

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1990-91)**

(NINTH LOK SABHA)

SIXTH REPORT

MINISTRY OF CIVIL AVIATION

**Reservations for and Employment of Scheduled Castes and
Scheduled Tribes in Indian Airlines**

*Presented to Lok Sabha on 12 March, 1991
Laid in Rajya Sabha on 12 March, 1991*



**LOK SABHA SECRETARIAT
NEW DELHI**

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CORRIGENDA

to
Sixth Report of the Committee on the Welfare of
Scheduled Castes and Scheduled Tribes (~~9th Lok Sabha~~), 1990-91.

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C O N T E N T S

	PAGE
COMPOSITION OF THE COMMITTEE	(iii)
INTRODUCTION	(v)
CHAPTER—I —INTRODUCTORY	
A. Background note on Indian Airlines	1
B. Organisational set-up of Board of Directors	1
CHAPTER—II —IMPLEMENTATION OF RESERVATION ORDERS	
A. Reservation Procedure	4
B. Liaison Officer at Ministry Level	6
C. SC/ST Cell in the Ministry	7
CHAPTER—III —STAFF STRENGTH, RECRUITMENT AND PROMOTIONS	
A. Staff Strength	9
B. Recruitment— (i) Direct recruitment—Executive Posts	12
(ii) Trainee Pilots	14
(iii) Recruitment done on regional basis	16
(iv) Recruitment through Employment Exchanges	18
(v) Notice period for interview/appointment	18
C. Promotions	22
D. Selection Boards/Departmental Promotion Committees	23
E. Manpower Planning	24
CHAPTER—IV — OTHER MATTERS	
(i) Trade Apprentices	27
(ii) Pre-recruitment Training	28
(iii) Posting Abroad	29
APPENDIX: Summary of Conclusions/Recommendations Contained in the Report.	30

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1990-91)**

Shri Anadi Charan Das — *Chairman.*

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1. Shri S.C. Gupta — *Joint Secretary.*
2. Shri R.K. Chatterjee — *Under Secretary.*

INTRODUCTION

1. I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Sixth Report (9th Lok Sabha) on the Ministry of Civil Aviation—Reservations for employment of Scheduled Castes and Scheduled Tribes in Indian Airlines.

2. The Committee took evidence of the representatives of the Ministry of Civil Aviation and Indian Airlines on 22 and 23 January, 1991. The Committee wish to express their thanks to the officers of the Ministry of Civil Aviation and Indian Airlines for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 12.3.1991.

4. A summary of conclusions/recommendations contained in the Report is appended (Appendix).

NEW DELHI;

March 12, 1991

Phalgun 21, 1912 (S)

ANADI CHARAN DAS,
Chairman,

Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

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CHAPTER-I

INTRODUCTORY

A: Background note on Indian Airlines

1.1 Indian Airlines came into existence on 1st August, 1953 when scheduled air transport was nationalised under the provisions of the Air Corporations Act, 1953 (27 of 1953). Indian Airlines took over the operations of eight airlines with varying standards of organisation, operations and maintenance. Its combined fleet on 1st August, 1953 consisted of 99 aircrafts.

1.2 Indian Airlines has one of the largest domestic networks amongst I.A.T.A. Carriers. The Corporation provides air service on the domestic routes and sectors in the country and the points of neighbouring countries of Pakistan, Afghanistan, Bangladesh, Srilanka, Nepal Maldives, Thailand and Singapore. Its operations extend over 92,627 unduplicated kilometers establishing that air transport is a major instrument of multi-dimensional national progress. Indian Airlines operates 57 domestic and 10 foreign on-line stations. In 1989, Indian Airlines became the first airline in Asia to induct the high technology fly-by-wire Airbus A-320 aircraft into its fleet. The present fleet comprises 24 Boeing-737s, 11 Airbus A-300s and 18 Airbus A-320s.

1.3 Indian Airlines is major air transport industry with annual revenue of over Rs. 1,100 crores and about 22,000 personnel on its rolls.

The Corporate Headquarters of Indian Airlines is at New Delhi and the total network is managed through Regional Headquarters at Bombay, Calcutta, Delhi and Madras.

1.5 Representation of SCs & STs in the services of Indian Airlines was examined last by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1970-71) in the year 1970 and their recommendations are contained in the 10th Report of the Committee (4th Lok Sabha). Action taken by Government on the recommendations contained in the aforesaid Report are included in 2nd Report of the Committee (5th Lok Sabha).

B. ORGANISATIONAL SET-UP OF BOARD OF DIRECTORS:

1.6 Air Corporation Act, 1953 provides that the Board of Directors shall consist of a Chairman to be appointed by the Central Government, and not less than eight and not more than fourteen other

directors to be appointed by the Central Government and the Chairman or any other director may be required to render whole-time or part-time service as the Central Government may direct.

1.7 However, there is no SC/ST member on the Board of Directors of Indian Airlines. The Committee on the Welfare of Scheduled Castes and Scheduled Tribes have been recommending in their various Reports from time to time for inclusion of one member from Scheduled Castes/Scheduled Tribes on the Board of Directors of Public Undertakings to look after, *inter-alia*, the interests of Scheduled Castes/Scheduled Tribes.

1.8 During the evidence, when the Committee asked the witness, what steps were taken by the Indian Airlines to implement the recommendations of the Committee, the Secretary, Civil Aviation explained that, "Directors on the Board of Indian Airlines as well as Directors of other Airlines in the country are being appointed by the Central Government in accordance with the provisions of the Air Corporation's Act. The Indian Airlines has to act purely on commercial and professional considerations and the Board of Directors non-official part-time directors are selected by the Government on the basis of professional; industrial, commercial and other administrative experience of the people".

1.9 He further submitted:

"When persons having the requisite experience, qualifications and caliber are available from the Scheduled Castes and Tribes, they will be appointed to the Board of Directors in the same manner as others are appointed. There will be absolutely no discrimination just because he belongs to a particular caste. Depending on the qualifications that are necessary to effectively discharge the duties, members are appointed on the Board".

1.10 When asked what was the view of the Government regarding appointment of at least one SC/ST Director on the Board of Directors of Indian Airlines, the witness replied:

"As of now, it is not the thinking of the Government that there should be any reservation in the Board of Directors of Public Sector Undertakings like Air India or Indian Airlines on the basis of caste, creed, region, religion or any such reservation. At the same time, the responsibility of the Board of Directors is for the corporation as a whole. Every Director who is appointed on the Board was expected look after the interests of the Undertaking as a whole. Therefore, even if there is no Director from the Scheduled Caste/Scheduled Tribe, the Board of Directors, as a whole, is responsible for looking after the interests of the Scheduled Castes and Scheduled Tribes. Conversely, a member of the Scheduled Caste or Tribe appointed on

the Board is expected to look after the interests of the Corporation as a whole and not merely the interests of the scheduled Castes and Tribes. The Board of Directors is a collective body."

1.11 When asked further to explain whether any SC/ST member was considered for appointment as Director, the witness replied:

"Government records do not show whether a number of people from SCs and STs have been considered and selected but only that 3 or 4 have been appointed. Our records show who were finally appointed, and not who were considered and not appointed."

1.12 When enquired about problems, legal or otherwise, if any, were being faced in appointing SC/ST candidates as Director, the witness explained:

"There is no legal or any other hitch in appointing SC & ST candidates as Directors; there is no need to amend any rule regarding the appointment of the Director on the Indian Airlines under the jurisdiction of the Ministry of Civil Aviation."

He added,

"The non-official members on the Board of Directors are appointed with the approval of the Appointment Committee of the Cabinet. It is a question of appointing somebody who is considered suitable by the Appointment Committee of the Cabinet; and in doing that, no further amendment of the law or rule is required."

1.13 When asked whether Government propose to consider the name of any SC/ST candidate for appointment as Director on the Board of Indian Airlines, the witness stated:

"I will convey the feelings of the Committee to my Minister at that time when we constitute the Board."

