmen cadre. The selection is thus open to all eligible citizens of the country without any discrimination / reservation on the basis of caste, creed, sex, tribe, religion or region (state) and is based purely on merit.

(f) Post Hon'ble Supreme Court order dated 17<sup>th</sup> February, 2020, Women Officers are being granted Permanent Commission in 10 Arms/Services of Indian Army subject to their meeting the Qualitative Requirement (QR) alongwith the Short Service Commissioned Men Officers. Women Officers are also being inducted in Army Aviation Corps as Pilots from June 2021 onwards.

The Government has sanctioned for enrolment of 1700 women in Corps of Military Police in a phased manner. The induction of women has commenced from the year 2020. First batch of women Military Police personnel have completed their training and reported to units.

The Defence Forces have opened entry for women candidates in NDA, allowing girls to appear in NDA entrance exams from July 2022 courses onwards. For the first batch, written exam has been conducted on 14<sup>th</sup> November, 2021.

The Indian Air Force (IAF) undertakes various induction publicity measures to encourage youth including women to join IAF. Modules like direct contact programme, print and electronic media is extensively used to create awareness about IAF and educate students about various mode of entries.

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Women officers in Indian Navy are appointed onboard warships. Until 2019, women officers were being commissioned as Pilots and Observers only for shore based aircraft. However, in order to employ women at par with male officers, women officers have also been streamed as specialist Observers into helicopters commencing 2020. Provost specialisation has been opened up for women officers since 2020 and the first women Provost officer has joined the specialisation in March 2021 after successful completion of At-Arms course.

The Remotely Piloted Aircraft (RPA) stream has been opened up for women officers. The first woman officer has joined RPA squadron in March 2021. One woman officer has been appointed as ADA, Moscow in June 2020. One woman observer officer has been deputed overseas to Maldives in September 2020, as part of Dornier aircrew for a period of one year. In addition, women officers are also deputed abroad for shorter durations as part of mobile Training Teams and other foreign cooperation engagements.

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**ANNEXURE REFERRED TO IN REPLY TO PART (c) OF LOK SABHA UNSTARRED QUESTION NO. 474 FOR ANSWER ON 04.02.2022 REGARDING 'SHORTAGE OF OFFICERS AND SOLDIERS IN ARMED FORCES'.**

S. No.	State/UT	Intake of officers							
		Indian Navy				Indian Air Force			
		2018	2019	2020	2021	2018	2019	2020	2021
1.	Andaman & Nicobar	1	0	2	0	0	0	1	0
2.	Andhra Pradesh	11	18	14	8	2	14	2	10
3.	Arunachal Pradesh	0	0	0	0	0	0	0	0
4.	Assam	0	3	2	0	1	0	0	4
5.	Bihar	17	21	18	13	16	22	9	15
6.	Chandigarh	2	2	3	2	2	1	3	7
7.	Chhattisgarh	3	5	9	0	3	2	5	4
8.	Dadra & Nagar Haveli	0	1	0	0	-	-	-	-
9.	Daman & Diu	0	0	0	0	0	0	0	0
10.	Delhi	23	23	23	9	20	20	19	39
11.	Goa	6	2	1	0	1	0	0	1
12.	Gujarat	5	8	11	1	3	3	4	10
13.	Haryana	29	30	36	16	31	45	31	61
14.	Himachal Pradesh	20	11	11	1	6	17	5	13
15.	Jammu & Kashmir	4	7	10	6	4	5	5	10
16.	Ladakh					-	-	-	-
17.	Jharkhand	2	5	2	4	4	4	4	3
18.	Karnataka	20	26	24	20	12	7	10	18
19.	Kerala	24	22	19	15	11	20	15	17
20.	Lakshadweep	0	0	0	0	-	-	-	-
21.	Madhya Pradesh	17	25	22	13	12	9	19	19
22.	Maharashtra	33	29	35	22	15	24	23	40
23.	Manipur	0	1	0	0	1	0	1	3
24.	Meghalaya	0	1	0	0	0	0	0	0



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25.	Mizoram	0	0	0	0	0	0	0	0
26.	Nagaland	0	0	0	0	-	-	-	-
27.	Odisha	3	7	4	2	4	5	1	2
28.	Puducherry	1	1	0	0	1	1	0	0
29.	Punjab	20	21	14	6	10	23	14	23
30.	Rajasthan	13	15	13	15	13	14	16	31
31.	Sikkim	0	0	0	0	0	0	0	0
32.	Tamil Nadu	21	16	14	8	7	8	8	10
33.	Telangana	6	15	10	6	3	8	5	6
34.	Tripura	1	1	0	0	0	1	0	0
35.	Uttar Pradesh	50	71	52	30	7	35	46	75
36.	Uttarakhand	13	24	21	13	42	21	11	27
37.	West Bengal	11	4	7	4	3	6	2	8
38.	Under Verification	-	-	-	-	70	11	2	11

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