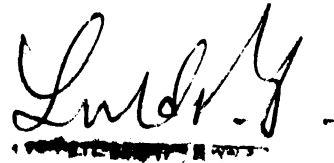


**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1993-94)**



(TENTH LOK SABHA)

TWENTY-EIGHTH REPORT

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

**ACTION TAKEN BY GOVERNMENT ON THE RECOMMENDATIONS
CONTAINED IN THE FOURTEENTH REPORT OF THE COMMITTEE
ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED
TRIBES (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 INTERNATIONAL AIRPORTS
AUTHORITY OF INDIA LIMITED.**

SEAL

Presented to Lok Sabha on 23-12-93

Laid in Rajya Sabha on 23-12-93

**LOK SABHA SECRETARIAT
NEW DELHI**

December, 1993/Agrahayana, 1915(Saka)

Price : Rs.

CONTENTS

	PAGE
COMPOSITION OF THE COMMITTEE	(iii)
INTRODUCTION	(iv)
CHAPTER - I REPORT	1
CHAPTER - II Recommendations/Observations which have been accepted by the Government.	
CHAPTER - III Recommendations/Observations which the Committee do not desire to pursue in view of the Government replies.	
CHAPTER - IV Recommendations/Observations in respect of which replies of the Government have not been accepted.	
CHAPTER - V Recommendations/Observations in respect of which final replies have not been received.	
APPENDIX :	
	Analysis of Action Taken by Government on the recommendations contained in the Fourteenth Report of the Committee.
	Minutes of the sitting of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes held on 17.11.93.

COMMITTEE ON THE WELFARE OF SCHEDULED
CASTES AND SCHEDULED TRIBES
(1993-94)

Shri Parasram Bhardwaj - Chairman

MEMBERS

LOK SABHA

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1. Shri G.L. Batra, Additional Secretary
2. Shri S.C. Gupta, Joint Secretary
3. Shri K.K. Ganguly, Deputy Secretary
4. Shri Babu Ram, Under 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 Twenty-eighth Report (Tenth Lok Sabha) on Action Taken by Government on the recommendations contained in the Fourteenth 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 International Airports Authority of India.

2. The ~~Report~~ Report was considered and adopted by the Committee on 17 November, 1993. *Minutes of the Sitting form Part-II of the Report.*

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

I. Report.

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

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

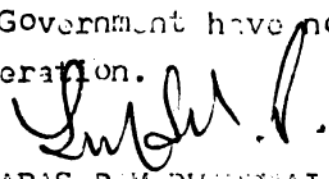
IV. Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.

V. Recommendations/Observations in respect of which final replies of Government have not been received.

4. An analysis of the Action Taken by Government on the recommendations contained in the Fourteenth Report of the Committee is given in Appendix. It would be observed therefrom, that out of 23 recommendations in the Report 17 recommendations i.e. 73.91 percent have been accepted by the Government. The Committee do not desire to pursue 2 recommendations i.e. 8.69 percent of their recommendations in view of Government replies. ^{Four} Recommendations i.e. 17.39 percent in respect of which replies of the Government have not been accepted by the Committee require reiteration.

NEW DELHI :

8 December, 1993
17 Agrahayana, 1915(S)


PARAS RAM BHARGAVA
Chairman,
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

CHAPTER-I

REPORT

1.1 This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the Action Taken by Government on the recommendations contained in the Fourteenth Report (Tenth Lok Sabha) of the Committee on the Ministry of Civil Aviation & Tourism (Deptt. of Civil Aviation) regarding Reservations for and employment of scheduled Castes and Scheduled Tribes in International Airports Authority of India.

1.2 The Fourteenth Report was presented to Lok Sabha on December 23, 1992. It contained 23 recommendations. Replies of the Government in respect of these recommendations have been examined and may be categorised as under :-

- (i) Recommendations and observations which have been accepted by the Government (Sl.Nos.3, 4, 5, 6, 7, 11, 12, 13, 14, 15, 17, 18, 19, 20, 21, 22 and 23).
- (ii) Recommendations and observations which the Committee do not desire to pursue taking into consideration the replies of the Government (Sl.Nos.9, 10).
- (iii) Recommendations and observations, replies to which have not been accepted by the Committee and which require reiteration (Sl.Nos.1, 2, 8 and 16).
- (iv) Recommendations and observations in respect of which final replies have not been received (Nil).

