Chapter II

REVIEW OF LITERATURE AND PROBLEM

“Only a dead nation remembers its heroes when they die. Real nation respects them when they are alive”. - Khan Abdul Ghaffar Khan (aka Frontier Gandhi)

This subdivision of research report presents a review of literature (Published & unpublished) directly or indirectly related to the central theme of the study. Almost all studies reviewed here have literature concerning commissioned military officers’ transition from military life to civilian life. However, the literature about the transitional outcomes such as, adjustment, general wellbeing (psychological distress) and achievements in civil life pertaining to non-commissioned officers of Indian Army are very little.

Table. 2-1: Internet Sources

<table>
<thead>
<tr>
<th>Period of Scan</th>
<th>Websites</th>
<th>Search Engines</th>
<th>Key Words Used in Internet Search</th>
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</thead>
<tbody>
<tr>
<td>24 February 2014 to 10 August 2016</td>
<td>Reviewed literature is retrieved from a total of 46 websites, the URLs of each of the mare provided in the reference section at page no. 135 to 152</td>
<td>Google &amp; Yahoo</td>
<td>Ex-servicemen, ESM, Ex service personnel, Veterans, Ex-soldier, Adjustment, Wellbeing, Soldier, Books on ESM, Civil life, AFRO, Achievements, Satisfaction, Stress, Junior Commissioned Officers, Rank in military, Indian Army, CABS, Army placement cell, Army officers, DGR India, Mental health of ex-soldier, Transition to civil life, Resettlement, Pre-release course, Army training, Definition of ex-servicemen, Zila Sainik Board, Retraining, Haryana police, News on Ex-servicemen/ex-soldiers/veterans, Election Commission, Ministry of Defence, Government of India, Sainik Samachar, UN, WHO, Veterans trust, Operations against terrorists, War, Retirement, Defence forces, Concessions to Ex-servicemen, Reservation, Haryana government.</td>
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Review of Literature and Problem

**Fig. 2-1: Flow Chart of Review of Literature Process**

Extensive Search for related literature

- Authors who had worked on similar topic approached via e-mail for full article
- Search at Institutional libraries such as DIPR, New Delhi
- Online search such as, EPIC, Research gate, Shodh Ganga etc.
- University Library Such as, MDU Rohtak, GJU Hisar, HAU Hisar, CDLU Sirsa, CBLU Bhiwani

Collected 169 journal research papers, annual reports, memoirs, newspaper articles, memorandums, Govt. notifications strategic plans and other academic material.

Zeroed down to 44 closely related different forms of literature

- Excluded unrelated 125 different forms of literature

Comprehensive & methodological reading of selected material

Finally the most suitable information is selected from these 82 literary materials for use in this chapter.
The Fig 2-1 exhibits a brief visual account of the review. It describes the process undertaken to review the related literature and the institutes visited thereof. Internet was browsed with Google and Yahoo as search engines with key words and important websites shown in Table 2-1 with substantial outcomes. A total of 169 related articles, research papers, reports, blogs, manuals, studies, memos, official letters, speeches, memoirs quotes etc. were noted rather downloaded. Later, each of the academic material was read and 82, closely related different types of articles, and were sorted out for writing this review report. One article titled “What factors contribute to the successful transition of army veterans to civilian life and work?” was received upon request by the e-mail to the concerned author. In fact internet provided bulk of the review material. The scientific studies concerning the post retirement aspects of non-officer ESM of Indian Army are almost non-existent.

While acknowledging the special needs of ESM one of our former prime ministers of India Mr. PV Narasimha Rao rightly observed in his letter titled “A letter from Prime Minister of India” (Rao, 1995) that, “Due to the changing socio-economic conditions in the country, like the breaking down of the joint family system etc., these Ex-servicemen need support both at the Centre and in the States/Union Territories”. They need care, befitting to them.

To paraphrase the opening line of editorial piece of Hindustan Times in favour of ESM that there are certain events in a ESM’s military service life that never fail to create frisson of nostalgic memory long after they have occurred. The soldiers’ (retired or serving) desire for dignity and expectation of the same from new peers is the biggest question which need satisfactory answer. The career in army differs from civilian occupations and professions because, as observed by Huntingto (1957) it monopolizes the knowledge and skill related to the management of violence (Quoted by Heinecken, 2014).

Bali (2015) says “Soldiers live and die for izzat, the virtually untranslatable concept symbolizes at once a sense of pride in one’s calling, a
resolve to uphold professional traditions built over decades by human sweat and blood, an unflinching determination to vanquish the aggressor and, above all, to live up to the exhortation of the Gita (holy book of people who have faith in Hindu culture) (IV:8): Vinashaye cha Dushkritam (for the extermination of evil deeds of the wicked).” The traditions instilled during uniform service are hard to be taken off when in civilian fold. The erstwhile rich assets become existential dilemma. An interesting case, meant [rather reserved] for soldiers only, of role, identity, values and schemas {inspired to die (Hugh & Gantzer, 2015)} transformations with just one click of hanging up of uniform. Lamb (2006) beautifully described the moment of severance from military service in these words, “At the end of their service, most men and women leave the Forces and successfully integrate back into civilian life. For all, the final act of handing in their identity card constitutes a complete severance from a unique way of life and a loss of identity.” The military profession used to be a sacrosanct profession with a core principle of defending the idea of land christened as ‘Motherland’. The vigor, valour, and value pattern of participants was a case to reckon with where soldiering was tallest among all professions and ‘Soldierarism’ the primary philosophy of all. The concept of soldier care has gone fundamental shift through the evolution of complex psycho-social structure.

