

**GOVERNMENT OF INDIA
CIVIL AVIATION
LOK SABHA**

UNSTARRED QUESTION NO:3077
ANSWERED ON:16.03.2015
WORKING OF AIR INDIA AND FORMER INDIAN AIRLINES
Mahtab Shri Bhartruhari

Will the Minister of CIVIL AVIATION be pleased to state:

- (a) whether the technical staff of the merged entity of Air India and Indian Airlines and former Indian Airlines are governed with different rules and regulations;
- (b) if so, the details thereof and the reasons therefor;
- (c) whether the technical staff of former Air India and former Indian Airlines work for five days and six days a week respectively despite their merger long time ago;
- (d) if so, the details thereof and the reasons therefor;
- (e) the areas of the merged entity of Air India and Indian Airlines which are yet to be harmonized along with the time by which these areas are likely to be harmonized; and
- (f) the other steps taken or being taken by the Government to govern technical staff of merged entity by uniform rules and regulations?

Answer

Minister of State in the Ministry of CIVIL AVIATION (Dr Mahesh Sharma)

(a) and (b): The workmen category of employees both technical and non technical of the merged entity of Air India and Indian Airlines are governed by the Service Rules and Standing Orders of the respective erstwhile companies. A Committee headed by Justice DM Dharmadhikari, was constituted to address the various Industrial Relations issues including pay/wage rationalization, pursuant to amalgamation of both the erstwhile airlines (Air India & Indian Airlines). Justice Dharmadhikari Committee submitted its report to the Government on 31.01.2012. The Government has accepted Dharmadhikari Committee Report and directed Air India to constitute an Implementation-cum-Anomaly Rectification Committee (IARC). Aggrieved by the above decision of implementation of Justice Dharmadhikari Committee Report, various Union/Associations/Guild of both the erstwhile Airlines (Air India Limited/Indian Airlines Limited) filed Writ Petitions before the Hon'ble Bombay High Court. On 27.01.2014, after hearing the submissions of the parties, the Hon'ble court was of the view that notice under Section 9A of the Industrial Disputes (ID) Act should be given by Air India Limited to the petitioner unions of the change in conditions of service in the prescribed manner. Air India preferred to challenge the aforesaid order of Bombay High Court by way of filing Special Leave Petitions (SLPs) before Hon'ble Supreme Court of India. The case is sub-judice.

(c) and (d): The working hours of both erstwhile Air India and Indian Airlines have been harmonised in 2013 at Delhi and Kolkata but the same could not be done at Chennai and Mumbai due to pending court cases.

(e) and (f): The pay and allowances in respect of pilots, cabin crew and service engineers are yet to be harmonised due to on going court case in the Supreme Court. However, in respect of all other categories of employees, the uniform pay structure, as per the recommendations of the Justice Dharmadhikari Committee report has been implemented.