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COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1992-93)

(TENTH LOK SABHA)

NINETEENTH REPORT

MINISTRY OF CIVIL AVIATION & TOURISM
(DEPARTMENT OF CIVIL AVIATION)

RESERVATIONS FOR AND EMPLOYMENT OF SCHEDULED CASTES
AND SCHEDULED TRIBES IN NATIONAL AIRPORTS AUTHORITY.

Presented to Lok Sabha on 27/4/93

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LOK SABHA SECRETARIAT
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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES (1992-93).

Shri K. Pradhani - Chairman

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 2. Shri S.C. Gupta, Joint Secretary.
 3. Shri N.M. Jain, Deputy Secretary
 4. Shri Babu Ram, Under Secretary.
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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 Ninteenth Report (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation) - Reservations for and employment of Scheduled Castes and Scheduled Tribes in National Airports Authority.

2. The Committee took evidence of the representatives of the Ministry of Civil Aviation and Tourism (Deptt. of Civil Aviation) and National Airports Authority on 19.1. 1993. The Committee wish to express their thanks to the officers of the Ministry of Civil Aviation and Tourism (Deptt. of Civil Aviation) and National Airports Authority 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 10.2. 1993.

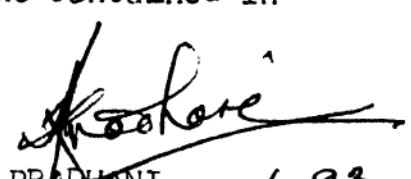
4. A Summary of conclusions/recommendations contained in the Report is appended (Appendix).

New Delhi;

~~March 22, 1993~~

~~Chaitra-1, 1915 (S).~~

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K. PRADHANI
Chairman, 27-4-93
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

CHAPTER - I

REPRESENTATION IN BOARD OF DIRECTORS

ORGANISATIONAL SET-UP

1.1 The National Airports Authority is a Statutory Corporation and was constituted on ~~1.6.1986~~^{21.5.1986} under National Airports Authority Act 1985 (No.64 of 1985). The Ministry of Civil Aviation is looking after the working of National Airports Authority.

1.2 The Authority is vested with the ownership and management of 88 Civil Aerodromes and 28 Civil Enclaves. The Authority maintains domestic civil Aerodromes and provides air traffic services, aeronautical communication services to all the stations and consultancy services in India and abroad in relation to planning and development of airports, air navigational and safety services etc.

1.3 At present, there are 5 Regional Offices of National Airports Authority which are located at Bombay, Madras, Calcutta, Delhi and Guwahati. Each one is looked after by the Regional Executive Director.

B. BOARD OF DIRECTORS

1.4 At present, there are 14 Members on the Board of Directors of National Airports Authority, out of whom Chairman, Member (P&A), Member (P&E), Member (Finance) and Member (Operations) are the whole time members whereas others are part-time members and the Director General of Civil Aviation is an Ex-Officio Member of the Board. There is no Scheduled Caste/Scheduled Tribe member on the National Airports Authority Board at present. In a supplementary information, it has been stated that all the part-time members on the Board of National Airports Authority are ex-officio members.

1.5 When the attention of the Ministry of Civil Aviation was drawn to the repeated recommendations of the Committee for inclusion of atleast one member from Scheduled Castes/Scheduled Tribes communities on the Board of Directors of Public Undertakings to look after, inter-alia, the interests of Scheduled Castes and Scheduled Tribes and asked to intimate whether any suggestion for inclusion of SC/ST in the Board of Directors has ever been made, it was stated in a written reply :-

"Since the reservation orders do not apply to appointment of members, details concerning caste/tribe status of persons recommended have not been maintained in the Ministry."