1.14 The Committee note that as per provisions of Air Corporation Act, 1953, the Board of Directors shall consist of a Chairman to be appointed by the Central Government and not less than 8 and not more than 14 Directors to be appointed by the Central Government. During the course of evidence, the Committee were apprised that non-official part-time Directors are selected by the Government on the basis of professional, industrial, commercial and other administrative experiences of the person, and persons belonging to SC/ST with requisite experience and qualification when become available will be appointed on the Board. The Committee desire that efforts should be made to appoint one suitable member of SC/ST official or non-official on the Board of Directors of Indian Airlines at the earliest to give them an opportunity to participate in the top management of the Airlines.

CHAPTER-II
IMPLEMENTATION OF RESERVATION ORDERS
Reservations Procedure

2.1 The percentages of reservations in direct recruitments and promotions in favour of Scheduled Castes and Scheduled Tribes have been stated as under:

DIRECT RECRUITMENT (GROUP A, B AND C)

1	2	Percentage		Year of Implemen- tation	Roster Maintained
		SC	ST		
1	2	3	4	5	6
1.	All posts filled by Direct Recruitment on all-India basis by open competition (excluding pilots/ engineers/ technicians/ medical officers/ Airhostesses).	16 $\frac{2}{3}$ %	5%	1967	40 point.
-	Technicians and Airhostesses	15%	7 $\frac{1}{2}$ %	1972	40 point.
-	Pilots, engineers and medical officers	15%	7 $\frac{1}{2}$ %	1975	40 point.
2.	All posts filled by Direct Recruitment otherwise than by open competition	i) 17 $\frac{1}{2}$ % ii) 16 $\frac{2}{3}$ %	7 $\frac{1}{2}$ % 7 $\frac{1}{2}$ %	1972 1975	40 point. 40 point.
	Group 'D' All posts filled on local basis	i) 16 $\frac{2}{3}$ % ii) Statewise %ages as prescribed under the Directive	5% 	1967 1972	40 point. 100 point.

1	2	3	4	5	6
Promotions:					
a)	All posts filled by promotion based on suitability-cum-seniority	15%	7½%	1975	40 point.
b)	All posts filled by internal selection upto the lowest rung of Group 'A' only.	15%	7½%	1975	40 point.

2.2 During the evidence when the Committee enquired about the basis on which 16⅔% posts for SCs and 5% posts for STs had been reserved for all categories of posts in Groups A to C and what were the orders of Government in this regard, it was stated:

"The prescribed percentage of reservations of 16⅔% and 5% for SC and ST respectively to all posts in Groups A, B and C filled by direct recruitment on All-India basis was introduced in 1967. In the year 1975, this percentage was modified to 15% and 7½% for Scheduled castes and Scheduled Tribes respectively as per the Government directives."

2.3 When the Committee pointed out that for the purpose of recruitment, Indian Airlines has clubbed A, B and C categories of posts together, whereas as per Government instructions, recruitment for Group 'C' posts should be made on regional/local basis following the prescribed percentage of reservation of that State or region, the witness informed that for Groups A and B the recruitment was being done on All-India level and for Group 'C' and 'D' at local level but for clerical, Traffic Assistants, Office Assistants etc. the recruitment was not done at local level.

2.4 The witness clarified:

"In Indian Airlines all Group 'C' posts were being filled in by direct recruitment on all-India basis by normal procedure through advertisements."

2.5 In a written reply, it has further been clarified:

"The recruitment to all posts in Groups C and D is conducted by Regional Headquarters. Statewise rosters are followed for all recruitments made for posts in Group D. Posts in Group C are filled on the basis of open competition of all-India basis. A 40 point roster, is, therefore, maintained for these posts."

According to Indian Airlines management the Government directives

stipulate 100 point statewide roster for all posts in Group C and D filled on a local basis only.

B. Liaison Officer at Ministry Level

2.6 It has been stated that the Liaison Officer of the Ministry inspects the reservation rosters maintained by the Indian Airlines. The defects are brought to the notice of the management of Indian Airlines for taking necessary corrective action.

2.7 When asked about the periodicity of the inspection of rosters of Indian Airlines by the Liaison Officer of the Ministry and whether he had been inspecting both the Head Office and also the regional offices, the Committee were informed:

"The officer in the Ministry of Civil Aviation is regularly inspecting both the regional and headquarter offices of the public sector undertakings which are under the control of the Ministry of Civil Aviation, but because of the volume of the work involved he could not inspect all the undertakings in a single year."

2.8 The details of the periodic inspections of Indian Airlines including its regions done by the Liaison Officer Ministry were given as below:—

Year	Region inspected
1986	Northern Region & Hqrs.
1987	Western Region & Southern Region
1988	Eastern Region
1989	Western Region & Hyderabad.
1990	Northern Region & Hqrs.

2.9 On being enquired what were the main lacunae detected by the Liaison Officer during the last three years and what was the action taken by the Ministry/Indian Airlines thereof, it was stated that the following observations were made by the Liaison Officer:

- "1. Training should be imparted to Officers/staff dealing with recruitment and responsible for maintaining rosters.
2. The entries made in the rosters were not signed by the appointing authorities.
3. SC/ST appointed in a particular year should not be adjusted against future vacancies.
4. Backlog to be cleared during special drive.

Necessary rectification action was taken on observations made."

2.10 On being pointed out by the Committee that being the nodal Ministry, it was their duty to inspect the Indian Airlines regularly to ensure implementation of reservation orders, the witness stated:

"We will definitely make efforts to increase the periodicity of inspection of each region. But I would submit that it is not

necessary that each headquarters should be inspected every year in every undertaking. Primarily, the undertaking itself has got the Liaison Officer and exclusive cell for looking after the welfare of Scheduled Castes and Tribes. The basic and primary responsibility still remains with the organisation concerned. The inspection from the Ministry is with a view to ensuring what is required to be done in the case of SC and ST. We will try to enhance the periodicity of our inspection of region and at the Headquarters. Once in alternate year, we will do it. We did it in 1986 and 1990. We would ensure that every alternate year, it is inspected. So far as the organisation is concerned, they should do it."

2.11 When the Committee suggested that more number of persons should be trained to maintain the rosters and to acquaint them with the reservation policy, the witness submitted,

"We will do it. We will train more people."

C. SC/ST Cell in the Ministry

2.12 In the Preliminary Material it has been stated that there is a special cell in the Ministry headed by an officer of the rank of Director, who is also the Liaison Officer and is required to ensure implementation of different orders of the Government relating to reservation of posts for SC/ST candidates in the Ministry and organisations under its administrative control including Indian Airlines. The Cell assists the Liaison Officer in the discharge of his duties.

2.13 During the evidence, when asked about the number of persons (category wise) looking after exclusively the work of SC/ST Cell in the Ministry, the number of officials in the Cell belonged to SC/ST categories and whether there was any need to augment the staff strength of the Cell, it was stated,

"There is one Assistant in the SC/ST Cell who is exclusively looking after the work of SC/ST Cell in the Ministry. The Assistant who has been exclusively looking after the work of SC/ST Cell belongs to ST category. The Under Secretary and the Deputy Secretary also belong to ST category. The existing staff of the Cell is adequate to deal with the work relating to SC/ST."

2.14 When enquired as to how one person can look after the work of SC/ST Cell, the Committee was informed that for the last 10 years the Central Government had not sanctioned one single additional post to the Ministry of Civil Aviation. The Administrative Reforms Commission also suggested that there should be one more person in the SC/ST Cell but till then nothing had materialised.

They could appoint a person only in the vacancy arising out of any retirement.

2.15 When asked, any proposal was sent to the Ministry for sanction of additional post, the witness submitted,

"We have sent our proposal to the Finance Ministry but the Finance Ministry has not agreed to that. There is a ban on recruitment at the moment. The Government has issued fresh instructions for economy. We have pursued the proposal for several years without success."

2.16 When the views of the Ministry regarding strengthening of SC/ST Cell was sought, the witness replied in affirmative and stated,

"Certainly, I will look into how further the Cell can be strengthened."