In olden days when the survival of empires was wholly dependent on the availability of physically capable soldiers, the concept of soldier care was predominant in the collective psyche of the society. While in the current tightly economically stratified structure the erstwhile ‘soldier-collective-care’ scheme has been formally indentured to the amateur cluster of few people, which has been wrapped into a professional pack taking unexpected turns and tides in the history of oldest profession of soldiering? It has been said that individual strength is made up of skill, knowledge and talent (Asplund, 2009). The modern day general change in the psycho-socio landscape also brought about modification in our value system. Lindy (2014) observed that the value orientation of military profession has changed from “defence for the common good” to that of “individual good”. Plato elucidated four cardinal virtues and strengths that enable
individuals to live in best way (Singh et al., 2014) wisdom, courage, temperance, and justice, these virtues play an important role in shaping human being and thus for any soldier. The soldier by virtue of his nature of duty is bound by a bouquet of additional virtues unique to military environs such as, discipline, decisive loyalty, categorical obedience and resolute responsibility (Baumann, 2007). Virtues beget the exact outcome when the need arises. Besides these virtues, the soldier is expected to hold group solidarity, interdependence, and team work as functional requirements for combat effectiveness (Lindy, 2014). The soldier not only defends the geography of motherland, also offers psychological sense of security and expertise to civilian administration in various situations when in need. Transition during one’s lifetime such as finding jobs, marrying, retirement etc. all are joint functions of the biological changes and changes in one’s psycho-social environment. The transition period is crucial in terms of reviving the bygone-era social relations constructed during pre-joining period. The restoration of these relations enhances familiarity with civilian behaviour-cum-working-style. As the Gujarat born great celebrated educationist said “Familiarity lessens apprehension and makes the burden bearable” (Badheka, 1932).

The proverbial transitional concerns of transiting faculty get weakened by the virtue of expectation of long term stay & realistic experiences about the civilian environs. It is a valuable catalyst in dealing effectively with the troubles of transition. The retired soldier faces a complex identity predicament. The soldier while in service wears high decibel psycho-social identity whereas the same is devalued when he slips into the garbs of an ESM. McDermott (2007) describes that the corner stone of soldier’s self-identity is the rank he/she wears. During the transition not only the social dimension of resettlement, adjustment, and wellbeing (psychological distress) needs fresh orientation, the psycho-social dimension of identity also needs reorientation. The erstwhile prestigious protagonist of an institutionalized force feels alienated when faces the mêlée of transitional phase. The soldier being trained & worked for violence retains the footprints of the same, permanently in the schema. He develops a kind of ‘intractable’ temperament which resists changes in the previously learned behaviour eventually interfering
with the adjustment and further-achievements. The major part of their service life they serve at tough and forward area enduring unprecedented hardship. As per the military policy after hard/forward area posting the soldier is likely to get peace area posting tenure which is meant for convalescing the drained out energy force. Once soldier is at peace area he is likely to spend quality time with family to fulfill the erstwhile obligatory social commitments remained unfulfilled while far away, further alienating him from gaining qualitative educational value addition.

It has been reported that for a few or couple of months these protagonists move with institutional inertia. The retirement process is an interesting chain of events. For first few days a retired soldier displays enigmatic behaviour while enjoying abundance of time coupled with a feeling of freeness from hassles of hard day’s schedule. It lasts until the end of the month when they start experiencing the soft heat of poor finance. The era of preferential treatment in several spheres of social life comes to an end with hanging up of uniform. The soldiers who retire at a relative younger age were often taken unawares by the sudden need to find a post military job (Gruder, 1995).

The separation from army leads to significant reduction of income, down gradation of social recognition, attenuation of identification, professional status dwindles, abundance of time, underutilization of human energy, sudden change of colleagues, breaking of old interpersonal bonds, end of preferential treatment and most importantly deprivation from daily challenges etc. give rise to unexpected psychological as well as socio-economic concerns (Singh, 1985). The young ESM finds it extremely difficult to accommodate and adjust to these problems. It’s a matter of time and professional commitment that keeps the energy level of erstwhile soldier high. The proper channeling of this energy level produces plentiful of positive outcomes. Researchers worldwide suggested that soldiers who were strongly attached to the military life style, values and pattern of work were the ones who find it very difficult to adjust and adapt in the civilian fold. They were found to be at receiving end vis-à-vis civilian life risks. Interestingly, children who exhausted their childhood in the company of their parents in the
army environment significantly faced difficulty, though little in adjustment. On the contrary, children who remained bonded to their ancestral settings away from army influence for significant time period, faced difficulty in adjusting with their ESM father. A curious case of behavioural dissonance attributed to the differential environment. Both of them experiences behaviour, typical of their own. Yanos, (2004) says that retirement is a role transition. The age at the time of retirement is one of the key decisive factors of successful transition and reintegration of ESM into the civil society. “Reintegration is a highly political process and failing to realize this may result in certain categories or groups of ex-combatants being discriminated against, creating severe tensions in the post-conflict period. There is a need to find peacetime substitutes for the benefits of war, the need to heal the wounds of war, and the need to deal with contextual factors that make reintegration more difficult”(Anders, 2005). The various unnecessary controls popularly called red tapism by Service Headquarters, Central Governments, State Governments and District Headquarters needs to be done away with (Bisth, 2008). Post retirement job insecurity for is the most prevalent problem which continuously haunts the ESM (NCOs), consequently inhibiting the bright students to join the Indian Army. These types of constraints entangle the ESM and their family members in labyrinths of laws and regulations. Lower the age better the adjustment, health and wellbeing (psychological distress). Younger retirees plan less for their upcoming retirement (DeRenzo, 1990).The study by Braithwaite (1986) indicates that approximately 33 percent of ESM (Officers) perceives retirement as a difficult phase of life. “Little is known about the factors associated with leaving the armed forces, or what predicts subsequent employment success for veterans,” (Iverson et al., 2005).

**General Wellbeing (psychological distress)**

The general wellbeing in terms of psychological distress of ESM (non-officers) is a subject invited very little attention from researchers of all hues. Psychological distress is an intricate abstract state of being, however manifests in behaviour by way of certain actions and activities. It is a comprehensive personal state which can be experienced with tangible bodily expression. Though it is an
abstract state but its influence on the physical being is profound with short as well as long term effects. Evidence suggests that job loss has significant effect on the emotional state of ESM in transition (McDermott, 2007). The veterans with low income were more likely to have experienced psychological distress than the comparable civilians (Golub et al., 2013). One of the consequences of job loss is low income and low life expectancy. “The life expectancy is 67 years for JCOs and between 59.6 and 64 years for Other ranks. The study found that among personnel of other ranks, soldiers possessing saleable skills tended to live longer. On an average a soldier lived only 15 to 20 years after retirement, irrespective of his age at the time of retirement” (Tripathi, 2013).