1.6 During evidence, when the Committee asked the view of the representative of the Ministry for inclusion of one SC/ST member in the Board of Directors, the witness replied :

"There is an effort on the part of the Government to see to what extent the members of Scheduled Castes and Scheduled Tribes could be given representation at the Board of Directors level. As I have submitted, there is no mandatory requirement, but the desire is there. Wherever feasible, an effort is made by the Government at the time of reconstitution of the Board to take this matter into account, when the next Board is constituted, this will be again placed before the Government and I am sure due consideration will be given to this effect."

1.7 The Committee regret to note that inspite of their repeated recommendation for inclusion of at least one SC/ST Director on the Board of Directors of all Public Undertakings, none of the Directors whether official or non-official on the Board of National Airport Authority belongs to SC/ST. During the course of evidence of the Ministry, at the time of examination of reservation for and employment of SC/ST in International Airports Authority of India, it was stated that the proposal to merge the International Airport Authority of India and National Airports Authority was under consideration of the Government. The Committee hope that suitable provision will be incorporated in the Rules/By-laws of the Unified Authority, which will take care of giving representation to at least one SC/ST member on the Board of Directors.

1.8 The Committee also note that there is no non-official Director on the Board of National Airport Authority. They feel that had there been provision in the Rules/By-laws of the Authority for appointing non-official Director belonging to SC/ST on the Board of National Airport Authority, it would have been easier on their part to appoint a SC/ST member who could take care of the interests of SC/ST in the Organisation. The Committee recommend that till a

Unified Authority of the International Airport Authority and National Airport Authority is formed, efforts should be made to include one suitable SC/ST person as official or non-official member on the Board of Directors of the National Airports Authority at the earliest to look after the interests of SC/ST.

CHAPTER - II

ORGANISATIONAL MATTERS

A. LIAISON OFFICER AND SC/ST CELL IN THE MINISTRY

2.1 In a written reply furnished to the Committee, it has been stated that there is a special SC/ST Cell headed by an officer of the rank of Deputy Secretary who is also the Liaison Officer in the Ministry of Civil Aviation to ensure due compliance with the reservation orders in the Ministry and Organisation/Undertakings including National Airports Authority. The Cell consisting of two Assistants belonging to SC/ST community and one Section Officer assists the Liaison Officer in discharging his duties.

2.2 As regards the number of times the Liaison Officer in the Ministry of Civil Aviation inspects the rosters maintained in the Head Office/Regional Office of National Airports Authority, it has been intimated that attempts are made by the Liaison Officer to inspect the rosters maintained in the Head Office/Regional Offices of National Airports Authority, once in two years.

2.3 As regards the number of complaints received from SC/ST employees during the last 3 years, it has been stated that data for the last three years is not available in the Ministry. It has further been informed that a register for maintaining a record of complaints received from SC/ST employees has been maintained since 1991 and from 1991, only four complaints were received all of which have been disposed of.

2.4 The Committee note that the Liaison Officer in the Ministry endeavours to inspect the rosters maintained in the Head Office/Regional Offices of National Airports Authority once in every two years. The period of two years in the opinion of Committee is too large and any error in the computation of reserved points may lead to denial of benefit to the rightful claimant till it is noticed. The Committee, therefore, recommend that Liaison Officer in the Ministry should make it a regular practice to visit the Head Office/Regional Office of National Airports Authority at least once in a year to ensure that reservation orders are implemented in all respects.

2.5 The Committee are unhappy to note that complete data regarding the complaints received from SC/ST employees during the last three years is not available in the Ministry of Civil Aviation and has been started from the year 1991 only. They hope that in future the Ministry shall continue to not only maintain a detail record of complaints/grievances received from SC/ST employees of organisations/undertakings under its administrative control but also settle them expeditiously.

B. LIAISON OFFICER & SC/ST CELL IN THE NAA

2.6 It has been stated that the Liaison Officer of the rank of Deputy Director have been appointed both at the Corporate Headquarters and at the Regional Headquarters of the National Airports Authority in 1986 after the formation of National Airports Authority.

