

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1991-92)**

(TENTH LOK SABHA)

SECOND REPORT

MINISTRY OF CIVIL AVIATION

Action Taken by Government on the recommendations contained in the Sixth Report (Ninth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Civil Aviation - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Indian Airlines.



Presented to Lok Sabha-----

Laid in Rajya Sabha-----

**LOK SABHA SECRETARIAT
NEW DELHI**

November, 1991/Kartika, 1913(Saka)

Price: Rs. 18.00

LC
01.43R
N.I.1.1

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COMMITTEE ON THE WELFARE OF SCHEDULED
CASTES AND SCHEDULED TRIBES
(1991-92)

Shri K. Pradhani — *Chairman*

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

INTRODUCTION

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 Second Report (Tenth Lok Sabha) on Action Taken by Government on the recommendations contained in the Sixth Report (Ninth Lok Sabha) on the Ministry of Civil Aviation—Reservations for and employment of Scheduled Castes and Scheduled Tribes in Indian Airlines.

2. The Report was considered and adopted by the Committee on 11 October, 1991.

3. The Report has been divided into the following Chapters:—

I. Report.

II. Recommendations / Observations which have been accepted by Government.

III. Recommendations / Observations which the Committee do not desire to pursue in view of Government's replies.

IV. Recommendations / Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.

V. Recommendation / Observation on which final replies of the Government have not been received.

4. An analysis of the Action Taken by Government on the recommendations contained in the Sixth Report of the Committee is given in Appendix II. It would be observed therefrom that out of 16 recommendations made in the Report, 12 recommendations i.e. 75 per cent have been accepted by Government. The Committee do not desire to pursue 2 recommendations i.e. 12.5 per cent of their recommendations in view of Government's replies and 2 recommendations i.e. 12.5 per cent in respect of which replies of Government have not been accepted by the Committee, require reiteration.

K. PRADHANI,
Chairman,

*Committee on the Welfare of Scheduled
Castes and Scheduled Tribes.*

NEW DELHI;
12 November, 1991

21 Kartika, 1913 (S)

CHAPTER I

REPORT

This Report of the Committee deals with the action taken by Government on the recommendations contained in Sixth Report (Ninth Lok Sabha) of the Committee on the Ministry of Civil Aviation-Reservations for and employment of Scheduled Castes and Scheduled Tribes in Indian Airlines which was presented to Lok Sabha on 12 March, 1991.

2. Action Taken Replies have been received from the Government in respect of all the 16 recommendations contained in the Report. These have been Categorised as follows :

I. Recommendations/observations that have been accepted by the Government:

Sl. Nos. 2, 3, 5, 6, 8, 8-A, 9, 10, 11, 12, 13 and 14.

II. Recommendations/observations which the Committee do not desire to pursue in view of the Government's replies:

Sl. Nos. 4 and 15.

III. Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee:

Sl. Nos. 1 and 7.

IV. Recommendations/observations in respect of which final replies of the Government are still awaited:

Sl. No. -Nil.

3. The Committee will now deal with the action taken by the Government on some of their recommendations.

A. Board of Directors

(Recommendation Sl. No. 1 Para. 1.14)

The Committee in their Sixth Report recommended 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.

The Ministry of Civil Aviation in their reply have stated that recommendation of the Committee would be kept in view by the Government while constituting the Board of Directors of Indian Airlines.

The Committee consider the reply of the Ministry evasive and reiterate their recommendation that all out efforts should be made to appoint one suitable member of SC/ST, official or non-official on the Board of Directors

of Indian Airlines to give them an opportunity to participate in the top management of Airlines.

B. Recruitment of SC/ST on Regional Basis
(Recommendation Sl. No. 7, Para 3.30)

The Committee in para 3.30 of their Report expressed their unhappiness over the recruitments made on Regional basis in certain categories of posts during the years 1988, 1989 and 1990 and desired that further concerted efforts should be made to clear the backlog of SC/ST candidates in the recruitment of aircraft technicians and other technical trades within a certain timeframe. They also recommended that recruitment of ST candidates to fill up these technical posts should be made from the technical institutes located in the tribal dominated places such as Ranchi, Guwahati, Kohima, Aizwal, Jabalpur, Raipur and Udaipur and similar other tribal dominated places.

In their reply, the Ministry of Civil Aviation have stated that "Recruitment to the post of Trainee Technicians/ Aircraft Technicians is decentralised and carried out by IA's four Regions. In the year 1989, IA had carried out a centralised recruitment exercise exclusively for SC/ST Candidates. IA have again launched a centralised recruitment exercise at Hqrs, for these posts exclusively for SC/ST Candidates. Written test for the same held on 21st July, 1991 all over India.

