

[Translation]

### Pension to Labourers

556. SHRI MANJAY LAL : Will the Minister of LABOUR be pleased to state :

(a) whether the Government have recently introduced the Pension Scheme for the EPF Subscribers of non-Government sector;

(b) whether the Government are aware that some employers in private factories are maintaining duplicate registers of labourers, which deprives the pension to the workers; and

(c) if so, the action taken by the Government against the employers for cheating the labourers ?

THE MINISTER OF LABOUR AND MINISTER OF TEXTILES (SHRI G. VENKAT SWAMY) : (a) Yes, Sir.

(b) and (c) As the employees' Pension Scheme has started operating only with effect from 16.11.1995 there is no information relating to employers maintaining duplicate registers resulting in deprivation of pension to the workers. As such the question of taking action in this regard by the Government at this stage does not arise.

### Recruitment and Service Conditions for Pilots

557. DR. K.V.R. CHOWDARY : Will the Minister of CIVIL AVIATION AND TOURISM be pleased to state :

(a) the criteria such as qualifications and age, etc. fixed for selection of trainee pilots in Air India and Indian Airlines and their service conditions;

(b) the duration of their training and expenditure incurred on providing training to a pilot;

(c) the salaries and allowances offered to pilots by IA & AI, separately;

(d) the number of times the pilots of AI & IA resorted to strikes during each of the last three years; and

(e) the loss suffered by the said airlines during the above period, separately ?

THE MINISTER OF CIVIL AVIATION AND TOURISM AND MINISTER OF PARLIAMENTARY AFFAIRS (SHRI GHULAM NABI AZAD) : (a) Necessary details are given in the enclosed Statement-I

(b) Depending on the size of the batch, the period of training of trainee pilot to Co-pilot ranges from 8 to 12 months in Indian Airlines and 8 to 16 months in case of Air India. Additional training period is however involved in conversion of pilots from one type of aircraft to another and from Co-pilot to Commander. Average expenditure incurred by Indian Airlines and Air India for imparting training to Trainee pilots is Rs. 15.40 lakhs and Rs. 14 lakhs respectively.

(c) Necessary details are given in the enclosed Statement-II.

(d) Pilots of Indian Airlines resorted to strike twice in 1993, twice in 1994 and four times in 1995. During the last 3 years, pilots of Air India went on strike once in September, 1993.

(e) Indian Airlines suffered a loss of Rs. 195.16 crores in 1992-93, Rs. 258.45 crores in 1993-94 and Rs. 188.73 crores in 1994-95. Air India earned profits during each of the last 3 years.

### STATEMENT

	INDIAN AIRLINES	AIR INDIA
Educational Qualifications	Matriculation or its equivalent. Graduation with Physics and Mathematics preferred.	Higher Secondary (10-2) or equivalent examination from a recognised University/Board from India. Preference given to Science Graduates and those having additional flying experience with computer background.
Technical Qualifications	(i) Current Commercial Pilot's Licence. (ii) Current Flight Radio Telephone Operator's Licence. (iii) Current Certificate of Proficiency/Radio Telephone Restricted. (iv) Instrument Rating Certificate or 20 hours of actual instrument flying experience on an aircraft, with Morse Test (8 w.p.m.) for issue of Instrument Rating Certificate.	(i) Current Indian Commercial Pilot's Licence with an endorsement on a twin engine type of aircraft. (ii) Current Flight Radio Telephone Operator's Licence. (iii) Current Certificate of Proficiency issued by the Wireless Advisor, Government, of India. (iv) Current Instrument Rating Certificate.
Upper Age Limit	(i) 30 years (35 years in case of SC/ST). (ii) Upper age limit relaxable by one year for every completed 300 hours of flying experience, over and above the minimum requirement of 250 hours of flying experience for Commercial Pilot's Licence. This relaxation is subject to a maximum of two years.	30 Years for General and OBC Candidates. Relaxable by 5 years for SC/ST candidates. Ex-Serviceman relaxation will be as per the Government Rules.