2.17 The Committee learn that Liaison Officer in the Ministry of Civil Aviation visits the Head Quarters and regional offices of Indian Airlines and inspects the rosters periodically but no periodicity is fixed for it. The Liaison Officer is assisted by a special cell comprising one Assistant only. The work of this cell is supervised by one under Secretary and one Dy. Secretary. According to the representative of the Ministry of Civil Aviation, even though they feel that staff strength of the Cell should be augmented and Administrative Reforms Commission recommended for augmentation of the staff strength of the Cell, the Ministry of Finance did not agree to the proposal to enhance the staff strength despite the proposals being sent to them in the past.

The Committee are not convinced with the reply of the Ministry. They see no reason why some augmentation of staff strength of the Cell cannot be done even by suitable adjustment within the Ministry itself. The frequency of visit of Liaison Officer to Headquarters and regional offices of the Airlines to conduct the periodic inspection regarding implementation of reservation orders in the organisation should be increased as agreed to during evidence before the Committee. Training should also be imparted to officers/staff for maintenance of rosters and to acquaint them with regard to reservation policy to ensure proper implementation of the policy.

2.18 The Committee are constrained to note that the recruitment to certain posts in Group C category of services of Indian Airlines is conducted by its regional headquarters on all-India basis through an open competition and the vacancies for SCs/STs are determined on the basis of 40 per cent roster in all the regions, which is against the rules of reservation orders. The Committee therefore recommended that steps should be taken to follow the regional quota for reservation of posts for SC/ST in Group C posts on the basis of weighted averaged of all the States included in that region.

CHAPTER III

Staff Strength, Recruitment and Promotion

A. Staff Strength

3.1 As per information supplied to the Committee on tour during December, 1990 at Bombay, the staff strength of Indian Airlines and the number of SCs/STs amongst them as on 31-10-1990 is stated to be as under:—

“Category/ Designation of post	Total No. of employees	Number		Percentage	
		SCs	STs	SCs	STs
Group ‘A’	3456	295	51	8.54	1.48
Group ‘B’	8516	1244	315	14.61	3.70
Group ‘C’	2947	503	190	17.07	6.45
Group ‘D’	6491	1249	342	19.24	5.27
(excluding sweepers)					
Sweepers	518	360	19	69.50	3.67”

3.2 When asked about the reasons for shortfall of SCs/STs in Group ‘A’ and STs in all Groups of services the Committee were informed as follows:

“Out of 3456 employees shown against Group ‘A’ reservation orders were applicable in respect of 1769 posts only. Detailed break up of this figure was as follows:—

Group ‘A’	Total	SC	ST	SC%	ST%
Other- than					
lowest rung	1687	58	4	3.44	0.24
Lowest rung	1769	237	47	13.40	2.66”

The shortfall in Group ‘A’ was mainly in respect of technical categories such as Pilots, Engineers, Sr. Navigation Instructors, Sr. Technical Instructors, Assistant Technical Officers, Computer Officer (Tech.), Data Communication Maintenance Officer, etc. It has also been stated that the requisite percentage of Scheduled Tribes has not been achieved mainly due to non-availability of eligible/suitable candidates even after giving concessions.

3.3 The steps taken or proposed to be taken to improve the representation

of SCs/STs in various categories of posts were enumerated as follows:—

- (i) Indian Airlines have been making consistent efforts to recruit SC/ST candidates for various categories. Exclusive exercises have been held with a view to locate adequate number of SC/ST candidates.
- (ii) Various concessions and relaxations are granted to SC/ST candidates by way of relaxation in eligibility criteria, relaxation in qualifying marks at various stages of selection.
- (iii) Written examinations/interviews have also been held in areas with concentration of SC/ST candidates wherever sufficient number of candidates have applied.
- (iv) A special drive to clear the backlog was launched in 1989. Efforts to locate requisite number of SC/ST candidates have been made continuously since then. Further relaxation in eligibility criteria have been granted during the special recruitment drive for various categories.
- (v) Centralised exclusive exercises have also been conducted for the post of Aircraft Technicians and Airhostesses. A centralised exercise for Trainee Technician/Aircraft Technician has again been launched at Headquarters. Recruitment to these posts is normally done by the Regions.

In spite of granting relaxations to SC/ST candidates, these candidates were not forthcoming in response to our various recruitment exercises. Some candidates failed to report for the written test or interview while others offered appointment to join Indian Airlines did not report. During the year 1990, 359 SC and 142 ST persons have been appointed in various categories in Indian Airlines. Fresh attempts are contained to be made to appoint the required number of SC/ST candidates.

3.4 When suggested by the Committee to undertake campus recruitment for engineers from Roorkee University and similar other specialised institutions for engineering, the witness stated that they have been doing campus recruitment at IITs and Banaras Hindu University.

3.5 Asked about the difficulties in making campus recruitment to find SC/ST candidates from other engineering/technical institutes, the witness submitted:—

“We are sincerely interested in getting SC/ST candidates from IITs, universities and other places. May be, we have to cast our net wider than so far we have done. We have to go to more campuses to get hold of candidates. Then we will recruit and train them. Training part is no worry. The Airlines give training after the candidates are recruited.”

He added:

"We will make special efforts to get engineering graduates and other technical people from Scheduled Castes and Scheduled Tribes in order to fill the backlog we are carrying. I would like to point out that there is an improvement in the trend. There is no doubt that we can do much better. I will assure you that we will make sincere efforts to fill up the technical vacancies."

Backlog in Pilots Posts

3.6 It is seen that there are huge backlog vacancies of pilot in Indian Airlines. As regards filling up of backlog vacancies of Pilots, the witness explained the position as under:—

"As far as pilots are concerned, I think we will continue to face this problem. If you put all the three years together—1988, 1989 and 1990—we have been able to recruit ten pilots from SC and STs in the Indian Airlines. This number is admittedly very poor, because we are still carrying something like 60 backlog vacancies for SCs and STs, as on 1-1-1991. But in four years, we have been able to recruit only ten. In the last recruitment from the Akademi, we have taken some more SC and ST candidates. But nobody even applies, to come to the Akademi. I do not say this as an excuse. Probably, we will have to go and get them."

3.7 On being pointed out that reason behind the SCs / STs not applying to the Akademi might be due to high Training cost which they were not able to pay, the witness explained the position as follows:—

"The cost of training, per pilot, at the Indira Gandhi Akademi is Rs. 6 lakhs. For the rest of the candidates, i.e. non SC and ST ones, we have increased the fees, but we have not done it for SCs/STs. Secondly, it is true that all the pilots coming out of the Akademi we are not able to recruit in Indian Airlines or Air India, because there are not so many vacancies. But so far as SC and ST candidates are concerned, we are willing to absorb anybody coming out from there. I cannot give a general assurance, because of difference in emoluments in other places. But if there is an SC or ST pilot available, we will definitely recruit him, because we are already carrying forward 60 backlog vacancies in the pilots' cadre."

3.8 When enquired of the witness that with such a large number of vacancies remaining unfilled and the management having dereserved the SC / ST vacancies how did they manage their work, he stated that:—

"After 1988, we have put a ban on de-reservation of the vacancies. So, we are not filling the vacancies meant for SCs and STs by non-SC and ST pilots. These are trainee-pilots. There is a lot of time between the starting of a pilot's training and his coming on stream to fly commercial aircrafts. There are regular vacancies due to retirement, etc. We are able to maintain the works by re-scheduling

the services, even with these vacancies, because we can increase the flying hours of the remaining available pilots. At the moment, there is no difficulty regarding Boeing-737 vacancies, where there is a surplus of pilots. But shortage is there in the case of A-320 and Airbus. But that problem cannot be solved in this manner, because people get promoted, to pilot these aircrafts."

B. Recruitment

(i) Direct Recruitment - Executive Posts

3.9 Table given below shows direct recruitment made in some of the executive (Group 'A') posts during the year 1987, 1988 and 1989 indicating number of SC/ST candidates selected against each recruitment and number of SC/ST candidates who were offered appointment but did not join.