For a soldier “retirement from the military is not so much a retirement from work as it is severance from a way of life” (DeRenzo, 1990). Military services have close knit social system where the establishment has targeted means to look after the wellbeing (psychological distress) of its incumbents’ and their families. The work and living environment are conveniently controlled in this closed system under the garb of security rhetoric, eventually leading to having some degree of class control on the emotional behaviour of the incumbent (Arkin, 1978). It turned out that social and emotional abilities were four times more important than IQ in determining professional success and prestige (Feist & Barron, 1996). The army as a synergetic institution expects from its soldier’s unquestioned commitment and whole sacrifice whenever and wherever the need arises. The soldier is under constant risk of life at both peacetime and war. Retirement means sudden loss of closely knitted psycho-social network developed over a significant period of time. The severing of the psycho-social bond puts a lot of mental pressure on the soldier and his family leading to unwarranted clinical episodes. It proves to be a recipe potent enough for maladjustment, substandard general wellbeing (psychological distress) and [apparently] foggy achievements in civil life. The most important aspect of effective and fulfilling retirement depends less on the activeness of an individual rather it is dependent upon the activities which develop as a result of continuous necessities and interests (Reichard,
Livson & Petersen, 1962). The study also revealed that the apprehension of advancing age kept retired soldiers engaged in regular physical exercises.

One of the conclusions of an analytical study conducted by Steptoe et al. (2012) is that a socio-economic status is a significant covariate in psychological or subjective wellbeing (psychological distress), with prevalent of better general wellbeing in well off population.

A study conducted by DeRenzo (1990) revealed that after serving for almost two to three decades in defence services the soldiers gets molded in to the armed forces way of life, sudden separation upset this psycho-physical equation. Jolly (1996) observed that an individual who remained a part of institutional society for considerable part of his life faces hardship when it comes to leaving that society. Disturbance leads to distress and psychological disturbance leads to psychological distress. Separation from service [financial decline] at a crucial period of life when children are in school, parents are old, burgeoning social obligations etc. not only effects the soldier psychologically also have its impact on the wife and children also. The living style feels the financial constraints. The status of family is tied to the status of the soldier’s status, therefore it is the first casualty of the retirement resulting in stress and strain in the family members particularly wife (Giffen & McNeil, 1967; McNeil, Lecca, & Wright, 1983; Yanos, 2004). Military retirement is accompanied by few mild disorders such as perceived anxiety, clinical depression, mild stress/distress etc. (Yanos, 2004). These ailments are of temporary nature and part of any type of retirement process be it a civilian or military. The wellbeing is adversely impacted by the unusual multi element interruption from several sides. However, these disorders graduate into full-fledged disorders, which is the case with the ESM, plays havoc with the psychic health at the onset and overall health at later stages.

When the ESM fails to find the gainful employment he undergoes unprecedented upheavals in the family. The spouse of a soldier too faces extraordinary situations on both the events, whether they are with them or without
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them. They are known to play constructive role in maintaining the psycho-social health of the family as well as the soldier. After retirement, the military spouses too face challenges and demands from several quarters having significant effect on the general wellbeing and adjustment of their ESM companion. Recent research has indicated that wives dissatisfied with the career options available to them may encourage their military husbands to leave the service at the first available opportunity (Orthner, 1990).

The loss of income, when most of the social responsibilities are still left to be fulfilled, is a big blow to the individual and family as well. The ESM finds himself in deep crisis. Incidentally the kind of support requires to handle the deadly crisis is also not expected to be forthcoming from any quarters. The problem only complicates in the long run taking its toll on the various other life variables. For this a crisis model Assessment Crisis Intervention Trauma Treatment (ACT) was suggested by Roberts (2002) in response to the horrific WTC terrorist attack on 11 September 2001. The crisis model has direct bearing with the process of adaptation. The state of crisis as defined by Roberts (2000) “a period of psychological disequilibrium, experienced as a result of a hazardous event or situation that constitutes a significant problem that cannot be remedied by using familiar coping strategies”. According to Greene et al. (2000) the word ‘crisis’ in Chinese have two characters having meaning opposite to each other that translates into danger and opportunity. The model postulates that an individual remains in a state of delicate psycho-socio equilibrium in respect of immediate environs. Owing to the equilibrium the adjustment, wellbeing and other personal variables remains in a hale and hearty state. The individual strive to achieve its potential on the plank of psycho-social equilibrium. The slight disturbance in the equilibrium places extraordinary stress on the working style as well as life of the individual. The undue stress poses a threat to the psychological wellbeing of the individual when the relationship with the immediate environs dwindles. To raise above the occasion the ESM [individual] searches for alternate activity [employment].
If successful in finding gainful employment in time, ESM adapts to new milieu with ease and the graph of adjustment, and achievements’ rises while of psychological distress it declines, if not, vice-versa. The unprecedented involvement of military personal in a number as well as type of operations over the last two and half decades [since the origin of armed militancy in the late eighties] gave rise to various psycho-social issues concerning the soldiers hanging up their uniform. As compared to the developed world, in India the authentic research on the subject is scanty. In the Indian context politicians and media too gave little or nil attention to the issue whereas the western media gave it large coverage forcing governments to take curative steps (Samele, 2013). The incidence of mental health problems in ESM are expected to be prevalent at larger scale than expected. The psychological distress problems are intricately woven around the social issues. The ESM is filled with anxiety and self-doubt few days prior to retirement. These elements start developing further and grow into well-developed psychological disorders with in short span of post retirement if no constructive support is received in the meantime.

The mental health foundation in its report (2013) found that most of the ESM are found to be in a good mental health state. However small percentage of ESM who are inflicted with psychological disorders are found to be suffering from depression or anxiety (Iversen et al., 2009) similar to the general population in percentage points. The mental health problems experienced by military personnel are the same [type and degree] as the general population, although experiences during service and the transition to civilian life means that their mental ill health may be triggered by different factors. Post-Traumatic Stress Disorder (PTSD), depression, anxiety, Border Line Personality Disorder, loneliness, irritability, sadness, mood tantrums, grief, acute stress and substance abuse affect a significant minority of service personnel and veterans. Evidences suggest that a significant gap exists between the actual needs of the ESM and the amenities and services available to this exclusive class of citizens.
Clinical circumstances such as, Post-Traumatic Stress Disorder, depression, anxiety, adjustment disorders, chronic addiction, bi-polar disorders and other problems are being accepted as potential problems adversely affecting the ESM (Tonks, 2012). Loh’s (1994) study revealed that Malaysian army veterans are found to be facing several issues such as psychological disorders, alcoholism, homelessness & unemployment. While demographic and socioeconomic factors are significant drivers of psychological well-being, they appear to account for only around 10 per cent of the variation in psychological well-being between individuals (Andrew & Withey, 1976; Argyle, 1999) at least in economically developed countries such as the UK and the US. Personality factors (extraversion and neuroticism) account for around twice as much of the variation between individuals (Abbott et al., 2008; Gutierrez, Jimenez, Hernandez, & Puente, 2005).