### Service Conditions of Trainee Pilots of Indian Airlines

1. The Trainee is required to undergo training and assessment as trainee Pilot at Central Training Establishment, Hyderabad and at the station of posting.
2. On completion of training at C.T.E. Hyderabad, he may be posted at any of the four regions viz. Northern/Eastern/Western/Southern, where he will have to undergo further flying training.
3. His appointment is subject to his being declared fit by Medical Officer in E.E.G. Test.
4. During the training period, he will be eligible to receive stipend of Rs. 6000/- per month.
5. On successful completion of training and obtaining necessary endorsement and Instrument Rating from the DGCA, he will be appointed as Second Officer on a fixed pay of Rs. 770/- per month plus variable Dearness Allowance, as applicable.
6. His release as Second Officer and appointment as First Officer will be on the basis of performance during training period.
7. He will maintain strict discipline, integrity and good behaviour during the course of training and shall be governed by the applicable Rules and Regulations of the Corporation as framed and amended from time to time in this regard.
8. He will be required to execute an agreement/Indemnity Bond for Rs. 10 lakhs on non-judicial stamp paper of appropriate value to successfully complete the training and to serve Indian Airlines as a Pilot for a minimum period of ten years after completion of training and appointment as Second Officer and for a period of ten years after each subsequent endorsement by DGCA. In the event of non-fulfilment of this stipulation, he will be liable to pay the liquidated damages in the amount specified hereinabove to Indian Airlines.
9. (a) The training and appointment programme may be terminated forthwith without any notice or at any time by Indian Airlines for reasons including his unsatisfactory progress or behaviour or due to any act of omission or commission on his part which in the estimation of Indian Airlines, amounts to a misconduct.  
(b) In such an event the trainees will be required to reimburse to Indian Airlines the amount in the agreement and the Indemnity Bond.

### Service Conditions of Trainee Pilots of Air India

1. Selected candidates will be appointed as Trainee Pilots and will have to undergo extensive ground, simulator and other training. During the training period they will be paid a stipend of Rs. 3700/- per month. The selected Trainee Pilots will have to execute an

agreement on appointment and performance bond after completion of each subsequent training as stated in the agreement which the Trainee Pilot executes on appointment.

2. On successful completion of their training and on obtaining endorsement on their licence on the specific aircraft on which they are earmarked, they will be placed on probation as Co-Pilot. On successful completion of their probationary period and if their progress is found satisfactory, they will be confirmed as a Co-Pilot. However, they will be required to obtain ALTP licence within 5 years from the date they have been appointed as a Co-Pilot in the Company failing which this contract of employment will lapse automatically.
3. A confirmed Pilot will be eligible for benefits like provident fund, gratuity, medical assistance and air passage concession as per Company rules.

### STATEMENT-II

Indian Airlines	Gross emoluments at minimum of scale
1. First Officer	Rs. 48,000/-
2. Captain (Co-Pilot)	Rs. 76,400/-
3. Commander	Rs. 1,69,175/-
Air India	Gross emoluments at minimum of scale
1. Co-Pilot	Rs. 11,662.55
2. Senior Captain	Rs. 14,433.55
3. Dy. Operations Manager	Rs. 14,855.55
4. Operations Manager	Rs. 14,946.55
5. Dy. Director Operations	Rs. 16,232.75
6. Director of Operations	Rs. 17,732.75
In addition to salary, pilots are entitled for hourly payment for their flight duties. The agreed rates of hourly payment are as follows :	
Commander	USD per hour
Year 1-3	87.00
Year 4-6	93.00
Year 7-9	100.00
Year 10 and above	107.00
Co-Pilot	USD per hour
Probation	53.00
CPL on confirmation	61.00
ALTP on confirmation	65.00
Year 1-3	65.00
Year 4-6	69.00
Year 7 and above	75.00