The views of the Committee in this regard will be kept in view and all efforts will be made to recruit suitable candidates by exploring other avenues also."

The Committee consider the reply unsatisfactory and evasive. From the reply of the Ministry, they are unable to find out whether the management of the Indian Airlines have taken any step towards recruitment of the ST candidates to fill up these technical posts from Regional Technical Institutes located in the tribal dominated places and reiterate their earlier recommendation that recruitments of Scheduled Tribes candidates to fill up the technical posts should be made from Regional Technical Institute located in the tribal dominated places such as Ranchi, Guwahati, Kohima Aizwal, Jabalpur, Raipur, Udaipur and similar other places and for this purpose at least one recruitment centre may be opened in every tribal dominated States.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS THAT HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendations (Sl. No. 2, Para 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.

Reply of the Government

Action is being taken to augment the staff strength of SCT Cell by internal adjustment.

Programme of the Liaison Officer of the Ministry of Civil Aviation for inspection of Headquarters and Regional Offices of Indian Airlines regarding implementation of reservation orders has been chalked out. Instructions have also been issued to Indian Airlines for imparting training to officers/staff in the maintenance of rosters and on the reservation policy to ensure proper implementation.

[Ministry of Civil Aviation and Tourism O.M. No. A-14016/5/91-SCT dated 20.8.91]

Recommendations (Sl. No. 3, Para 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.

Reply of the Government

Indian Airlines have issued instructions to the regional offices regarding maintenance of 100 point roster. Copy of the instructions issued is enclosed.

[Ministry of Civil Aviation and Tourism O.M.No. A.-14016/5/91-SCT dated 20.8.91]

Recommendations (Sl. No. 5, Para 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 that 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.

Reply of the Government

Two SC Trainee Pilots have been appointed in April, 1991. Action has been initiated to release an advertisement, exclusively for SC and ST candidates for the post of Trainee Pilots from the open market.

[Ministry of Civil Aviation and Tourism O.M.No. A. 14016/5/91-SCT dated 20.8.91]

Recommendations (Sl. No. 6, Para 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 IGRUA 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.

Reply of the Government

Instructions have already been issued to IGRUA that at least five persons belonging to the reserved category should be given flying / pilot training free of cost at the Academy.

[Ministry of Civil Aviation and Tourism O.M. No A.-14016/5/91-SCT dated 20-8-91]

Recommendations (Sl. No: 8, Para 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.

Reply of the Government

A Draft Scholarship Scheme for sponsoring SC/ST Engineering undergraduate at IITs and B.H.U. has been drawn up. The scheme envisages grant of scholarship by Indian Airlines to SC/ST students pursuing the Engineering course at IITs and Banaras Hindu University and their subsequent absorption subject to successful completion of the course.

[Ministry of Civil Aviation O.M. No. A-14016/5/91-SCT dated 20-8-91]

Recommendations (Sl. No. 8-A, Para 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.

Reply of the Government

Instructions in this regard have already been issued by the Ministry *vide* O.M. No. A. 14016/11/87-SCT dated 4th April, 1988. Instructions have once again been reiterated to all appointing authorities in January, 1991 by Indian Airlines.

[Ministry of Civil Aviation & Tourism O.M. No. A.-14016/5/91-SCT dated 20-8-1991]

Recommendations (Sl. No. 9, Para 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.

Reply of the Government

Instructions have been issued to all appointing authorities for giving at least 30 days time to SC / ST candidates for appearing for interview or to join Indian Airlines. Reserved vacancies are advertised in the Employment News and also in the local newspapers. Information is also relayed over the All India Radio. Information is also sent to the recognised SC / ST Associations for disseminating the same. Wherever sufficient number of SC / ST candidates are available, interviews are held at places predominantly inhabited by such candidates.

[Ministry of Civil Aviation & Tourism O.M. No. A. 14016 / 5 /91-
SCT dated 20-8-1991]

Recommendations (Sl. No. 10, Para 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.

Reply of the Government

In consultation with the Air Corporations SC / ST Employees Welfare Association, Indian Airlines has granted one year's relaxation on different stages in the time-bound promotions scheme which has

been introduced in the Airline with effect from 1-1-91 for posts in Group 'B' and 'D' and at the lowest rung of Group 'A'. Posts in Group 'C' are filled by direct recruitment from the open market.

[Ministry of Civil Aviation & Tourism O.M. No. A. 14016 / 5 / 91-SCT dated 20-8-1991]

Recommendations (Sl. No. 11, Para 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.