Accidental killings, another professional hazard, fill the soldier’s conscience with immense remorse leading to a condition named “moral injury” by Pauline (2013). It is a conflict with the self which is prone to interfere with the mental fitness of the sufferer. The writer quotes from an officer who resigned that, “It's far too easy for people at home, particularly those not directly affected by war ... to shed a disingenuous tear for the veterans, donate a few bucks and whisk them off to the closest shrink ... out of sight and out of mind" and leaving "no incentive in the community or in the household to engage them."

ESM are vulnerable to social exclusion and homelessness, both being risk factors for mental ill health. In UK 25% homeless people had served in the armed forces (Gale, 1998). Across UK, a psychological treatment program for traumatized Ex-military personnel is being run by Community Housing and Therapy centers with encouraging results. Similarly along with the present support system the government also needs to focus on providing psychological services on wider scale to ESM. Psychological supports needs to be breezy which means that helps in deciding the correct course of action within the ambit of available yet minimal resources.
In a review article, Brounéus (2014) found that the mental health of a soldier is negatively affected by the combat exposure rather than the deployment. The intensity and duration of exposure to the lethal & hostile fighting seeds the ill health. To mitigate the unbearable manifestations of such events the ESM resorts to alcoholism and suicide ideation. The easy availability and in-service feel of the alcohol make it an easier option for overindulgence by ESM.

Alcohol is considered by many as integral part of army life style. The military life style across the world encourages soldiers to engage in liquor lust to ward off days hardship, to strengthen interpersonal relations and to cool the cadence. However, after retirement the habit of drinking metamorphose into pathological (Strange, 1984). According to Strange, “for military careerists... and their families, retirement may mark a cataclysmic change in many aspects of living” (Quoted by Yanos, 2004). Military combat veterans, as some researchers like to name ESM, are prone to substance abuse. This has become an issue of increased attention worth exploration for researchers. “Research on veterans of the recent conflicts in Iraq and Afghanistan has demonstrated rates of alcohol misuse in the range of 25%-40%” say Calham et al. (2008). Only 2.5% of overindulgent ESM are likely to seek professional assistance for alcohol misuse (Burnett-Zeigler et al., 2011). It interprets that small number of veterans are treated for the alcohol misuse. The larger number who remains in oblivion is likely to suffer several psycho-physical health issues untreated. Definitely it is a concern worth departmental pressing attention. The alcohol misuse among ESM population is made worse by high rate of PTSD (Megha et al., 2014). A survey study by Toblin et al. (2014) at Walter Reed Army Institute of Research found that 44% of veterans undergone persistent chronic pain and 15% used opioids which is more than the rate prevalent in the contemporary civilians (JAMA Internal Medicine, 2014).

The individual role of a soldier in the organization ceases with the retirement, an inevitable event of employed life. Post retirement, the erstwhile
soldier slips into a new role of ESM where he faces numerous psycho-social challenges. The role-differentiation being the engine, leads the legion of these multifaceted challenges. Role-differentiation means change from the functional position occupied by the soldier during the active service to a new role within the psycho-social set up of civilian life style. The degree to which the individual has developed a capacity to cope with the many frustration and problems associated with the normal demands of living in frequently referred to as the degree of emotional maturity he possess (Tucker, 1970). [Positive] Emotions play important role in psychological distress and adaptation. The optimum ratio of positive to negative emotions is up to 3:1 (Fredrickson & Losada, 2005). Emotions are known to play important role in psychological distress of human beings. They provide the foundation and drive the behavioural outcomes in psycho-social environment. The studies have found that “high level of positive emotions and low levels of negative emotions are an essential component of health and subjective wellbeing” (Cited by Quodbach et al., 2014 from CoeNeve & Cooper, 1998; Disener, Suh, Lucas, & Smith, 1999; Fredrickson, 2001; Watson & Pennebaker, 1989).

Emotional fitness reflects a soldier’s positive mood, life satisfaction, optimism, freedom from depression, character strength, personal resilience, and active coping styles (Singh et al., 2014), which helps to overcome bad experiences and has long term consequences for wellbeing (psychological distress). A soldier is empowered to look after his self-esteem in a dignified way without compromising with-in vogue social regulations. Self-esteem is the evaluation which the individual makes and customarily maintains with regard to himself; it expresses an attitude of approval or disapproval and indicates the extent to which the individual believes himself to be capable, significant, successful, and worthy (Coopersmith, 1967). The soldiers and ESM need emotional consolidating interventions. These interventions provide crucial inputs for managing one’s day to day upheavals arising out of new system of settings.
The individual is made aware that the process of transition is a natural one, experienced by most. The key is to successfully sail through carrying in conjunction with your material demands and resources. Material demands have tendency to recede by virtue of judicious utilization of available resources. Material demands and resources are complementary to the well-adjusted life process. The synchronization between the material demands and resources is regarded as a means to achieve successful transition. Military context provides conditions that may arouse emotions frequently, e.g., constant possibility of deployment, leaving family behind as soldiers move from one post to another, strict hierarchy, lack of control and tight interdependence (Singh et al., 2014).