Category of Executive post	Total No. of posts	No. of candidates appointed	No. of vacancies reeve. during the year		No. of SC/ST candidates offered appointment but did not join	
			SC	ST	SC	ST
Year 1967						
First Officer	34	34	—	—	5	2
Asstt. Plant Engineer	2	2	2	—	—	—
Computer Officer (Tech.)	16	16	2	—	2	2
Asstt. Aircraft Engineer	24	24	—	—	3	2
Year 1968						
First Officer	32	32	3	1	5	3
Asstt. Plant Engr.	11	11	3	—	—	1
Computer Officer (Tech.)	6	6	—	1	1	—
Training Officer (Tech.)	10	3	—	—	3	2
Asstt. Aircraft Engr.	29	29	2	—	5	2
Year 1969						
Asstt. Officer	65	65	2	1	10	4
Asstt. Plant Engr.	4	4	4	—	1	—
Computer Officer (Tech.)	7	7	—	—	1	1
Training Officer (Tech.)	8	4	1	—	1	—
Asstt. Aircraft Engr.	14	14	2	—	2	1

3.10 It has further been informed that during the year 1990 a large number of vacancies in Group 'A' were filled up and backlog figures as on 1-1-91 have been shown as follows:—

	SC	ST
First Officer (Trainee Pilot)	38	21
Computer Officer (Tech.)	1	3
Asstt. Plant Engineer	1	5
Training Officer (Tech.)	0	2
Assistant Aircraft Engineer	6	10

It has been stated that concerted efforts were made to identify requisite number of SC/ST candidates to fill up the posts of First Officer, Assistant Plant Engineer, Computer Officer (Technical), Training Officer (Technical) and Assistant Aircraft Engineer, besides other categories, various relaxations/concessions were granted to SC/ST applicants, e.g., age relaxation of 5 years, relaxation in qualifying marks at the written test stage, relaxation qualifying marks at the interview stage. Exclusive exercises were also carried out during these years. During the years 1989 and 1990 also, a number of exercises have been carried out both combined as well as exclusive. Relaxation in eligibility requirement was granted to applicants for the post of Graduate Engineer Trainee and Training Officer (Technical). Difficulties were however, experienced in terms of candidates not qualifying in the basic written examination, candidates not reporting for interview, applicants not found eligible for the post, non-availability of Scheduled Tribe candidates.

3.11 Asked about the actual plan and programme to improve the position in future, the witness explained that:

"Both for pilots as well as for technical categories we will make special efforts to go out into Universities and IITs in order to get more of these technical people recruited and trained in Indian Airlines. This is something in which we will really make earnest efforts to improve the present position."

3.12 Asked to comment whether at the time of the study at various technical institutions/colleges/universities, it would be practicable to select SC/ST candidates against various technical posts so that on completion of their academic study these boys would join the Airlines, the witness stated:

"This is a good suggestion. We will examine it very closely so that we can select bright boys and later on give them financial assistance; when they pass out we can absorb them as engineers in our corporation."

(ii) Trainee Pilot

3.13 The Committee drew attention of the Indian Airlines to large number of posts in Trainee Pilots of SC/ST categories lying vacant due to

non-availability of suitable candidates and asked why the Ministry of Civil Aviation could not earmark some of the seats for SCs/STs in the flying clubs imparting flying training, the witness explained that there were 25 flying clubs in India where ab-initio flying training was imparted. None of these flying clubs was under the administrative control of Government of India. But Government provided funds for all the Flying Clubs.

The Directorate General of Civil Aviation had been offering 25 scholarships to SC/ST candidates every year.

3.14 Asked what steps the Government proposed to take to ensure that more number of SCs/STs get training in flying clubs, the witness stated:

"We can give more incentives to the flying clubs to enrol more and more of these candidates. It is time that we need to have a look at it."

3.15 Asked whether it would be helpful to Indian Airlines to get more SC/ST pilots if some seats were reserved for them in various flying clubs/akadmies, the Secretary, Ministry of Civil Aviation stated:

"Reservation is not going to help. Supposing, I have to recruit 40 or 50 pilots and if we say that 'X' percent is reserved and if candidates are not available, then it will simply go to waste. The problem is one of availability. We must see how we can give more and more incentives to SC/ST candidates to encourage them to go to flying clubs it is a matter worth examining."

3.16 As regards the training expenses of SC/ST trainee pilots at Indira Gandhi Rashtriya Uran Akademy the witness submitted:

"So far as the pilots, training is concerned, Scheduled Caste and Scheduled Tribe candidates who are going to join IGRUA, we will certainly try to see that they do not have to pay any fee. That is one concrete step, we can take. In the case of the Airlines, as was mentioned earlier, we would like that the funds are spent on training, on upgrading their skills and all that. Whatever we can do on that front, certainly we will do that by expanding the schemes thereby we will give more training for the Scheduled Caste and Scheduled Tribe candidates. We will certainly look into the training schemes for the Scheduled Caste and Scheduled Tribe candidates."

3.17 When Committee enquired whether it was possible to train SC/ST candidates as pilots without charging any fee and instead bonds could be taken from them, the witness submitted that the fees subsidy in the case of SC/ST trainee pilots is quite substantial. They have not increased the fees for SCs and STs even though they have increased the fees for general candidates. The fee charged from SC and ST candidates for training as pilots was Rs. 1 lakh and for others it was Rs. two lakhs. However, the suggestion of the Committee to waive the training fee for SC/ST trainee pilots, was taken as worth consideration.

	1	2	3	4	5	6	7	8	9	10	11	12	13
YEAR-1989													
Aircraft Technician (All Trades)		560	396	53	61	114	73	29	102	88	28	36	68
Plant Technician (All Trades)		18	18	2	4	6	12	1	13	7	3	4	4
Airhostesses		194	155	16	25	41	13	12	25	44	27	1	1
Traffic Assistants		123	113	6	16	22	23	8	31	19	23	4	8
Jr. Operator		34	29	11	5	16	9	3	12	10	1	8	9
Group 'E'		25	20	3	4	7	13	3	16	9	2	1	12
Driver		70	68	1	8	9	11	5	16	10	11	0	4
Loader		169	158	3	23	26	9	13	22	30	16	3	8
YEAR-1990													
A/C Technician (Different Trades)		300	198	41	29	70	63	14	77	52	25	22	51
Trainee Technicians		96	30	4	6	10	25	4	29	11	11	4	18
Plant Technicians (Different Trades)		14	13	3	1	4	4	1	5	2	4	2	1
Airhostesses		161	132	1	22	23	2	10	12	23	11	1	1
Traffic Assistants		277	220	6	33	39	9	16	25	29	19	5	7
Jr. Operator		28	22	9	4	13	8	—	8	11	—	5	7
Group 'E'		135	81	1	12	13	9	6	15	11	7	3	6
Loader		141	110	6	17	23	11	6	17	17	10	7	7
Driver		3	3	—	1	1	1	—	1	1	1	—	—

3.19 As regards the steps taken to recruit required number of SC/ST candidates against various vacancies, the management have stated in a written reply that:

“a number of exclusive exercises have been carried out to clear the backlog as also current reservations in respect of Aircraft Technicians, Airhostesses, Jr. Operators, Traffic Assistants, Security Assistants etc. By making repeated efforts, the management have been able to get requisite number of candidates for the categories of Airhostesses but it has not been possible to clear the backlog inspite of centralised exclusive exercises in categories of Aircraft Technicians in various trades. Vacancies reserved for SC and ST were notified to the Employment Exchanges, in the employment News as well as in local newspapers of the area where there were concentration of SC/ST. Announcements were also made on T.V. and A.I.R. Written examination/interviews were held in areas with concentration of SC/ST wherever sufficient number of candidates applied. Inspite of consistent efforts, the requisite number of SC/ST candidates have not been located.”

(iv) Recruitment Through Employment Exchanges

3.20 As per the Department of Personnel instructions if any of the vacancies reserved for Scheduled Castes/Scheduled Tribes is not filled by a candidates, of the respective category sponsored by the Employment Exchange, specific reasons for that should be communicated to that Employment Exchange. From the reply, it is found that Indian Airlines has not been communicating the reasons for rejection of SC/ST candidates to the Employment Exchanges.