2.7 It has been noticed that there has been no meetings between the Liaison Officers to discuss the matters of common interest as well as difficulties faced in the implementation of reservation orders. Regarding utility of holding of meetings between the Liaison Officers periodically to discuss the problems faced in the implementation of reservation orders in various units and matters of common interest, it was stated in a written reply that periodical meetings of Liaison Officers as observed, would be useful.

2.8 The Committee have been informed that a SC/ST Cell has been set up in NAA to look after the interests of SC/ST employees both at the local stations/Regional Headquarters/Corporate Headquarters. The staff strength of the SC/ST Cell at Corporate Office of NAA was stated to be as under :-

1. One Personnel/Administrative Officer;
2. One Office Superintendent; and
3. One Junior Clerk.

2.9 As regards the inspection of the rosters by the Liaison Officer, it has been explained in a written reply as under :-

"The Liaison Officer generally examine the roster at the time of recruitment/promotion. At the Corporate level, it was examined as per details given below :-

1989	1990	1991
3 times	2 times	4 times"

2.10 As far as at the regional level is concerned, it has been stated in a post-evidence reply that :-

"The SC/ST Rosters have been inspected in all the four Regional Headquarters once in 1991 and 1992 for for the year 1990 and 1991 respectively. As regards inspection of rosters for the year 1992, the Liaison Officer is proposing to visit regional offices during March/April, 1993.%

2.11 During evidence when the Committee desired to know about the inspection report it was submitted :-

"During the course of the inspection, he found that the Rosters were not maintained separately, one for direct recruitment and the other for promotion. Secondly, he found the Roster points have not been shown properly.

By and large, these are the two shortcomings which he brought out in his inspection report. These shortcomings have been rectified subsequently."

C. COMPLAINTS/GRIEVANCES

2.12 It has been stated that Grievances Officers have been appointed at Corporate Headquarters and also at Regional Offices for redressal of grievances. However no separate complaint register to look after the grievances of SC/ST employees has been maintained and a combined register to look after the grievances of all the employees is being maintained. It has specifically been mentioned that priority attention is given to grievances pertaining to SC/ST employees.

2.13 As regards the number of complaints received from the SC/ST employees it has been informed in a written reply that out of a total of 17 complaints received during the last three years and upto June, 1992, 16 have been disposed of.

2.14 The Committee find that no formal meeting between the Liaison Officers to discuss matter of common interest has been held by National Airports Authority. The usefulness of such meetings has been admitted by the management of NAA. They therefore recommend that periodical meetings should be held regularly between the Liaison Officers to discuss the problems faced in the implementation of reservation orders in various units and matters of common interest especially those relating to Scheduled Castes and Scheduled Tribes and records of such meetings should be properly maintained.

2.15 The Committee note from the post-evidence replies furnished to them that rosters have been inspected in all the four Regional Offices of National Airports Authority whereas it has five regional offices as has been mentioned elsewhere. They would like to be apprised of in which Regional Office Rosters have not been inspected and the reasons for the omission.

2.16 The Committee express their deep concern that in his inspection report the Liaison Officer has pointed out two basic mistakes in the maintenance of Rosters, i.e., non-maintenance of separate rosters for recruitment and promotion and roster points not shown properly.

They, therefore, urge upon the Management of National Airports Authority to train its officials in proper maintenance of Rosters with a view to keeping at bay the recurrence of such mistakes in future.

2.17 The Committee note that a combined register to look after the grievances of all the employees including SC/ST employees is being maintained by National Airports Authority. The Committee recommend that a separate complaint register showing the particulars of the complaints of SC/ST employees together with the action taken for their disposal should immediately be maintained both at the Corporate and the Regional Offices of National Airports Authority with a view to ensuring proper and speedy disposal of SC/ST grievances.