The study by Virginia et al. (2009) suggests that the serious sleep problems are more common among the veterans. The results demonstrate that the sleep problems are more intense among the veterans. The soldiers who return from the combat deployment and later separate from military service need to be given extra attention to sleep hygiene across the board. Psychological distress is known to interfere with information processing aspect of cognitive domain. Taft et al. (2011) found out that PTSD might lead to aggressive behaviour in the individual due to problems in information processing. The veterans afflicted with psychological distress may suffer due to veterans entering into a “Survival mode” of functioning. The veterans with the disorder are more inclined to perceive threats in their immediate vicinity by virtue of their high familiarity with combat situations. The study by Williston, Krill et al. (2015) says, “This occurs even in contexts in which there is an absence of realistic threat. In response to these perceived threats, the veterans experiencing psychological distress symptoms are more likely to employ an overly hostile interpretation of events”. A featured study from the Institute of Medicine says, “Demands for psychological distress services among current and former service members are at unprecedented levels and continue to grow”. It further says, “The lack of standards, reporting, and evaluation significantly compromise Department of Defence and Veterans Affair efforts”.

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A cross sectional study conducted by Veterans Affairs Canada showed that veterans were found to be suffering from chronic health problems and higher rate of disability. They were found to be of poor health attributed to military service in comparison with general population of Canada. The survey further highlighted that 91 to 92 percent ESM suffered from at least one poor health condition verified by the health experts. And approximately 40 to 60 percent had homed in any case one mental health issue. The overall health indicators both physical and mental of the ESM were lower than the general population. It signifies that the psychological distress is an important component in adjustment as well as achievements in civil life for the ESM (STCL, 2011).

The psycho-physical strength gained during the training and service period gradually softens in dearth of availability of appropriate environment and little or nil utilization when in civilian life style. Resilience, the revitalizing cognitively augmented feature of human being, is the ability to positively adapt to adversity and recover from challenges (Singh et al., 2014). It occurs naturally in behavioural domain but at times needs to be whetted with training.

The short resilience training might be useful in providing support to the development of positive mental health (Allers, et al., 2015). More recently, the WHO has defined positive mental health as “a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community” (WHO, 2001). The resilience training is one of the important therapeutic models, “Designed to teach individuals evidence informed skills, promoting mental health to prevent the development of symptoms and adjustment problems and to enhance adaptations” (WHO, 2001). ESM, the erstwhile soldier was basically trained to handle extreme stressful [combat] situations. The combat training put forth psycho-physical challenges to the soldier raising multifaceted demands. The physical part of these demands is fulfilled through well managed diet, rest and physical therapies. However, the psychological part remains unnoticed which take a toll on the general wellbeing of the soldier.
According to Huppert (2009) “An individual’s level of mental capital and psychological well-being is powerfully influenced by her/his early environment, particularly maternal care. The external circumstances affect our well-being, but our actions and attitudes may have a greater influence”. The stressful time is likely to wean away gradually with learning of tricks of trade.

Thompson et al. (2014) studied “Disability correlates in Canadian Armed Forces Regular Force Veterans” with a sample consisting 3154 Canadian ESM (Regular Armed Forces Veterans) and found that the veterans face almost 28% higher (49% and 21%, respectively), activity constraints during retired life than civilians. For normal life functioning almost 17% veterans need help in at least one physical activity whereas the percentage points for the general population is 5%. It construe that ESM are 12% more at risk of facing difficulty in routine life in the last leg of their life. It furthers the risk of difficulty in adjustment and achievements in civilian part of their life. The study concludes that disability was significantly correlated with an array of several factors such as, personal and environmental along with health conditions. The factors and conditions responsible for poor health indicators in the study are attributed to the military service rendered. The veterans who faced exclusive service conditions need exclusive interventions to tide over the prevalent health concerns for proper adjustment.

‘Give an Hour’ (GAH) is a non-profit foundation in partnership with American Psychiatrist Association dedicated to the soldiers, veterans and their families. This organisation was founded by Dr. Barbara V. Romberg which helps the soldiers and veterans in easing their mental loads through mobilizing trained volunteer mental health experts in contributing at least one hour of their time in a week. Such efforts are genuine concerns for those who served in hostile conditions and survived with invisible injury.
Adjustment

“The aggressive, primitive urges expressed in hate, violence, destruction, and the need to kill has been encouraged in the fighting soldier throughout the period of his conditioning, combat training and fighting. All of these attitudes and conduct will have to be reshaped and controlled....Failure to achieve this end will result in unrestrained patterns of, belligerency, hate, violence, corruption and plunder” (Quoted by Robert et al., 1971). The non-commissioned officers or ORs (Other_ranks) retired military personnel choose to settle in their ancestral settings because of various factors revealed during interaction with them. These factors include, unprepared retirement, minimal or nil pre-retirement planning, psychological attachment with home environs, financial constraints, agricultural land holdings, old parents’ responsibility, socio-cultural obligations, joint family (Amundson & Borgen, 1992 & Beehr, 1995). The system of settling in the ancestral vicinity might help in offsetting the outcomes of maladjustment.

At the outset it looks an infallible plan but studies reveals that the soldiers who chose to settle in the ancestral vicinity face relatively more adjustment related problems than those who never turns up to their village for the same. According to Yanos (2004) disturbance in personal economics was the greatest factor in deciding the magnitude of success of transition for military officers. The present financial status is a great concern for the ESM. The second factor that played important role in transition is interpersonal relations in context of family, friends (military and civilians), colleagues, subordinates, seniors, and society at large. She further concluded that mismatch of past status with present status in terms of income is another grey area significantly affecting the adjustment and wellbeing (psychological distress) of ESM. None of the ESM prepared for the impending retirement for long term in advance. As far as social support was concerned it was available consistently from immediate as well as extended family with stable relationships. In her study, it was revealed that the effect of transition from military to the civilian set up was not significant on interpersonal relationships. Another point worth mentioning from her study is the self-identity.
In the words of Graves (2005), those United State military officers who retired prematurely (≤15 years) faced categorical problems in transition from military life to civilian life. McDermott (2007), found that the ESM has to struggle a lot to gain the lost self-identity suffered due to contracted sense of worth. Health, both mental and physical too suffered due to reasons attributable to the retirement from the military. The general wellbeing of the ESM was negatively impacted by the process of shifting on account of retirement which was measured with the help of Bradburn Affect Balance Scale. The result was viewed through the prism of correlation with self-reports of happiness. It is concluded that owing to uniqueness of military customs, ESMs find it difficult to re-integrate with the civilian life style in short period of time.