3.21 When enquired why the reasons for rejection of SC/ST candidates to the Employment Exchanges were not communicated, the witness submitted that:

“In many cases, the Employment Exchanges were informed that the candidates were not found suitable, but reasons were not given. We have, however, now issued instructions that reasons why they were not found suitable should also be indicated.”

(v) Notice Period for Interview/Appointment

3.22 It has been stated, that SC/ST candidates are provided two to three weeks' notice to appear in the written test/interview and about one month for joining the post, as in the case of general candidates.

3.23 As regards relaxations given to SC/ST candidates in the matter, it was stated that the requests from candidates residing in remote and far-flung areas for postponment of dates for interviews

were considered sympathetically. Additional opportunity was provided to the candidates wherever feasible. Candidates have been permitted to appear in the subsequent written tests and to appear at other centres.

3.24 When the Committee suggested that the letters of interview were not reaching to SC/ST people living in remote areas in time and whether it would be possible to give them more time for such purpose, the Secretary, Ministry of Civil Aviation stated:—

“So far as mailing of interview letters is concerned that should be done much in advance so that it gives enough time to the person concerned.”

3.25 On a further suggestion that more efforts should be made to disseminate the information about advertisement of vacancies for SCs/STs, dates for written tests and interviews more widely in remote areas where communication is very bad through A.I.R., TV, Regional Newspapers, Collectors of the areas etc., the witness accepted the suggestion and submitted that:—

“We can do through whatever channels you suggest.”

He further submitted that some time back instructions were issued to all the regions that copies of the employment notifications should be sent to the Resident Commissioners at Delhi, particularly of the North Eastern States.

3.26 When suggested that interviews of selected ST candidates should be held at the place nearer to their native place and more particularly for candidates from North Eastern States, the witness accepted it and stated:—

“We were able to clear quite a bit of backlog by holding interviews in the North-Eastern States and backward areas in States like Madhya Pradesh. It helped in clearing the backlog.”

3.27 The Committee regret to note that inspite of their recommendation in their 10th Report (4th Lok Sabha) in 1971 that the Ministry should exercise a continuous watch over the implementation of the reservation orders in the Indian Airlines and the assurance given by the Ministry to make a determined effort to improve the situation, the position continues to be unsatisfactory. There are shortfall in the representation of SCs/STs in Group A posts and shortfall in the representation of Scheduled Tribes in all categories of posts. The shortfall is more noticeable in technical categories such as pilots, engineers, senior navigation instructors and other technical and computer officers. The Committee were informed that the management of Indian Airlines have been making all-out efforts to recruit required number of SC/ST candidates for manning various technical as well as other posts by resorting to campus recruitment by giving concessions and relaxations and undertaking exclusive exercises for the recruitment of SC/ST personnel in certain technical posts. Although representation of SC/ST has improved after undertaking this special drive, Committee find that still

there is a large shortfall, especially of Scheduled Tribe candidates. It was admitted during evidence that the management could do much better to fill up these vacancies and the Committee were assured that they would make sincere efforts to fill up technical vacancies. The Committee hope that the assurance would be fulfilled and the backlog of vacancies reserved for SC/ST would be filled up soon. The management should undertake recruitment of SC/ST graduates from various technical and engineering institutions in the country as assured by the management during evidence.

3.28 The Committee find that there is backlog of 60 vacancies in the pilots cadre and the management has not been able to find the suitable SC/ST candidates for these posts. The management had been able to recruit only 10 SC/ST pilots during the last three years including some pilots from Indira Gandhi Academy. Considering the fact that the large number of vacancies of pilots would also affect the performance of Indian Airlines, the Committee would stress the need for making concerted efforts to recruit required number of SC/ST pilots to fill up their vacancies.

3.29 The Committee recommend that, as agreed to during evidence, attractive incentives should be given to SC/ST candidates to encourage them to enrol themselves in various flying clubs. The Committee were informed that the fee charged from SC/ST candidates for training as pilots in INRUA was Rs. 1 lakh as against Rs. 2 lakhs for others. Evidently the cost of training was too higher for SC/ST aspirants. The Committee would therefore, suggest that, as assured during evidence, steps should be taken to provide free training to SC/ST trainee pilots to encourage them to enrol themselves in the Academy. Such trainee pilots could also be required to execute bonds for service in Indian Airlines after successful completion of their training to enable the Indian Airlines to fill up the vacancies reserved for SC/ST pilots.

3.30 From the table of recruitments made on regional basis in certain categories of posts during the years 1988, 1989 and 1990, the Committee find that a large number of posts of Air Technicians, Traffic Assistants and some posts in other trades were allowed to lapse after being carried forward for three years.

In a written reply the Committee were informed that a number of exclusive exercises were carried out to clear the backlog and also current reservations in respect of Air-Craft Technicians, Air Hostesses, Traffic Assistants, Security Assistants and in the process a number of concessions were given to SC/ST candidates. While it has been possible to clear the backlog in posts of Air Hostesses and minimise the backlog in certain other trades, it has not been possible to bring any substantial improvement in the recruitment of Aircraft Technicians and other technical trades.

The Committee are not happy with the improvements in recruitment brought about by the management and desire that further concerted efforts should be made to clear the backlog within a certain time frame. The

Committee recommend that recruitments of Scheduled Tribe candidates to fill these technical posts should be made from regional technical institutes located in the tribal dominated places, such as Ranchi, Guwahati, Kohima, Aizawl, Jabalpur, Raipur, Udaipur and similar other places.

3.31 Further suitable SC/ST boys could be selected for appointment first and thereafter be sent for training in different technical institutions, IITs, etc., at the cost of the Indian Airlines. The Committee would like the Ministry to ensure that the vacancies reserved for SCs/STs in the various categories of other technical and other posts are filled up by Indian Airlines at the earliest.

3.32 The Committee note that reasons for rejection of SC/ST candidates sponsored by the regional employment exchanges for employment in Indian Airlines are not communicated to those exchanges. They recommend that the reasons for rejection of ST/ST candidates sponsored by the Employment Exchanges should be communicated to the Employment Exchanges as per Government directions on the subject so as to enable them to sponsor in subsequent recruitments right type of candidates from these communities.

3.33 The Committee find that many times interview/appointment letters sent to SC/ST candidates do not reach them on time as they are living in remote areas not easily accessible by road or other means of transport. The Committee, therefore, recommend that sufficient time should be given while mailing letters of interview or offering appointments to these candidates so that the letters reach them well in time. They would also suggest that the information regarding vacancies of SCs/STs in Indian Airlines could be provided to the SC/ST people living in remote and far-flung places through AIR, Rozgar Samachar, TV, Advertisement in regional newspapers and also through local Administration of the area. Besides, the interview for selection of Scheduled Tribe candidates should be held in and around the places which are predominantly inhabited by Scheduled Tribes.

C. PROMOTIONS

3.34 Statement showing the number of reserved vacancies carried forward as on 1.1.91 in respect of posts filled by promotion/selection:

Category of posts	Carried forward as on 1.1.91	
	SC	ST
Group 'A' (including Inspectors and Foremen)	136	79
Group 'B'	374	308
Group 'C'	—	—
Group 'D'	19	35

3.35 During the evidence when the Committee asked the management of Indian Airlines the reasons for so many carry-forward vacancies and how they were going to fill up the backlog of SC/ST posts in promotion categories, it was explained that the main reason for carry-forward of these vacancies was that in the lower level they did not have the SC/ST candidates with requisite experience/qualifications and it would take a year or two so that the persons in the lower level would be able to attain that eligibility criteria and get the promotion. The Management apprehend that if persons were brought from outside against the promotional posts there would be a lot of resentment because that would affect the career of lower level candidates who were looking for promotion. Whenever attempts were made to fill up promotional vacancies by bringing people from outside, there was resentment.

