

**GOVERNMENT OF INDIA  
CIVIL AVIATION  
LOK SABHA**

UNSTARRED QUESTION NO:6776  
ANSWERED ON:06.05.2010  
BENEFIT OF RESERVATION POLICY  
Kishor Shri Kamal

**Will the Minister of CIVIL AVIATION be pleased to state:**

- (a) the policy adopted by National Aviation Company of India Limited (NACIL) to provide reservation to SC/ST categories employees in senior grades;
- (b) the transfer policy of NACIL in case of temporary and permanent posting of employees at station within India as well as abroad;
- (c) whether benefits of reservation to SC/ST category employees are extended upto various grades; and
- (d) if so, the basis of implementation of reservation policy being observed by NACIL?

**Answer**

MINISTER OF THE STATE (INDEPENDENT CHARGE) IN THE MINISTRY OF CIVIL AVIATION (SHRI PRAFUL PATEL)

(a), (c) and (d): National Aviation Company of India Limited(NACIL) follows the Presidential Directives on reservations for Scheduled castes and Scheduled Tribes. Reservation is applicable even at senior grades in appointments by direct recruitment. In appointments by promotion, the reservation is applicable upto the lowest rung of Group `A` posts.

(b): As per the Service Regulations of NACIL, the Company may transfer/deploy an employee from one department /station/region to another in exigencies of service and needs of administration. The transfer of employees in Grade 1/9 from one region to another is effected on voluntary basis. The period of stay at an outstation is normally three years.