Parmar, (1999) while studying resettlement and socialization difficulties of ESM of Rajasthan found out that their problems are different than the civilian retirees, hence need different kind of treatments. Lave and Wenger (1991) said that military is a complete ‘community’ in itself. However, strong economic standing can lubricate the adjustment progression while weak ones can have contradictory effects. The young ESM by virtue of diverse and rich firsthand experience of human geography is a perfect hallmark of grit. It can be defined as perseverance and passion for long term goals, working strenuously towards challenges, maintaining efforts and consistent level of interests despite failure, adversity and plateaus in progress (Singh et al., 2014).

The differential environs of military and civilian lifestyle lead to the development of differential behaviour. The institutional temperament fails to adjust, adapt and accelerate with civil temperament. So, when the ESM shifts to new environs where behavioural settings need realignment with the existing paradigms of civilian system. The individual faces alignment predicament [adjustment] owing to already existing differential behavioural patterns. Morgan (2001) describes what he refers to as “the apparent sociological gap in civil-
military relations” in the United States” (Quoted by Gill & DeFranzo, 2014). The gap for the time being inhibits the transition progression. The off-center perception of soldiering by civilian segment has been the striking point responsible for the gap between them. As pointed out by Hugh & Gantzer in an article in The Tribune (20 September 2015) “Netas and babus, worldwide, are convinced that servicemen are uniformed dolts, fit only to carry out orders”. They further highlighted the viewpoint by saying, “When your life depends on others, trust is obligatory”. The ESM faces a sea of troubles because in the words of these authors, “Service personnel face frequent transfers, retire young and are unable to put down their roots long enough to acquire the wealth of their peers in other professions. They have had to find another ballast to give purpose to their lives”. Their inability to stabilize their early life in social structure inhibits them to acquire necessary traits of surviving the robust whirlwinds of civilian life. The gap between two mutually exclusive classes or guilds (Hugh & Gantzer, 2015) requires genuine contribution from both the sides to fill up and dissolve in each other quickly. But this is a hypothetical construct. The mainstream displays resistance while ‘The Guild’ suffers in silence and forced to remain at their self. The successful transition reprioritized, and become noticeably more fervent to the self and interpersonal relations. The life changing latent events had categorical credence over the adaptive behavior of the ESM. The ESM who have directly witnessed death at hair strand distance had a far-reaching impact on their behaviour when in civilian fold.

A cross sectional study conducted by Veterans Affairs, Canada showed that 62% veterans found it little easy for re-adjustment in civilian life while 25% faced difficulty in adjusting in the new environs (STCL, 2011).The transition from military to civilian lifestyle is a life time role reversal event in the life of a soldier with significant impact but overlooked by researchers of all hues (MacLean et al., 2010). 37.6% Canadian veterans responded that they faced difficulties in transition from military life to civilian life, while 75.8% reported that they struggled hard with as a minimum one matter immediately after separation from service and 79.4% reported post retirement they have struggled
for at least with one issue (Timothy & Papile, 2010). The ESM faces monetary hardships at a great extent during the transition which later interferes with wellbeing, adjustment and significantly effects the achievements. The 53% of soldiers retired from Indian Air Force faces adjustment related difficulties including resettlement, meaningful support from well-wishers and poor administrative assistance from Zila Sainik Boards (Maharajan, et al., 2014). The freedom to express individuality is concentric to psycho-social interpersonal relations. The ESM conveniently treaded the path of cementing new interpersonal relations on the platform of organizational behaviour. The behavioural reference points are institutionally embedded which are often proved time and again of little worth in the predominantly self centric social set-up. When a soldier separates from service he has high hope in the maxim of democracy [individual freedom] but when he lands on the dry bed of reality he experiences a soft yet bitter jolt of reality. He experiences a shortfall of inclusion and acceptance from the psycho-social set-up where he is trying to gain comfortable access.

The outcome of a Singaporean study conducted during July-1995 to June-1996 regarding adjustment problems faced by the newly enlisted citizens (sample-77 cases) for compulsory National Service, it concludes that they are found to be inflicted with stress-related disorders, anxiety, mood and other psychotic disorders. It was directly attributed to the differentiated military environment (Cheok, et al., 2000). Evidences emerge from the study conducted by Committee on Veterans' Affairs under the chairmanship of Hartke (1972) states that considerable veterans experience a kind of alienation, when they return to civilian fold. It has been found that such feeling occurs among the soldiers who joined military with lower education. They are found to be seeking easy transition from military to routine civilian life rather than looking for special treatment from state or society. The 48% Americans thinks and see that ESM who wishes to join the mainstream civilian life are not being treated by several stake holders with what they deserve. The study says, “From the research findings thus far, it appears that the whole question of treatment of returning veterans is a serious burden on the conscience of the American public”. Additionally the findings suggest that the
civilian population and employers are cognizant of the appropriate behaviour due to the ESM yet they find the behavioural treatment meted out to ESM is not apposite to their stature.

The study by McNeil (1983) revealed that approximately 30% of retired soldiers face adjustment related problems for longer period and the anxiety among these soldiers at all the three transitory stages i.e. pre-retirement, during the retirement and post-retirement is found to be high. The issue of adjustment and psychological distress creep-up owing to modulation of new role with hangover of previous beliefs, systems, attitudes, working styles and verbal stream. The adjustment demands total transformation of the erstwhile soldier. The immediate members are the first to notice and [family members] feels the change in the family environment. “में तड़का ही में इज़ल नहीं करता और कहता है कि ये फौज नहीं है। यहां पर आपके ऑर्डर नहीं चलने वाले” (Even my son does not respect me and says this is not army. Your orders have no value here) said a disgusted ESM in a sweat drenched blue uniform while performing frisking duty at the entrance gate of a university. Another veteran (Subedar Major) with red eyes [indicating that he has just woken up from after lunch slumber] leisurely slipped into quilt in a winter evening said, “There (Active Service days) I received more respect than my sons, relatives, friends and society collectively gives me now, those were the golden days, gentleman”. He further said, “I like to keep minimum relations with these (means his son & civilians) people because they are dishonest and stabs in back”. Most adapted their military skills and attitudes to suit the civilian environment and accepted that many civilians do not work and think in the same, positive way as ex-soldiers and gradually modified their own approach to work (McDermott, 2007).