CHAPTER-III

RESERVATION IN SERVICES & PROCEDURE

A. DIRECT RECRUITMENT & RECRUITMENT PROCEDURE

(i) Percentage of Reservation

3.1 The percentage of reservation in services in favour of Scheduled Castes and Scheduled Tribes in direct recruitment and promotions since June, 1986, the date of formation of National Airports Authority is stated to be as under:-

(a) <u>Direct Recruitment:</u>	<u>SCs</u>	<u>STs</u>
1. All India basis through written tests	15%	7½%
2. Group C & D where recruitment is done locally/regionally.	As per directive of the Government varying from State to State.	
(b) <u>Promotion</u>	15%	7½%
	(in respect of categories as per Govt. directives).	

3.2 During evidence, the Committee have been informed that as far as the reservations in recruitment is concerned, it is given to officers holding posts right up to the scale of pay of Rs.5100-6700 which includes Aerodrome Director, Deputy Director and Executive Directors etc.

(ii) Recruitment Procedure

3.3 As regards the recruitment procedure followed in the National Airports Authority, it has been informed in written reply that Group A, B and those Group C posts which are controlled on all India basis are being filled by all India competitive examinations through open advertisements and other Group C and D posts are recruited through local employment exchange.

3.4 In a post-evidence reply submitted to the Committee, it has been submitted that recruitment to the post of JE(Civil), JE(Elect), Electronics Assistant, Aerodrome Assistant which comes under Group C category are centralised and done on All India basis and remaining Group C posts are filled on regional basis.

3.5 During the course of evidence, when the Committee pointed out that recruitment to Group 'C' posts should be done on regional basis following the regional percentage, the witness stated:

"When we start recruitment on regional basis, we would be going into that aspect. As it is today we are not able to get many SC/ST. We do it centrally. Once we move to regional level, we will have regional percentage".

It was elaborated:

"It is to ensure the recruitment quality that we have done it centrally. It has been done like this all these years and now we are trying to change it to region-wise while maintaining the quality".

3.6 When the Committee desired to know whether National Airports Authority proposed to follow the Presidential directives in future in respect of Group 'C' category, the witness replied in the affirmative.

3.7 Regarding concessions/relaxations given to Scheduled Castes/Scheduled Tribes at the time of recruitment, it has been informed that relaxation in the age by 5 years, exemption from payment of application fee, relaxation in percentage of marks and experience wherever required and relaxation in qualifying standard are given to the SC/ST candidates. Besides, this, TA to unemployed SCs and STs who are called for interview is also reimbursed.

3.8 Reasons for rejection of SC/ST candidates are intimated to employment exchange for corrective actions.

3.9 It has been informed that copies of the advertisement/requisitions for recruitment of SCs/STs are circulated to all SC/ST agencies/welfare associations in various States and Regions and are carried by All India Radio and Doordarshan.

3.10 The status of SC/ST members associated with the Recruitment Boards is at par with other members of the Board.

(iii) STAFF STRENGTH

3.11 The Staff strength of National Airports Authority as on 31.3.92 is as under:-

Sl. No.	Total No. of employees in the organisation in each group.	Total representation of SCs	Percentage	Total representation of STs	Percentage	Shortfall		Percentage of shortfall	
						SC	ST	SC	ST
1.	2.	3.	4.	5	6	7	8	9	10.
1.	Group 'A'	1147	23.7%	76	6.62%	-	3	-	0.88
2.	Group 'B'	704	26.7%	51	7.24%	-	-	-	-
3.	Group 'C'	5005	27.3%	361	7.21%	3	14	-	0.29
4.	Group 'D'	4210	28.17%	315	7.48%	-	-	-	-
TOTAL:		11066	27.48%	803	7.25%	3	22	-	0.22

(iv) Special Recruitment Drive

3.12 It has been stated that National Airports Authority has undertaken four special-recruitment drives. The details of special recruitment drives launched during the years 1989 to 1991 are as follows:

Years	No. of posts advertised	No. of posts filled		No. of posts carried forward	
		SC	ST	SC	ST
1989	19(5SC 14ST)	2	11	3	3
1990	127(41SC 86ST)	36	67	5	19
1991	64(15SC 49ST)	6	39	9	10

3.13 In the preliminary material furnished to the Committee, it was stated that the posts which were of technical nature and require technical qualification had remained unfilled due to lack of response particularly from ST candidates.