3.36 The Management of Indian Airlines have introduced time-bound promotion policy. It was pointed out that in the time-bound promotion scheme when the SC/ST persons with requisite qualification and experience were not available in the feeder cadres, either the management should relax the time period or SC/ST candidates should be directly recruited from outside. In reply it was explained that for the posts which are 100% promotional posts, direct recruitment method could not be resorted to and "when there is time-bound promotion, there is no question of reservation. On completion of certain number of years, everybody gets promotion".

3.37 When the Committee desired to know specifically whether it would be possible to fill up backlog vacancies of SCs/STs and there would be no opposition of the Union, the witness submitted that:

"Let me study this matter and see what concrete steps can be taken to overcome this problem. But I assure you that unions will not come in the way of discharging our constitutional obligations".

3.38 The Committee note that large number of promotional vacancies in Group A, B, C and D are being carried forward from the previous years. Principal reason for the carry-forward is stated to be non-availability of eligible persons at the feeder cadre. The management is hopeful that this problem will be over within a period of a year or so.

The Committee hope that the management will sort out the problem at its earliest and fill up the vacancies carried forward by suitable SC/ST candidates lest these posts are lapsed after being carried forward for three years. They further desire that in future it should be ensured that the representation of SC/ST is maintained as per prescribed percentage at the feeder cadre.

D. Selection Boards/D.P.Cs

3.39 In the Preliminary Material it has been stated:

"Selection/promotion Boards normally consists of three officers, one from the concerned department, one from the Personnel Department and one from a department other than the concerned department to be nominated by the competent authority who may also appoint such additional members as may be considered necessary for the purpose of securing expert guidance.

A Scheduled Caste/Scheduled Tribe officer is associated with all Selection/Promotion Boards. A representative from the minority community is also associated with Recruitment Boards for posts in Group C and D".

3.40 When asked to clarify whether the SC/ST officer on DPCs/Selection Boards was of comparable status and in case of non-availability of an officer of comparable status in Indian Airlines, whether they call for an officer of the same status other Public Sector Undertakings or outsider, it was stated that:—

"In the selection and promotion Committees, an officer of SC/ST is invariably associated. The question is whether that officer has the same status as the other officers of the Committee. Wherever we have an officer of the same status we do take him in the Committee. But to go outside of the Indian Airlines, we feel it will not be in the best interests of the Indian Airlines, because the officer in the Selection Committee should have enough knowledge of Indian Airlines and if we bring an outsider into the Committee, that will not help in proper selection or promotion".

3.41 Asked to clarify whether the Ministry would agree to have the

senior most SC/ST officer of Indian Airlines on the Selection Board, the Secretary, Ministry of Civil Aviation stated "Yes".

3.42 The Committee note that an SC/ST officer is included in Selection Boards/D.P.Cs of Indian Airlines. However, it has always not been possible to nominate SC/ST officer of comparable status due to their non-availability in Indian Airlines. The management does not favour the idea of including an SC/ST officer from outside on the ground that it will not help in selection of right type of candidate. The Committee desire that efforts should be made to include an SC/ST officer of comparable status in all Selection Boards/D.P.Cs. of Indian Airlines, if necessary, by nominating the senior most SC/ST officer available in Indian Airlines, as assured by the Secretary, Ministry of Civil Aviation during evidence. SC/ST officer from sister concerns in the field could also be associated in the Selection Boards/D.P.Cs.

E. MANPOWER PLANNING

3.43 From the statement of yearwise recruitment in Indian Airlines and backlog vacancies of Scheduled Castes and Scheduled Tribes lying vacant for year's together, it is found that large number of posts are lying vacant in specialised technical cadres in Group A and B for non-availability of suitable Scheduled Caste/Scheduled Tribe candidates.

3.44 During evidence the Committee desired to know whether the long term manpower planning viz. for five years or so, in Corporate level would be helpful in solving this problem of filling up of these vacancies. The witness replied in affirmative and stated that "The matter would be examined by the Management of Indian Airlines."

3.45 Explaining the position, the witness further submitted:

"We can indicate the estimated vacancies over the next 5 years for both technical and non-technical categories. A rough estimate can be prepared and it can be made more and more precise as the year comes to a close."

3.46 He further explained:

"The basic problem in the Indian Airlines is with regard to Group 'A'. So far as Groups 'B', 'C' and 'D' are concerned, we are not falling short of the reservation targets that we need to fulfil, though these do constitute the bulk of the posts. Today, Indian Airlines has 22,000 employees, out of which 3,500 are in Group 'A'. Out of these 3,500 employees there is a segment of 1600 workers for whom this reservation quota is not applicable. Therefore, if you exclude these 1600 employees, there are two thousand and odd posts in Group 'A', where we are facing the acute problem of backlog and are not in a position to fill it up. In categories B, C and D with genuine efforts, we can get people. But with respect to Group 'A', it is a question of our being able to

get candidates from Scheduled Castes and Scheduled Tribes, who have the requisite qualifications for these jobs. For example, aircraft maintenance engineers are pilots are very important posts and these are the people who draw the maximum amount of emoluments, than any of us sitting here. It is here we should concentrate our efforts."

3.47 When the Committee suggested that if the management could estimate in next five years how many persons in which categories were going to retire than it would help them to chalkout a long term policy to fill up SC/ST posts. On this the witness submitted:

"You are right that we do make projection of the approximate number of posts that will have to fill up in the coming years for various reasons.

One is, because of the retirement of people who attain the age of superannuation. So, we have rough estimates of how many vacancies in which category will occur over the next few years. Secondly, depending upon our projected expansion of the operations, we estimate how many technical and non-technical people we will require. This kind of rough estimate we do make but without giving any firm commitment that so many posts will definitely be filled up. At the present moment, for the time being, we are having a temporary ban on fresh recruitment. But so far Scheduled Caste/Scheduled Tribe are concerned we are not so much enforcing that ban but it often happens that when circumstances change we have to have a a long standing or temporary ban on recruitment. But we do have a plan which says how many pilots we require; how many engineers we would require; how many technical people we would be requiring and so on. Likewise on the non-technical side, we have a rough estimate of vacancies that will arise in various categories of posts over the next five years."

3.45 The Committee find that one of the reasons for accumulation of backlog vacancies in certain categories of post, especially in Group A posts such as pilots, Aircraft Maintenance Engineers is non-projection of requirement for such high skilled posts well in advance. Persons with such technical skill can neither be made available within a short period nor it permits many SC/ST students who are generally economically backward, to pursue studies in these subjects in Engineering and other Technical Institutions with the meagre resources available at their disposal. The most important thing is to create an awareness among SC/ST students the need to undertake study of such technical subjects keeping in view the bright service prospects and inducing them to pursue the study by extending financial assistance to them. This is possible only with long term projection of demand for these high-skilled posts and man power planning for the purpose.

The Committee would therefore suggest for long term manpower planning at the Corporate Level for SC/ST category of employees for various categories especially of technical and high-skilled persons. They would also urge upon the Government to explore all possible avenues to recruit suitable manpower by publicising the requirements through newspapers, college/university literature, State Govt./District Information Publications and radio/television.

CHAPTER-IV

(i) Trade Apprentices

4.1 The number of Trade Apprentices selected for training in Indian Airlines during the years 1985-86 to 1989-90 were as given below:—

	1985-86	Ap- pointed	1986-87	Ap- pointed	1987-88	Ap- pointed	1988-89	Ap- pointed	1989-90	Ap- pointed
Total	55	5	24	1	44	3	55	3	41	11
Scheduled Castes	2	—	3	1	10	—	13	—	10	2
Scheduled Tribes	2	—	—	—	—	—	2	—	2	—

4.2 It would be seen that the number of Scheduled Castes and Scheduled Tribes selected for Trade Apprentices training is meagre. Besides, the Scheduled Castes/Scheduled Tribes selected for training have not been absorbed. In the year 1988-89, 13 Scheduled Castes and 2 Scheduled Tribes were selected for apprenticeship training but none of them was given appointment even though there were vacancies in various disciplines.