Empowering the ESM with means to maintain and sustain their living is an important intervention in adjusting to the civilian set-up. The social fitness which refers to capacities of individuals and groups to sustain the social relationships and to endure and recover from stressors and social isolation (Singh et al., 2014) quotient of ESM needs fillip to have better fruitful results.
Though, adjustment is a personal construct but is predominantly steered by several external factors and dimensions. Psychosocial dimension of adjustment is one of them which have significant influence on adjustment related behaviour.

Achievements in Civil life, Present QoL, Overall Satisfaction Level and QoL Expected While Joining the Indian Army.

The soldier who used to handle high stress prompted by the randomness, suddenness and speed of enemy action successfully (Jension & Wrisberg, 2014) is now a modest guard performing humiliating duty for the sake of livelihood (An ESM performing Guard duty at a University gate). Bartone, (1999) suggested that personality hardiness,[Propounded by Kobasa (1979) as a high sense of life and commitment, greater control, openness to challenges and changes] an important component of human temperament, which provides a protective shield against war related stress incubated when away from the combat situations.

Earlier the soldiers who separate from UK armed forces, most of them transits into civilian fold hassle free (Cited by Van, 2007). These soldiers use to experience a successful transition while keeping their previous philosophy and poise intact. However, the ESM of UK & US who have unsatisfactory resources in terms of health, education, re-employment and financial instruments on separation from service are known to have unpleasant transition (Van, 2007). The studied sample of ESM of UK faces greater degree of disadvantageous situations in civil life six months after separating from military service (Van, 2007).

A study by Veterans Affairs department of Canada found that approximately 8 percent ESM were unemployed, a rate similar to the general population of Canada (STCL, 2011). The soldiers who under goes military training are instilled with modified social values and much needed life skills i.e. life skills, physical or perceptual motor skills (for e.g. practical or health skills), Livelihood skills (for e.g. crafts, money management & entrepreneurial skills). They undergo an exclusive style of socialization process suited for the attainment of institutional long term, short term as well as immediate goals. The military training is of little
help when it comes to post retirement employment in the civilian sector. The evidences suggest that the military training was not useful ("somewhat" or "not at all useful") for 48 to 51% veterans for gaining post retirement gainful employment (Committee on Veterans' Affairs, 1972).

One of the major components of military training is there-socialization process which aims to endow new recruits with cooperative behaviour which is achieved by the phenomenon of all-weather healthy friendship. According to Little (1981), "The friendship in the military is a necessity for survival rather than a social activity". The partial or complete dearth of components of concept of fully faithful cooperative behavior learned during the active service as an element of socialization might trouble the ESM (Yanos, 2004). To ward off this inevitable event of retirement most military retirees (Officers) prefer to settle near the military stations, it also helps them in availing facilities offered by the government to the ESM (Yanos, 2004; Little, 1981; McNeil, & Wright, 1983; &Snyder, 1994). While settling around the military stations the ESM believes that the transition into civilian fold will be relatively less demanding because some of the socialization features needed for this process are already available with them (Yanos, 2004). However, when they enter into the civilian set face they found themselves poorly equipped to take on the entirely new civilian system. Achievements are function of availability of several resources and their suitable combination. The resources are mainly of three type i.e. psychological, academic and material resources. The psychological resources such as, fluid intelligence, creativity, problem solving, decision making, passion, and determined efforts play important role in achievements in civil life (Maheshwari et al., 2015). Material resources include agricultural land, capital, ancestral property etc. while academic resources include educational qualifications, professional qualifications, skill, business acumen, management wisdom etc. A right combination of various types of resources in association with concerted labour culminates into significant success as postulated by Gladwell (2008) in his 10000 hours rule which states “10,000 hours of "deliberate practice" are needed to become world-class in any field".
Studies reveal that the last held Rank, time from the date of retirement and type of retirement (compulsory or voluntary) did not have significant effect on the satisfaction level of ESM (Tripathi, 2015). The presently available facilities for resettlement of ESM are grossly inadequate (Singh, 1985) which have negative effect on QoL and satisfaction level. The on-field services provided by the central and state governments comprehensively failed to achieve their expected results. For e. g. the almost 90% of ESM residing in their ancestral home settings in the border districts of Punjab lack basic amenities required for quality of living (Datta, 1992). Evidence suggest that the condition of ESM in a high per capita income state is pathetic, we can just imagine the kind of lives ESM would be living in low per capita income states. Kapoor (2002), in his study suggested that the Ex-servicemen can be helped in resettlement through several effective measures such as, formation of Ex-servicemen Industrial Development Corporations, dedicated Ex-servicemen Corporations (Transport and Construction) and Co-operatives etc.

**Trends**

1. ESMs/Veterans are a distant class among retirees (Huntingto, 1957; Heinecken, 2014 & Parmar, 1999).

2. Post retirement problems appear to be a global phenomenon among veterans/ESMs, however there are mixed observations: Van (2007) reports hassle free transition in UK ESM. Lamb (2006) found a small % of ESM suffer depression and anxiety; whereas, Mental Health Foundation Report (2013) reported most ESMs in good mental health. Although Iverson et al. (2005) said that little was known for predicting successful integration of retired ESM in civil life. The extent of difficulties faced by ESMs post retirement varied a lot, e. g. 25% face difficulty in Canada, 8% remained unemployed (STCL, 2011), 37% face difficulty & 79% faced at last an issue to struggle by Canadian veterans (Timothy & Papile, 2010); Braithwaite (1980) found 33% as perceiving retirement as difficult.
3. Veterans & ESMs encounter variety of psychological problems, such as, Maharajan et al. (2014) found that 53% ESM face adjustment related problems, McNeil (1983) observed that 30% had adjustment related problems & high anxiety; Cheok et. Al (2000) reports stress related problems in Singaporean Ex-service; Psychological distress and mental health problems have been widely reported (Virginia et al., 2009; Jolly, 1996; Golub et al., 2013; Tonks, 2012; Gale, 1998 from UK; Loh (1994) in Malaysian Veterans etc. Taft et al., 2011; Williston, Krill et al., 2015).

4. Some reports describe behaviour like overindulgence, alcohol, opioids, drugs & other substance uses (Burnett-Zeigler et al., 2011; Toblin et al., 2014; Calham et al., 2008).

5. Browns, 2014; Megha et al., 2014; and Pultine, (2014) attributed problems of veterans due to moral injury, combat killing and war etc.