3.14 Regarding steps taken by National Airports Authority to get technically qualified persons, it was intimated in a written reply that efforts were being made to do the local recruitment at Regional areas where ratio of SC/ST population was high.

3.15 The position in regard to backlog vacancies under direct recruitment as on 30.9.92 is stated to be as under:

<u>GROUP</u>	<u>SC</u>	<u>SI</u>
A	-	1
B	2	1
C	7	8
D	-	-
	<u>9</u>	<u>10</u>

3.16 The Committee are constrained to note that the recruitment to certain posts in Group 'C' category of services of National Airports Authority is centralised and is done on All India basis which is against the Presidential Directive on reservations. The Management of the National Airports Authority during evidence admitted that they would be following the Presidential Directive in future recruitments. The Committee, therefore, recommend that the practice of recruitment to Group 'C' posts on all India basis should be discontinued forthwith and immediate steps should be taken to follow the regional quota for reservation of posts for SC/ST in Group 'C' posts.

3.17 The Committee find that there is still a backlog of vacancies inspite of special Recruitment Drives undertaken in the past. It has been stated that the post which were of technical nature and require technical qualification had remained unfilled due to lack of response

particularly from ST candidates. The Committee recommend that in order to wipe out the existing backlog in direct recruitment, National Airports Authority should continue launching special recruitment drives besides making other serious efforts to maximise recruitment on regional/local basis in the case of Group 'C' posts.

B. PROMOTION AND PROMOTION PROCEDURE

(i) Promotion Procedure

3.13 As regards promotion procedure followed in the National Airports Authority, the following information was furnished to the Committee:

"Promotion to the various posts is made on the basis of recommendations of the DPC either by selection or seniority cum-fitness as provided in the Recruitment Rules of the post. Reservation points are in accordance with the Government Directives".

3.19 During the course of evidence when the Committee enquired about the relaxation given to SCs and STs in promotion, the witness stated:

"Whatever relaxations are recommended in the Government Directives, they are being implemented, we have relaxed the eligibility criterion, qualifying period has been reduced. Whatever is the benchmark for the general candidate, we have gone two steps down for SC/ST employees".

3.20 The witness further stated that the zone of consideration had been enlarged for the SC/ST candidates. It was 1:3 for general candidates and 1:5 for the reserved candidates.

3.21 When the Committee enquired whether the National Airports Authority had been holding written tests also for promotional posts, it was submitted that only such exams were held on some occasions only.

3.22 On the point of giving relaxation in the qualifying marks to SC/ST candidates who were otherwise fit for promotion, it was submitted in a written reply furnished to the Committee that any further relaxation could affect the overall performance.

3.23 In reply to a query by the Committee regarding relaxation in the qualifying period for promotion given to SC/ST candidates, the witness stated that no relaxation in qualifying period of service is given but relaxation in benchmark while evaluating the Annual Confidential Report is allowed in the case of SC/ST candidates.

(ii) Promotion

3.24 The number of persons promoted during the years 1989, 1990 to 1991 in Groups 'A', 'B', 'C' and 'D' and the number and percentage of Scheduled Castes and Scheduled Tribes are as under:

Year	Group	Total persons promoted	SC/ST Promoted		Percentage promoted	
			SC	ST	SC	ST
1989	A	152	24	-	15.78	-
	B	180	22	-	12.22	-
	C	58	12	-	20.68	-
	D	9	3	1	37.5	12.5
1990	A	177	26	7	14.68	3.95
	B	122	19	3	15.57	1.4
	C	66	8	6	12.12	9.09
	D	5	1	1	20.0	20.0
1991	A	171	22	3	12.86	-
	B	119	9	-	7.56	-
	C	15	2	-	13.33	-
	D	7	2	1	28.57	14.28

3.25 It has been stated that shortfall in promotion of SC/ST candidates was because of their non-availability in the feeder cadres and also because in certain cases/disciplines, SC/ST candidates were not meeting the minimum prescribed eligibility criteria.