1.3 The Committee will now deal with those action taken replies of the Government which need reiteration.

BOARD OF DIRECTORS

(Recommendations at Sl.Nos.1,2, Para 1.9 and 1.10)

1.4 In Paragraph 1.9 of the Fourteenth Report (Tenth Lok Sabha) the Committee desired that the Government should make serious efforts to find a suitable SC or ST person, official or non-official for appointment as a Member, whole-time or part-time,

on the Board of the Authority and consider the desirability of making a provision in the International Airports Authority Act, 1971 for appointment of a Member belonging to SC or ST on the Board of Authority.

1.5 In Paragraph 1.10 of the Fourteenth Report (Tenth Lok Sabha) the Committee had recommended that the Government would make earnest efforts to find out suitable SC/ST persons for giving representation to at least one SC or ST member in the Board of the unified Authority of National Airports Authority and International Airports Authority, in case they are merged as the proposal for their merger is under consideration of the Government.

1.6 In their reply the Government have stated that the prevailing guidelines on constitution of Board of Directors of Public Enterprises do not make it obligatory to provide representation to SC/ST at the Board level. Government do not propose to make any mandatory provision in this matter. However, Government are alive to the need to provide wider opportunities to SC/ST and consider their appointment to the Board of Management at the time of constitution or reconstitution of the Board. Due importance will continue to be given to this matter.

1.7 The reply of the Government is not acceptable to the Committee. They reiterate their recommendation for making a provision in the International Airports Authority Act, 1971 for appointment of a Member belonging to SC or ST on the Board of Authority.

IMPARTING TRAINING TO SC/ST CANDIDATES BEFORE THEIR SELECTION
(Recommendation Sl.No.8, Para 2.25)

1.8¹ In paragraph 2.25 of the Fourteenth Report (Tenth Lok Sabha) the Committee desired that as agreed to during evidence, ST candidates should be chosen and imparted training in the respective discipline and ^{after} those who perform better be selected and appointed as the reasons for the shortfall in respect of scheduled Tribe candidates had been stated to be non-availability of candidates with requisite qualification and experience.

1.9 The Government in their reply have stated that in addition to the concession already available, IAAI have further liberalised the rules for filling up the vacancies reserved for SC/ST. According to the liberalised rules, if reserved vacancies in a grade remain unfilled even after appointing SC/ST candidates on relaxed standards then the best SC/ST candidates from amongst those who fail to qualify the prescribed test even by relaxed standard are considered for appointment as Trainee on stipend against the remaining reserved vacancies. After imparting training for six months they have to qualify in the prescribed test for regular appointment.

1.10 The Committee are not convinced with the reply of the Government and desire that SC/ST candidates should be provided a period of one year for qualifying the prescribed test.

- 4 -

LIAISON OFFICER IN THE MINISTRY
(Recommendation Sl.No.16, Para 3.9)

1.11 In para 3.9 of the Fourteenth Report (Tenth Lok Sabha) the Committee had recommended that the Liaison Officer of the Ministry should periodically and regularly inspect the reservation rosters maintained by IAAI at Headquarters as well as its other offices to ensure proper implementation of reservation orders.

1.12 The Government in their reply have stated that there are 6 Public Sector Enterprises and 4 Attached/Subordinate and autonomous organisations under the Ministry of Civil Aviation and Tourism (Deptt. of Civil Aviation). It may, therefore, be difficult for the Liaison Officer in the Ministry to visit every year the Headquarters and Regional Offices of all the formations, including International Airports Authority of India, in addition to attending to other duties as Deputy Secretary. However, efforts will be made to see that the Liaison Officer or his representative visits the Headquarter/Regional Offices of IAAI once in a year to ensure that reservation orders are implemented in all respects.

1.13 The Committee are not satisfied with the reply of the Government and would like to reiterate that the Liaison Officer of the Ministry should periodically and regularly inspect all the reservation ~~ex~~ rosters of IAAI at the Headquarters to ensure proper implementation of reservation orders.

CHAPTER II

Recommendations and observations which have been accepted by the Government.

Recommendation (Sl.No.3 Para 1.11)

The Committee regret to note that the Board of IAAI is only approached wherever it is the competent authority and it does not review the implementation of reservation policy in favour of SCs/STs of their own. They recommend that the Board of IAAI should undertake periodical reviews to ensure that reservation orders in favour of SCs/STs are implemented scrupulously.

R E P L Y

Board of International Airports Authority of India would henceforth undertake periodical reviews to ensure that reservation orders in favour of SCs/STs are implemented scrupulously.

Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation)-Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl.No.4 Para 2.21)

The Committee regret to note that inspite of the directive that the reserved vacancies should also be notified to one or more stations of the All India Radio, the instructions have not been issued by IAAI to other units to notify vacancies reserved for Scheduled Castes and Scheduled Tribes to All India Radio/Doordarshan. In the opinion of the Committee AIR/Doordarshan are considered to be the essential and popular means of communication to the remotest corner and one of the reasons for shortfall of Scheduled Castes and Scheduled Tribes in various cadres could be due to not following the directives. The Committee, therefore, recommend that all the reservations orders should be followed scrupulously in future.