Reply of the Government

Instructions have already been issued to all concerned to ensure that as far as possible, the SC/ST officer nominated on the Selection Board/D.P.Cs is of comparable status to other Board members. Indian Airlines is also making provisions in its rules to associate an external member on the Selection Boards/D.P.Cs as may be deemed necessary for securing expert guidance.

[Ministry of Civil Aviation & Tourism O.M. No. A.-14016/5/91-SCT dated 20.8.1991]

Recommendations (Sl. No. 12, Para 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 subject 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.

Reply of the Government

Manpower projections for the next 10 years based on superannuation have been worked out for posts in Group 'A'. The Scholarship Scheme being drawn up by Indian Airlines for Graduate Engineer Trainees would ensure availability of SC/ST Engineering Graduates over a period of time. Special Recruitment drive is being initiated by Indian Airlines for the recruitment of pilots to fill up the reserved vacancies.

[Ministry of Civil Aviation & Tourism O.M.No. A.-14016/5/91-SCT
dated 20.8.91]

Recommendations (Sl. No. 13, Para 4.6)

The Committee finds that Apprenticeship Training is given to various candidates in Indian Airlines under Trade Apprenticeship Act. The number of apprentices belonging to SC/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.

Reply of the Government

This recommendation of the Committee has been noted.

[Ministry of Civil Aviation & Tourism O.M. No. A.-14016/5/91-SCT
dated 20.8.91]

Recommendations (Sl. No. 14, Para 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.

Reply of the Government

The existing scheme for pre-recruitment training of stenographers/typists, envisaged an amount of Rs. 20/-per day as 'out of pocket allowance' for the number of days of attendance. For outstation candidates, an additional provision of Rs. 1000/-has been made to cover their expenses on boarding and lodging keeping in line with the suggestion of the Parliamentary Committee.

[Ministry of Civil Aviation & Tourism O.M. No.A-14016/5//91-SCT
dated 20.8.91]

CHAPTER III

RECOMMENDATIONS /OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT'S REPLIES

Recommendations (Sl. No. 4, Para 3.27)

The Committee regret to note that inspite of their recommendation in their 10th (4th Ldk 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, the Committee find that still there is a large shortfall, especially of Scheuled 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.

Reply of the Government

Instructions have already been issued to Indian Airlines to make sincere efforts to find suitable SC / ST candidates from all sources such as Directorate General of Employment Exchange, Universities, IITs, Open market etc.

They have also been instructed to make proper manpower planning in advance and recruit the persons possessing minimum qualifications so that

they could be trained well in advance and appointed against the reserved vacancies.

Besides issuing various advertisements during the special recruitment drives, Indian Airlines have also been resorting to campus recruitment at IITs, I.I.M.s. and B.H.U. In the year, 1991, two campus recruitments were undertaken as a result of which 7 scheduled caste and one scheduled tribe candidates have been empanelled. Statistics indicated in the attached statement (Annexure) show that genuine efforts have been made to improve the representation of SC / ST in Indian Airlines.

[Ministry of Civil Aviation & Tourism O.M. No. A.14016 / 5 / 91-SCT dated 20-8-1991]

ANNEXURE

Statement showing the total No. of employees and the No. of Scheduled Castes and Scheduled Tribes amongst them as on 31.12.75 and 30.06.91.

As on 31.12.75

Group/Category No. of Post	Total No. of Employees	Total Representation		Percentage	
		SC	ST	SC	ST
Class I	2077	32	6	1.54	0.28
Class II	8105	523	86	6.45	1.06
Class III (excluding Sweepers)	4526	780	39	17.23	0.86
Class III (Sweepers)	267	258	2	96.63	0.74

As on 30.06.91

Group/Category No. of Post	Total No. of Employees	Total Representation		Percentage	
		SC	ST	SC	ST
Group 'A'	3509	356	60	9.86	1.71
Group 'B'	9094	1369	347	15.05	3.82
Group 'C'	2625	474	200	18.06	7.62
Group 'D' (excluding Sweeper)	6329	1249	355	19.74	5.61
Group 'D' (Sweeper)	513	353	20	68.81	3.90

Statement showing the action taken on the recommendations/conclusions contained in the Sixth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Ninth Lok Sabha) on the Ministry of Civil Aviation—Reservations for and employment of Scheduled Castes and Scheduled Tribes in Indian Airlines.

Recommendations (Sl. No. 15, Para 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.

Reply of the Government

At present, out of the 39 employees of Indian Airlines posted abroad seven belong to Scheduled Caste and one to Scheduled Tribe.

[Ministry of Civil Aviation & Tourism O.M. No. A-14016 / 5 / 91-SCT
dated 20.8.91]

CHAPTER IV

RECOMMENDATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND REQUIRE REITERATION

Recommendations (Sl. No. 1, para 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.