3.26 As regards the poor representation of STs in promotion in almost all the categories of posts, it has been submitted in a written reply:

"Till 1989, reserved posts in recruitment could be carried-forward due to non-availability of SC/ST candidates and these posts were de-reserved and the posts were filled from general category. As a cumulative effect, the requisite number of SC/ST candidates were not available in the feeder cadres".

3.27 Regarding special efforts made by National Airports Authority to make SC/ST particularly STs available in the feeder cadres, it has been stated that special efforts have been made to fill the SC/ST quota particularly during the last three to four years and sufficient number of candidates from SC/ST would be available in the feeder cadre in due course of time.

C DERESERVATION

3.28. It is seen from the information supplied to the Committee that not a single post has been deserved so far as the posts filled by Direct Recruitment are concerned.

The number of posts which were dereserved during the last three years in the promotional posts are stated to be as under:

	1989		1990		1991	
	SC	ST	SC	ST	SC	ST
Group 'A'	29	16	14	14	14	7
Group 'B'	15	14	5	4	4	-
Group 'C'	2	2	-	-	1	1

3.29 Reasons for dereservation of reserved posts in promotion have been stated to be non-availability of SC/ST candidates in the feeder grades.

3.30. Regarding efforts made to find SC/ST candidates before the reserved vacancy was being dereserved, it was stated that in promotion cases, as eligible officials were not available, these posts have been dereserved as per Government directive.

3.31 The position regarding dereservation of vacancies is being intimated to the Board of Directors from time to time.

3.32 The Committee are unhappy to note that instead of showing improvement, the percentage of SC employee promoted has decreased in the year 1991 as compared to the year 1989 i.e. against the percentage of 15.78 for Group 'A' 12.22 for Group 'B' and 20.68 for Group 'C', it has come down to 12.86 for Group 'A', 7.56 for Group 'B' and 13.33 for Group 'C'. The Committee also note with dismay that the promotion of ST employees is even worse as in the year 1989, only one Scheduled Tribe has been promoted and that too in Group 'D' category and in the year 1991, only four STs were promoted, 3 in Group 'A' and one in Group 'D' and no ST was promoted in Group 'B' and Group 'C' categories.

3.33 The Committee find that the non filling of reserved points in promotional posts in National Airports Authority is due to the non-availability of eligible SC/ST candidates in the feeder cadre as stated by the Management. The Management of National Airports Authority is hopeful that adequate representation of SCs/STs would be available in due course of time. The Committee expect that the Management will soon sort out the problem by making serious efforts to ensure due representation of SCs/STs in the feeder cadre as per prescribed percentage.

3.34 The Committee further find that the other reason for shortfall in promotional posts is that SC/ST candidates do not meet the minimum prescribed eligibility criteria.

They note that National Airports Authority has not been providing their SC/ST candidates any relaxation in the qualifying period of service for promotion. The Committee strongly feel that keeping in view the requirement of job, some relaxation in the minimum period of qualifying service may be considered so that more SC/ST candidates can get promotions.

3.35 The Committee note with dismay that a number of reserved vacancies to be filled through promotion have been de-reserved in Group 'A' and 'B' during the last three years in National Airports Authority. The Management have taken the extreme step of dereservation on the ground that in case of eligible SC/ST officials, were not available for the posts.

3.36 The Committee feel unhappy with the present state of affairs and desire that SC/ST candidates who are considered not upto the mark for promotions should be provided with facilities of in-service training for sometime to bring them at par with general candidates. They would like the management to ensure that before dereserving any reserved vacancy, concerted efforts should be made by the National Airports Authority, failing which dereservation may be done as a last resort.

