

**GOVERNMENT OF INDIA
CIVIL AVIATION
LOK SABHA**

STARRED QUESTION NO:402
ANSWERED ON:17.12.2009
RATIONALISATION OF MANPOWER IN NACIL
Jeyadural Shri S. R.

Will the Minister of CIVIL AVIATION be pleased to state:

- (a) the present aircraft to employee ratio in the National Aviation Company of India Limited (NACIL);
- (b) the aircraft to employees ratio in other major airlines, both domestic and international;
- (c) whether NACIL is overstaffed;
- (d) if so, the details thereof; and
- (e) the steps taken to rationalise manpower of the public carrier and put the airlines back on the path of growth?

Answer

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

(a) to (e): A Statement is laid on the Table of the House.

STATEMENT IN REPLY TO PARTS (a), (b), (c), (d) and (e) OF THE LOK SABHA STARRED QUESTION () NO. 402 FOR 17.12.2009 REGARDING RATIONALISATION OF MANPOWER IN NACIL.

(a): The employee Aircraft ratio as on 31.10.2009 of NACIL (including its subsidiaries) is 203:1.

(b): The employee to aircraft ratio which is prevalent in other major airlines (both domestic and other international airlines) is as under:-

Name of the Airline Employee / Aircraft ratio

British Airways	169:1
Air Canada	82:1
Cathay Pacific	138:1
Egypt Air	146:1
Air France	408:1
Thai Airways	306:1
Singapore Airlines	137:1
Lufthansa	202:1
Kingfisher	106:1
Jet Airways/Jet Lite	116:1
Spicejet	123:1
Go Air	156:1
IndiGo	110:1

(c), (d) and (e): There is no international benchmarking for an ideal aircraft to employee ratio. Aircraft to employee ratio varies from airline to airline depending upon the nature and extent of functions performed in house. As most of the airlines have outsourced majority of their functions which are still being performed in-house by the NACIL, its aircraft to employee ratio is higher in comparison to many other airlines.

With a view to reduce the aircraft to employee ratio, Government had not only reduced the retirement age in erstwhile Indian Airlines and erstwhile Air India, but had also frozen direct recruitment in both the airlines except in operational categories like Pilots, Cabin Crew, Engineers etc. This freeze in recruitment is still operative.

NACIL had initiated action as part of the Turnaround Plan along with cost reduction/revenue enhancement programme focussing on Fleet Rationalisation, Route Profitability, Manpower Rationalisation and Structural Changes. Fleet Rationalisation is being attempted through reduction of fleet size from 146 aircraft to 105 by March, 2011, which will result in reduction of future requirement of cockpit, cabin crew and engineers.