4.3 As regards the reasons for non-absorption of the trade apprentices in the services of Indian Airlines it was stated that:

“There was no provision under the Apprentices Act for automatic absorption of the apprentices in the organisations. As per provision of Apprentices Act, apprentices were required to qualify in the final test conducted by Director General of Employment and Training. These candidates who could qualify in the above test were considered eligible to apply for the post of Trainee Technicians and in their case there was no insistence of possessing the minimum laid down qualification of Diploma in engineering.”

4.4 It was further explained that, those who were selected in 1989-90, they would become eligible only after completion of two years training. These 13 SC and ST candidates were selected for training, but their training itself will be over only after two years. The question of their absorption would arise only after their training period of two years was over. Moreover, it was not binding on the trainees to work with Indian Airlines nor Indian Airlines management was bound by the rules to absorb all those apprentices who got apprentices training with it.

4.5 When the management of Indian Airlines was asked to explore the possibilities of absorbing maximum number of apprentices, the witness stated:

“This is one of the schemes that we are examining to absorb as many candidates as are able to complete the training successfully.”

4.6 The Committee find that Apprenticeship Training is given to various candidates in Indian Airlines under Trade Apprenticeship Act. The number of apprentices belonging to SCs/STs, especially STs is too meagre. Besides,

SC/ST candidates who complete their Apprenticeship are not automatically absorbed as the Apprenticeship Training Programme does not provide for automatic absorption in services. However, keeping in view the fact that large number of vacancies reserved for SCs/STs in different grade/trades are lying vacant in Indian Airlines for years together, the Committee recommend that maximum number of SC/ST candidates on successful completion of apprenticeship training should be absorbed in the services of Indian Airlines to fill up the vacancies

(ii) Pre-Recruitment Training

4.7 In the updated Preliminary Material (1989-90) furnished to the Committee, it has been stated that Indian Airlines has recently introduced in August, 1990 a scheme for pre-recruitment training of Scheduled Caste/Scheduled Tribe candidates for the posts of stenographers and typists.

This scheme would be applicable to those Scheduled Caste/Scheduled tribe candidates who fail to qualify in the selection test marginally to enable them to come upto the required standards.

4.8 Similar schemes will be examined for other categories to the extent found feasible.

When asked to elaborate the training scheme available for training of stenographers and typists, it was stated that under this scheme if an SC/ST candidate was unable to qualify at typing speed of 35 w.p.m. and he was able to type at 30 w.p.m. only then in this case he would be selected for providing pre-recruitment training for two months with Rs. 20/— per day as allowances. After two months the trainees were required to take the test again and qualify it for regular appointment. There is thus a proposal to give additional training to deserving SC/ST candidates.

4.9 The instructions about this scheme had been given to all the regional Headquarters.

As regards the question of providing accommodation to the SC/ST trainees for two months, the witness stated:

“We will examine in the case of SC/ST candidates who come from outside to appear in an interview but not selected. They will be given some money for the duration of the training period.”

4.10 The Committee note that Indian Airlines had recently introduced a scheme for giving pre-recruitment training to eligible SC/ST candidates prior to their selection as Stenographers and Typists. The pre-recruitment training is intended to be given to those candidates who fail to qualify in the stenography or typing speed marginally. These trainees are paid a sum of Rs. 20/— per day as allowance. However, no arrangement is made for their accommodation.

The Committee feel that unless some arrangement is made to provide accommodation for stay of these trainees, a sum of Rs. 20/— per day is too inadequate to attract any SC/ST candidate. The Committee recommend

that the schemes for pre-recruitment training for SC/ST candidates should be made a regular feature in Indian Airlines and the amount of Rs. 20/— per day as allowance should be suitably enhanced to attract more SC/ST candidates to join the pre-recruitment training. They also desire that the scheme for pre-recruitment training should be extended to other trades, where necessary.

(iii) Posting Abroad

4.11 The Statement given below shows the number of persons sent on foreign postings and the number of SC/ST employees out of them:

Year	Total person sent on foreign postings	Number of	
		SCs	STs
1987	45	3	2
1988	49	3	2
1989	44	4	2
1990	45	6	1
(upto April)			

4.12 The reasons for only a few SC/ST employees given foreign postings were stated as under:—

“SC/ST employees are considered for posting abroad alongwith other eligible candidates subject to their availability. Among eligible candidates preference is generally given to the senior most person. Every effort will be made to improve the situation in this regard.”

It was further submitted by the witness:

“We will bring about an improvement in the situation. We are not happy with what has been done. We will look into it.”

4.13 The Committee regret to observe that the number of SC/ST candidates who were given foreign postings was too meagre as compared to other employees. They are not convinced with the reply of the management that eligible SC/ST candidates were not available. The Committee desire that there should be greater representation of SCs/STs in the foreign postings as assured by the management during evidence.

NEW DELHI:
March 12, 1991

Phalguna 21, 1912(S)

ANADI CHARAN DAS
CHAIRMAN
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

APPENDIX

(vide para 4 of Introduction)

Summary of Conclusions/Recommendations contained in the Report.

Sl. No.	Ref- rence to Para number in the Report	Recommendations
1	2	3
1	1.14	The Committee note that as per provisions of Air Corporation Act, 1953, the Board of Directors shall consist of a Chairman to be appointed by the Central Government and not less than 8 and not more than 14 Directors to be appointed by the Central Government. During the course of evidence, the Committee were apprised that non-official part-time Directors are selected by the Government on the basis of professional, industrial, commercial and other administrative experience of the person, and persons belonging to SC/ST with requisite experience and qualification when become available will be appointed on the Board. The Committee desire that efforts should be made to appoint one suitable member of SC/ST official or non-official on the Board of Directors of Indian Airlines at the earliest to give them an opportunity to participate in the top management of the Airlines.
2	2.17	The Committee learn that Liaison Officer in the Ministry of Civil Aviation visits the Head Quarters and regional offices of Indian Airlines and inspects the rosters periodically but no periodicity is fixed for it. The Liaison Officer is assisted by a special cell comprising one Assitant only. The work of this cell is supervised by one Under Secretary and one Dy. Secretary. According to the representative of the Ministry of Civil Aviation, even though they feel that staff strength of the Cell should be augmented and Administrative Reforms Commission recommended for augmentation of the staff strength of the Cell, the Ministry of Finance did not agree to the proposal to enhance the staff strength despite the proposals being sent to them in the past.

1. 2.

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The Committee are not convinced with the reply of the Ministry. They see no reason why some augmentation of staff strength of the Cell cannot be done even by suitable adjustment within the Ministry itself. The frequency of visit of Liaison Officer to Headquarters and regional offices of the Airlines to conduct the periodic inspection regarding implementation of reservation orders in the organisation should be increased as agreed to during evidence before the Committee. Training should also be imparted to officers/staff for maintenance of rosters and to acquaints them with regard to reservation policy to ensure proper implementation of the policy.

3 2.18

The Committee are constrained to note that the recruitment to certain posts in Group C category of services of Indian Airlines is conducted by its regional headquarters on all-India basis through an open competition and the vacancies for SCs/STs are determined on the basis of 40 point roster in all the regions, which is against the rules of reservation orders. The Committee therefore recommended that steps should be taken to follow the regional quota for reservation of posts for SC/ST in Group C posts on the basis of weighted average of all the States included in that region.

4. 3.27

The Committee regret to note that inspite of their recommendation in their 10th Report (4th Lok Sabha) in 1971 that the Ministry should exercise a continuous watch over the implementation of the reservation orders in the Indian Airlines and the assurance given by the Ministry to make a determined effort to improve the situation, the position continues to be unsatisfactory. There are shortfall in the representation of SCs/STs in Group A posts and shortfall in the representation of Scheduled Tribes in all categories of posts. The shortfall is more noticeable in technical categories such as pilots, engineers, senior navigation instructors and other technical and computer officers. The Committee were informed that the management of Indian Airlines have been making all-out efforts to recruit required number of SC/ST candidates for manning various technical as well as other posts by resorting to campus recruitment by giving concessions and relaxations and undertaking exclusive

1. 2.