CHAPTER - IVMEASURES TO IMPROVE RESERVATIONA. PRE-RECRUITMENT TRAINING

4.1 During the course of evidence when the Committee asked about the method followed by National Airports Authority for giving pre-recruitment training to SC/ST candidates, it was submitted that they have no arrangement for providing the pre-service training at the present time.

4.2 On enquiry as to how the improved intake of SC/ST candidates against the vacancies reserved for them is ensured in the absence of pre-recruitment training, it was stated in the written reply:

"While doing the recruitment, the minimum eligibility criteria is relaxed in terms of experience and also, the minimum qualifying marks required at the tests. Besides, relaxation in age is also granted.

Besides, regional recruitments are being done in the areas where SC/ST populations are high, i.e. N.E. Region etc."

B. IN SERVICE TRAINING

4.3 As regards arrangement for providing in-service training to Scheduled Caste/Scheduled Tribe employees in National Airports Authority, it has been informed in the written reply furnished to the Committee :-

"In order to make candidates eligible for promotion to higher posts in operational cadres, eligibility courses are provided in National Airports Authority, for which necessary training is being imparted.

In case of Scheduled Caste/Scheduled Tribe candidates who fails to come up to required standard, they are provided with special attention/additional tutorial classes."

4.4 During the course of evidence, it was submitted :-

"..... But in-service training, we are giving in the Civil Aviation Training College, Allahabad. After they qualify in the entrance test, they are admitted into the College"

4.5 It has further been stated in written reply that in-service training imparted during ab-initio training for operational category ^{is} for all the candidates including Scheduled Caste/Scheduled Tribe candidates.

C. TRAINING ABROAD

4.6 It has been stated that out of 48 persons who have been sent abroad for specialised training, there is only one Scheduled Caste candidate. The year-wise break-up of persons nominated for training abroad is as under :-

Year	C a n d i d a t e s			Total
	General	SC	ST	
1989	5	1	-	6
1990	7	-	-	7
1991	35	-	-	35
Total	47	1	-	48

4.7 In response to an enquiry to find out the reasons for the poor representation of Scheduled Caste/ Scheduled Tribe candidates sent for training abroad and the criteria fixed for sending persons for training abroad, it was stated in a written reply :-

"Training abroad is given as advanced training and also in specialised areas on certain types of equipment. Training abroad is based on seniority and their professional standard/'ratings' held. Those below the age of 45 are generally sent out for such training abroad for maximum utilisation. Due to non-availability of Officers belonging to Scheduled Caste/

Scheduled Tribe in the respective grades from which officers are considered for training abroad, the general representation from these categories are low."

4.8 During evidence when asked about the arrangement for giving foreign training it was stated that National Airports Authority had been sending many persons for seminars, workshops and for familiarisation with equipments etc. It was further stated that for the present the Management had not been able to send more SC/ST Officers for the same but they had devised a scheme under which they would prepare a panel and in addition to training send the persons for foreign seminars, inspection of equipment etc. The Management agreed that at present their number was small but they would prepare a panel to increase their number.

4.9 On a point of clarification the representative of the Ministry submitted during evidence that like foreign training, foreign exposure was equally important and they were making serious efforts, so that persons belonging to Scheduled Castes and Scheduled Tribes could get maximum benefit out of it.

4.10. The Committee regret to note that National Airports Authority has not undertaken any scheme to impart pre-recruitment training to SC/ST candidates. The Committee recommend that Management of NAA should immediately start and make it a regular feature to impart pre-recruitment training to SC/ST candidates especially in view of non-availability of SC/ST candidates for technical posts in the feeder cadre. The Committee, are of the opinion that such type of training would undoubtedly help in the improved intake of SC/ST candidates.

4.11 The Committee note that National Airports Authority has been imparting in-service training during ab-initio training for operational category to all the candidates including SC/ST candidates and SC/ST candidates who fail to come up to required standard are provided with special attention/additional tutorial classes.

The Committee desire that separate in-service training arrangement should be made exclusively for SC/ST candidates, recruited or promoted by relaxing the standards so as to enable them to come up to the standard of general candidates.