6. McDermott (2007), Hupport (2009) observed that there shall be a gradual adjustment after the emotional stress due to job loss & after stresses shall wean away.

7. Financial decline emerged as a trigger for many problems by many, such as, Yanos (2004), Jolly (1996), Golub et al. (2013), Van (2007), Gladwell (2008), Maheshwari et al. (2005), & Singh (1985).

8. Some other characterize the transition from Defence service to civil life as a role transition (Yanos, 2004), role reversal (McDermott et al., 2010), change of value orientation (Lindy, 2014), alienation (Hartke, 1972), loss of friendship as cooperative behaviour (Little, 1981). Anders (2005) interpreted it as loss of contextual factors which made the transition difficult. Therefore, some settle near military stations (McNeil & Wright, 1983: Snyder, 1984), whereas some go to their ancestral settings (Amundson & Borgen, 1992; & Beehr, 1995). It may also put some resource issues (Datta, 1992; Kappor, 2002).
9. Age vis-à-vis Rank has been reported to be a factor (Tripathi, 2015; Gruder, 1995; DeRanzo, 1990).

10. Home/house, skills (saleable), education, employment, income are the resources with the ESM to handle the demands at hand.

**Conclusion**

Upon concluding, it can be stated that the soldier is a gift to the society by the society for the sake of the existence of civilization. A soldier when loses his productive capacity [in terms of army requirements] is asked to hang up his uniform. Sans olive camouflage greens, belt and barrettes the soldier metamorphose into a semi soldier. From 82 selected academic materials, it can be inferred that ESM is a class apart with exclusive life cycle. They are trained in a hard yet inhuman business of killing. The studies, articles, memoirs, quotations and individual views substantiate that they face difficulties in adjustment, psychological distress and gaining gainful employment in post-retirement phase of their life. The professional stress tends to enhance the psychological distress leading to shorter post retirement life expectancy 67 years for JCOs and between 59.6 and 64 years for Other_ranks. It can be attributed to several demanding features unique to their institution. The long term separation from family, working to the optimal capacity in extreme weather conditions, highly uncertain prospects in civil life etc. are some of the several features having maximal psychosocial damage on their psyche. By and large, globally the Ex-soldier faces similar trends of adjustment, reintegration, psychological distress and re-employment difficulties, irrespective of their geographical location & economic status of their country (developed or developing).

However, there are certain gaps pertaining to studies on ESM (NCO) such as, severe dearth of:

(a) longitudinal studies on ESM (NCOs) of 5 years or more duration,
(b) studies involving spouse of the ESM (NCOs),
(c) SES and life expectancy,
(d) significance of plethora of policies & reservation system,
(e) significance of present system of useless Pre-release courses, and
(f) studies of bio-social indicators of ESM (NCOs).

These gaps must be filled in order to get broader picture of post retired life of army ESM (NCOs).

At the brighter side, the governments, civil societies, welfare institutions and other formal and informal organizations offer specialized support to erstwhile soldiers christened as veterans. Multi-agency efforts are proving of little help to Indian ex-soldiers. These agencies need to have coordinated efforts & an integrated mechanism so that the welfare scheme can be delivered to the targeted population on real time and need basis.
The Problem

The studies reviewed in this chapter were found to be mainly done on commissioned officers of defence services in various countries around the world. However, these studies are cited here on variable compatible grounds. The studies pertaining to the selected variables on non-commissioned officers are limited. From the available literature it has emerged that ESM worldwide face more or less similar predicament on adjustment, psychological distress and achievements in civil life. Braithwaite (1986) described that retirement is a difficult phase of life for soldiers. The transition from military life to civil life is a bit difficult phase of life owing to sudden change in environmental components as suggested by Baumann (2007) that a soldier is brought up in military environs such as, discipline, decisive loyalty, categorical obedience and resolute responsibility. Studies by Huntingto (1957) and others observed that career in army basically differs from careers in civilian life, owing to this difference adjustment becomes little difficult at later stage of life. The major component of soldier’s profession is management of violence Lindy (2014), which makes individual little bit tough in his behaviour further aggravating transition, adjustment, and achievements in civil life. The wellbeing aspect of ESM too is adversely impacted due to change in psychosocial milieu (Steptoe et al. 2012). Achieving in civil life after expanding major productive part of life is a tough challenge for new entrants. Studies by Gruder (1995), Yanos (2004), Feist & Barron(1996) and Orthner (1990) suggest that achievements (professional success and prestige) is a function of several social and emotional abilities which needs to be four times more important than IQ. The review signifies a unified yet differential position on the selected variables.

The detailed analysis of review engenders following few questions:

1. Whether soldiers after retirement face adjustment related issues?

2. Whether soldiers after retirement face psychological distress related problems in their life?
3. Whether they have enough capabilities which help them in gaining gainful employment in civilian life?

4. Whether there is any difference in adjustment, wellbeing, and achievements in civil life between JCOs and Other_ranks?

5. Whether both psychological and material demands and resources may affect their adjustment, wellbeing, and achievements in civil life?

Considering above facts and reviews obtained from various sources, the problem is formulated and entitled as, "General wellbeing, adjustment and achievements in civil life vis-à-vis personal resources and demands of non-commissioned officers of army ex-servicemen".

Objectives

The key objectives of the study are:

1. To assess the phenomenon of adjustment, psychological distress and achievements in civil life in the Indian set up since the demands and resources are, by and large, local rather global.

2. To verify whether retired Junior Commissioned Officers (Subedar Major, Subedar, and Naib Subedar) and Other_ranks (Havildars and below) are experiencing the similar problems in adjusting with the retirement and ensuing outcomes.

3. To trace the time lagged process of post retirement adjustment in various fields of life during the first year and also to tap the clustering of psychological variables across the time phases.
Hypotheses

1. There would be significant difference between the JCOs and Other_ranks on the dependent variables {post retired general wellbeing (psychological distress), adjustment and achievements}, which may be moderated by personal resources and demands quotient.

2. There would be significant effect of time period on the dependent measures, which may also be moderated by personal resources and demands quotient.

3. The effect of rank on dependent variables may be affected by time periods over a year, i.e. a significant interaction between rank and time period. It may also have demand/resources quotient as a significant covariate.