Reply of the Government

Recommendations of the Committee will be kept in view by the Government while constituting the Board of Directors of Indian Airlines.

[Ministry of Civil Aviation and Tourism O.M.No. A. 14016/5/91-SCT
Dated 20-8-91]

Comments of the Committee

The Committee consider the reply of the Ministry evasive and reiterate their recommendation that all out efforts should be made to appoint one suitable member of SC/ST official or non-official on the Board of Directors of Indian Airlines to give them an opportunity to participate in the top management of the Airlines.

Recommendations (Sl.No. 7, Para 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, Aizwal, Jabalpur, Raipur, Udaipur and similar other places.

Reply of the Government

Recruitment to the post of Trainee Technician/Aircraft Technician is decentralised and carried out by IA's four Regions. In the year 1989, IA had carried out a centralised recruitment exercise exclusively for SC/ST candidates. IA have again launched a centralised recruitment exercise at Hqrs, for these posts exclusively for SC/ST candidates. Written test for the same was held on 21st July, 1991 all over India.

The views of the Committee in this regard will be kept in view and all efforts will be made to recruit suitable candidates by exploring other avenues also.

[Ministry of Civil Aviation and Tourism O.M.No.A. 14016/5/91 dated 20.8.91]

Comments of the Committee

The Committee consider the reply unsatisfactory and evasive. From the reply of the Ministry, they are unable to find out whether the management of the Indian Airlines have taken any step towards recruitment of the ST candidates to fill up these technical posts from Regional Technical Institutes located in the tribal dominated places and reiterate their earlier recommendation that recruitments of Scheduled Tribes candidates to fill up the technical posts should be made from Regional Technical Institutes located in the tribal dominated places such as Ranchi, Guwahati, Kohima, Aizwal, Jabalpur, Raipur, Udaipur and similar other places and for this purpose at least one recruitment centre may be opened in every tribal dominated State.

CHAPTER V

**RECOMMENDATION/OBSERVATION IN RESPECT OF
WHICH FINAL REPLIES HAVE NOT BEEN RECEIVED**

NIL

- NEW DELHI:

12 November, 1991

21 Kartika, 1913(S)

K. PRADHANI

Chairman,

*Committee on the Welfare of
Scheduled Castes and Scheduled Tribes*

APPENDIX I

(Rec. Sl. No. 3, Para 2.18)

Director of Personnel,
Indian Airlines
Headquarters
New Delhi.
HPDO1/X-1100.

M.P.S.
IA:Eastern/Western/
Northern/Southern Regions.
Sr. Dy. M.P.S., Hyderabad
29th April, 1991.

Sub: Maintenance of Rosters for posts in Group C

This is further to our letter of even number dated 22nd June, 1989 and 3rd November, 1989 outlining the procedure for statewise recruitment for the posts of Assistants. It has now been decided that henceforth Statewise recruitments will be made for the all posts in Group C, i.e., Traffic Assistant, Office Assistant, Stenographer, Typist etc. Accordingly, a 100 point Statewise roster will be maintained for effecting reservation for SC/ST to such recruitments.

These posts will henceforth not be advertised in the Press. In the event of SC/ST candidates not being available to fill up the reserved vacancies, however, advertisement could be resorted to. As indicated earlier there will be no restriction that a candidate applying for these posts should necessarily be a domicile of that particular State for which recruitment action is being taken.

Statewise recruitment will be essentially for initial posting at Stations located in each State. The candidates appointed will be liable to be transferred to any station within or outside the State as per IA Rules.

Kindly confirm receipt of this letter.

Sd/-
(S.C. Rastogi)
Director of Personnel

CC: Dy. P.M.(E), Hqrs.

APPENDIX II

(Vide para 4 of the Introduction)

Analysis of the Action Taken by the Government on the recommendations contained in the Sixth Report (Ninth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

1.	Total number of recommendations	16
2.	Recommendations which have been accepted by the Government (vide recommendations at Sl. No. 2,3,5,6,8,8-A, 9,10,11,12,13, and 14.)	12
	Percentage of total	75%
3.	Recommendations which the Committee do not desire to pursue in view of the Govt. replies (vide recommendations at Sl. No. 4 and 15).	2
	Percentage of total	12.5%
4.	Recommendations in respect of which reply of the Government has not accepted by the Committee and require reiteration (vide recommendations at Sl. Nos. 1 and 7).	2
	Percentage of total	12.5%
5.	Recommendations in respect of which final reply has not been received	Nil
	Percentage of total	Nil