4.13 The Committee regret to observe that out of 48 officers sent by National Airports Authority for training abroad during 1989 to 1991, only one was from amongst Scheduled Castes/Scheduled Tribes.

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They are not convinced with the reply of the Management that representation of Scheduled Castes/ Scheduled Tribes is low due to the non-availability of officers belonging to SC/ST in the respective grades from which officers are considered for training abroad. The Committee recommend that their should be fair representation of Scheduled Castes/ Scheduled Tribes ^{among the employees} selected for the foreign training as assured by the Management during evidence.

4.13. The Committee appreciate the efforts made by National Airports Authority for sending their personnel for foreign exposure i.e. for seminars, workshops and familiarisation with equipments. They desire that as far as practicable adequate representation should be given to SCs/STs while sending the employees of National Airports Authority for foreign exposure, as assured by the representative of the Ministry. The Committee feel that this would definitely improve their knowledge and also raise the efficiency of SC/ST employees.

CHAPTER - V
MISCELLANEOUS

A. SOCIO-ECONOMIC DEVELOPMENT

5.1 As regards special schemes undertaken by National Airports Authority for socio-economic development of Scheduled Castes and Scheduled Tribes, it has been stated that being a new Organisation such schemes have not yet been introduced.

5.2 During the course of evidence, it was submitted that whenever they earned some profit, they would give some scholarship to children and lay roads in some villages.

5.3 When asked whether the authority had earmarked some budget for the socio-economic development programme for Scheduled Castes and Scheduled Tribes it was submitted that since the National Airports Authority was running in loss, no budget had been earmarked for this purpose and simultaneously stated that they had noted down the suggestion made by the Committee.

5.4 The Committee note that National Airports Authority has not adopted any village predominantly inhabited by Scheduled Castes/Scheduled Tribes to promote socio-economic development of the villages in the vicinity of their projects. They further note that no budget has been earmarked by the authority to undertake socio-economic development programme for Scheduled Castes and Scheduled Tribes.

5.5 The Committee strongly desire that National Airports Authority should adopt some villages predominantly inhabited by Scheduled Castes/Scheduled Tribes near their project and take measures to develop facilities like drinking water, education, medicine, building of roads etc. The Committee would appreciate if some specific amount is earmarked by National Airports Authority in the Annual budget on Welfare schemes which will lead to all round development of Scheduled Castes/Scheduled Tribes.

B. ANNUAL REPORTS

5.6 As per Government instructions, a note should be included in the Annual Report of the Ministry/Department about the activities of the Cell set up within the Ministry/Department under the Control of Liaison Officer in the discharge of his duties in respect of matters relating to representation of Scheduled Castes and Scheduled Tribes in the establishment and services under the control of Ministry/Departments. Similar information in respect of statutory, semi-government, bodies and in public sector undertakings under the control of Ministry/Department may also be usefully included in the Annual Reports. But the Annual Reports of National Airports Authority for the year 1987-88 and 1988-89 do not contain such information in respect of Scheduled Castes/Scheduled Tribes.

disregarding

5.7 On enquiry about the reasons for Government instructions in this regard, it was stated in written reply that the point has been noted.

5.8 The Committee regret to note that the Annual Report of National Airports Authority do not contain the information about the matters relating to representation of Scheduled Castes/ Scheduled Tribes and functioning of Scheduled Caste, Scheduled Tribe Cell. The Committee therefore, recommend that in future the requisite information in respect of representation of Scheduled Castes and Scheduled Tribes in Services and Welfare measures for the upliftment of Scheduled Castes and Scheduled Tribes employees taken by the Management of National Airports Authority should invariably be incorporated in the Annual Report of National Airports Authority.

NEW DELHI
April 25, 1993
Varanasi 5, 1915(S)

[Signature]
K. PRADHARI
27-4-93
Chairman,
Committee on the welfare
of Scheduled Castes and
Scheduled Tribes.