3.

exercises for the recruitment of SC/ST personnel in certain technical posts. Although representation of SC/ST has improved after undertaking this special drive, Committee find that still there is a large shortfall, especially of Scheduled Tribe candidates. It was admitted during evidence that the management could do much better to fill up these vacancies and the Committee were assured that they would make sincere efforts to fill up technical vacancies. The Committee hope that the assurance would be fulfilled and the backlog of vacancies reserved for SC/ST would be filled up soon. The management should undertake recruitment of SC/ST graduates from various technical and engineering institutions in the country as assured by the management during evidence.

5 3.28

The Committee find that there is backlog of 60 vacancies in the pilots cadre and the management has not been able to find the suitable SC/ST candidates for these posts. The management had been able to recruit only 10 SC/ST pilots during the last three years including some pilots from Indira Gandhi Academy. Considering the fact that the large number of vacancies of pilots would also affect the performance of Indian Airlines, the Committee would stress the need for making concerted efforts to recruit required number of SC/ST pilots to fill up their vacancies.

6 3.29

The Committee recommend that, as agreed to during evidence, attractive incentives should be given to SC/ST candidates to encourage them to enrol themselves in various flying clubs. The Committee were informed that the fee charged from SC/ST candidates for training as pilots in INRUA was Rs. 1 lakh as against Rs. 2 lakhs for others. Evidently the cost of training was too higher for SC/ST aspirants. The Committee would therefore, suggest that, as assured during evidence, steps should be taken to provide free training to SC/ST trainee pilots to encourage them to enrol themselves in the Academy. Such trainee pilots could also be required to execute bonds for service in Indian Airlines after successful completion of their training to enable the Indian Airlines to fill up the vacancies reserved for SC/ST pilots.

7 3.30

From the table of recruitments made on regional basis in certain categories of posts during the years 1988, 1989 and 1990, the Committee find that a large number of posts of Air Technicians, Traffic Assistants and some posts in other trades were allowed to lapse after being carried forward for three years.

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In a written reply the Committee were informed that a number of exclusive exercises were carried out to clear the backlog and also current reservations in respect of Air-Craft Technicians, Air Hostesses, Traffic Assistants, Security Assistants and in the process a number of concessions were given to SC/ST candidates. While it has been possible to clear the backlog in posts of Air Hostesses and minimise the backlog in certain other trades, it has not been possible to bring any substantial improvement in the recruitment of Aircraft Technicians and other technical trades.

The Committee are not happy with the improvements in recruitment brought about by the management and desire that further concerted efforts should be made to clear the backlog within a certain time frame. The Committee recommend that recruitments of Scheduled Tribe candidates to fill these technical posts should be made from regional technical institutes located in the tribal dominated places, such as Ranchi, Guwahati, Kohima, Aizawl, Jabalpur, Raipur, Udaipur and similar other places.

8 3.31

Further suitable SC/ST boys could be selected for appointment first and thereafter be sent for training in different technical institutions, IITs, etc., at the cost of the Indian Airlines. The Committee would like the Ministry to ensure that the vacancies reserved for SCs/STs in the various categories of other technical and other posts are filled up by Indian Airlines at the earliest.

3.32

The Committee note that reasons for rejection of SC/ST candidates sponsored by the regional employment exchanges for employment in Indian Airlines are not communicated to those exchanges. They recommend that the reasons for rejection of SC/ST candidates sponsored by the Employment Exchanges should be communicated to the Employment Exchanges as per Government directions on the subject so as to enable them to sponsor in subsequent recruitments right type of candidates from these communities.

9 3.33

The Committee find that many times interview/appointment letters sent to SC/ST candidates do not reach them on time as they are living in remote areas not easily accessible by road or other means of transport. The Committee, therefore, recommend that sufficient time should be given while mailing letters of interview or offering appointments to these candidates so that the letters reach them well in time. They would also suggest that the information regarding vacancies of SCs/STs in

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Indian Airlines could be provided to the SC/STs people living in remote and far-flung places through Air, Rozgar Samachar, TV, Advertisement in regional newspapers and also through local Administration of the area. Besides, the interview for selection of Scheduled Tribe candidates should be held in and around the places which are predominantly inhabited by Scheduled Tribes.

- 10 3.38 The Committee note that large number of promotional vacancies in Group A, B, C and are being carried forward from the previous years. Principal reason for the carry-forward is stated to be non-availability of eligible persons at the feeder cadre. The management is hopeful that this problem will be over within a period of a year or so.

The Committee hope that the management will sort out the problem at its earliest and fill up the vacancies carried forward by suitable SC/ST candidates lest these posts are lapsed after being carried forward for three years. They further desire that in future it should be ensured that the representation of SC/ST is maintained as per prescribed percentage at the feeder cadre.

- 11 3.42 The Committee note that an SC/ST officer is included in Selection Boards/D.P.Cs of Indian Airlines. However, it has always not been possible to nominate SC/ST officer of comparable status due to their non-availability in Indian Airlines. The management does not favour the idea of including an SC/ST officer from outside on the ground that it will not help in selection of right type of candidate. The Committee desire that efforts should be made to include an SC/ST officer of comparable status in all Selection Boards/D.P.Cs. of Indian Airlines, if necessary, by nominating the senior most SC/ST officer available in Indian Airlines, as assured by the Secretary, Ministry of Civil Aviation during evidence. SC/ST officer from sister concerns in the field could also be associated in the Selection Board/Departmental Promotion Committees.

- 12 3.48 The Committee find that one of the reasons for accumulation of backlog vacancies in certain categories of post especially in Group A posts such as pilots, Aircraft Maintenance Engineers is non-projection of requirement for such high skilled posts well in advance. Persons with such technical skill can neither be made available within a short period nor it permits many SC/ST students who are generally economically backward, to pursue studies in these subjects in

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Engineering and other Technical Institutions with the meagre resources available at their disposal. The most important thing is to create an awareness among SC/ST students the need to undertake study of such technical subjects keeping in view the bright service prospects and inducing them to pursue the study by extending financial assistance to them. This is possible only with long term projection of demand for these high-skilled posts and man power planning for the purpose.

The Committee would therefore suggest for long term manpower planning at the Corporate Level for SC/ST category of employees for various categories especially of technical and high-skilled persons. The would also urge upon the Government to explore all possible avenues to recruit suitable manpower by publicising the requirements through newspapers, college/university literature, State Govt./District Information Publications and radio/television.

13 4.6 The Committee find that Apprenticeship Training is given to various candidates in Indian Airlines under Trade Apprenticeship Act. The number of apprentices belonging to SCs/STs, especially STs is too meagre. Besides, SC/ST candidates who complete their Apprenticeship are not automatically absorbed as the Apprenticeship Training Programme does not provide for automatic absorption in services. However, keeping in view the fact that large number of vacancies reserved for SCs/STs in different grade/trades are lying vacant in Indian Airlines for years together, the Committee recommend that maximum number of SC/ST candidates on successful completion of apprenticeship training should be absorbed in the services of India Airlines to fill up the vacancies.

14 4.10 The Committee note that Indian Airlines had recently introduced a scheme for giving pre-recruitment training to eligible SC/ST candidates prior to their selection as Stenographers and Typists. The pre-recruitment training is intended to be give to those candidates who fail to qualify in the steno-graphy or typing speed marginally. These trainees are paid a sum of Rs. 20/- per day as allowance. However, no arrangement is made for their accommodation.

The Committee feel that unless some arrangement is made to provide accommodation for stay of these trainees, a sum of Rs. 20/-per day is too inadequate to attract any SC/ST candidate. The Committee recommend that the schemes for

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pre-recruitment training for SC/ST candidates should be made a regular feature in Indian Airlines and the amount of Rs. 20/- per day as allowance should be suitable enhanced to attract more SC/ST candidates to join the pre-recruitment training. They also desire that the scheme for pre-recruitment training should be extended to other trades, where necessary.

15 4.13 The Committee regret to observe that the number of SC/ST candidates who were given foreign postings was too meagre as compared to other employees. They are not convinced with the reply of the management that eligible SC/ST candidates were not available. The Committee desire that there should be greater representation of SCs/STs in the foreign postings as assured by the management during evidence.

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