R E P L Y

All Units of International Airports Authority of India have started notifying reserved vacancies to All India Radio and Doordarshan.

Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation)-Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl.No.5 Para 2.22)

The Committee further recommend that in addition to the vacancies being advertised in the National Dailies these vacancies should also be simultaneously advertised in the regional/ local newspapers of the areas concentrated with SC/ST population to attract more and more SC/ST candidates.

R E P L Y

International Airports Authority of India have taken action to ensure that the vacancies are also advertised in regional /local news papers of the areas with high concentration of SC/ST population.

Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation)-Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl.No.6 Para 2.23)

The Committee are unhappy to note that IAAI inspite of special efforts has failed to clear the shortfall in Group 'A' and 'B' posts as there is still shortfall, of 2.33% and 1.53% SCs and 3.49% and 2.37% STs as on 1.1.1992 respectively. The Committee further note that shortfall of 2.00%, 2.19% and 0.56% SCs still exist in Group 'C' posts at their Calcutta, Trivandrum and Headquarters Offices respectively. The shortfall of STs in Group 'C' and 'D', posts is alarming in almost all the offices except Madras where there is no shortfall. The Committee, therefore, recommend that the IAAI should make concerted efforts within time bound programme to eliminate the shortfall of SCs and STs in all the groups.

R E P L Y

IAAI have been making efforts to clear the shortfall on priority basis. In addition to the concession already available, IAAI have further liberalised the rules for filling up the vacancies reserved for SC/ST. According to the liberalised rules, if reserved vacancies in a grade remain unfilled even after appointing SC/ST candidates on relaxed standards then the best SC/ST candidates from amongst those who fail to qualify the prescribed test even by relaxed standard are considered for appointment as Trainee on stipend against the remaining reserved vacancies. After imparting training for six months they have to qualify in the prescribed test for regular appointment.

-7-

Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation)-Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl.No.7 Para 2.24)

In order to clear the backlog of STs, the Committee recommend that as agreed to during evidence, special teams for recruitment of STs should be sent to tribal concentrated areas of the country. They further recommend that Campus recruitment of SCs and STs only should also be tried as one of the methods of recruitment in future.

R E P L Y

IAAI had deputed a special team to Shillong (Meghalaya) for selection to certain categories of posts reserved for STs. Pursuant to their efforts, offers of appointment have been sent to 4 candidates belonging to STs for the post of Asstt. Grade-II (Steno)/ Asstt. Grade-II (Steno) Trainees and to 13 candidates for the post of Asstt. Grade-III/ Asstt. Grade-III (Trainees). IAAI would continue efforts and send teams to other areas having tribal concentrations. IAAI is also working out modalities for campus recruitment of SCs and STs.

Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation) -Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl.No.11 para 2.39)

The Committee regret to note that IAAI authorities have not been able to maintain the reservation quota of 15 percent of SCs and 7 1/2% of STs in promotion as only 15 SCs and 6 STs i.e. 11.9% and 4.75% respectively in Group 'A' and 21 SCs and 5 STs i.e. 14.08% and 3.55% respectively in Group 'B' have been promoted during 1989, 1990 and 1991. One of the reasons attributed for the low representation in promotion of SCs and STs is non-availability in the feeder cadres even after extending the zone of consideration. They desire that in order to increase the representation of SC/ST in various Groups, the existing SC/ST employees who fall within five times the number of vacancies may be considered against reserved vacancies for promotion to make up the shortfall of SC/ST officers. The Committee further recommend that the management should go in for direct recruitment against the reserved vacancies of promotion quota in various posts which could not be filled due to non-availability of eligible SC/ST employees in feeder cadres by temporary diversion of promotion to direct recruitment quota as per Reservation Directives.

R E P L Y

In accordance with IAAI (Recruitment & Promotion) Regulations, promotions from Group 'C' to Group 'B', from Group 'B' to the lowest rung of Group 'A' and within Group 'A' are made on the basis of Merit-Cum-Seniority (Selection). The zone of consideration is extended to 5 times the number of vacancies for SC/ST candidates.

Where reserved vacancies within the promotion quota, cannot be filled due to non-availability of eligible persons belonging to Scheduled Castes and Scheduled Tribes, such reserved vacancies henceforth will be diverted temporarily to direct recruitment quota as per Reservation Directives.

Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation) -Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl.No.12 para 2.40)

The Committee learn that sometimes the promotion process gets delayed due to Constitution of DPCs, late receipt of ACRs and disposal of the representation for the review of ACR. They therefore recommend that the IAAI should take necessary timely steps in the promotion matters to avoid unnecessary delay and resentment amongst its employees, specially SCs and STs.

R E P L Y

International Airports Authority of India normally hold meetings of Departmental Promotion Committees for selection for promotion to Groups 'A' and 'B' posts every year between April and June. For promotion to Groups 'C' and 'D' posts, Departmental Promotion Committee meetings are convened as and when vacancies arise.

In order to obviate delay, IAAI has notified a time schedule for submission of Performance Appraisal Reports by the Reporting, Reviewing and Countersigning Officers. According to this the Performance Appraisal Reports are to be completed in all respects latest by the 10th of March following the year to which the Confidential Report pertains.

Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation) -Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl.No.13 para 2.45)

The Committee note that out of 54 casual workers regularised by IAAI in their various units during the last three years, 13 belonged to Scheduled Castes and none to Scheduled Tribe. The Committee are constrained to observe that by not regularising any casual worker belonging to Scheduled Tribe during the said period, the Management of IAAI has failed to effectively implement the reservation orders, and recommend that whenever any casual labour is regularised due representation should be given to SCs /STs, especially to STs, as per the instructions on the subject.

Recommendation (Sl.No.14 para 2.46)

The Committee also note that out of 750 casual labourers engaged for the construction of terminals 56 belonged to SC and none belonged to ST, 23 SCs have been absorbed out of 81 casual labourers regularised and 33 SCs are yet to be regularised in the services of IAAI. The Committee need hardly stress for regularisation of the remaining SC casual workers at the earliest.

R E P L Y

International Airports Authority of India is taking action to regularise the services of casual workers belonging to SC/ST against suitable vacancies available according to instructions on the subject.

Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation) -Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl.No.15 para 2.47)

The Committee recommend that henceforth the reservation rosters for casual/daily rated workers etc. should be kept in IAAI so that the overall percentage of SCs and STs does not go below the prescribed percentages for these categories, as agreed to by IAAI.

R E P L Y

International Airports Authority of India would henceforth ensure maintenance of the roster in the manner recommended by the Committee.

Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation) -Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl.No.17 para 3.10)

The Committee note that the Liaison Officers of HQ. and other offices of IAAI have never met during the last three years to discuss the matters of common interest. However after holding a joint meeting on 12.10.1992, such joint meeting is considered to be useful. The Committee would like to stress the need of holding joint meeting of all Liaison Officers regularly atleast Twice a year to discuss the common problems. The Committee would also like the Liaison Officer of the Ministry to attend such meetings and clarify the doubts if any.

R E P L Y

Joint meetings of all the Liaison Officers in International Airports Authority of India will be held twice a year to discuss matters of common interest The Liaison Officer of the Department of Civil Aviation or his representative will also be associated with these meetings.

Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation) -Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl.No.18 para 3.11)

They also recommend that the persons responsible for the maintenance of rosters should be imparted proper training so that the chances of any omission/ default are eliminated.

R E P L Y

The officers and staff responsible for maintenance of rosters in International Airports Authority of India will be given appropriate training.

Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation) -Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl.No. 19 para 3.12)

The Committee further desire that the Liaison Officer of HQ. should periodically atleast once a year inspect the reservation rosters maintained in all the units of IAAI personally as assured by the Chairman IAAI during evidence.

R E P L Y

International Airports Authority of India would ensure that the Liaison Officer at Headquarters inspects the rosters of all units at least once a year.

Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation) -Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl.No. 20 para 3.13)

The Committee find that the procedure for dereservation in promotion states that before any reserved vacancy is dereserved and filled up by promotion by a general candidate, prior approval of the Board of Directors for Group 'A' and 'B' posts and that of the Managing Director for Group 'C' and 'D' posts should be obtained for which the Board of Directors should be apprised from time to time. The Committee understand that this procedure of dereservation in promotion had not been followed by IAAI. The Committee therefore, recommend that the Authority should invariably follow the Directives in letter and spirit.

R E P L Y

International Airports Authority of India will follow the prescribed procedure.

Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation) -Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl. No.21 para 3.18)

The Committee find that there is no separate grievances redressal procedure in IAAI for its SC/ST Employees and in the absence of complaint register, the statistics regarding complaints received from SC/ST Employees during the last 3 years were not available. With a view to ensure implementation of reservation orders and imparting justice to SC/ST Employeee the Committee feel that all the complaints/ grievances regarding promotions etc. should be considered promptly within time schedule. They, therefore, recommended that separate grievances/ complaints registers should be maintained at all the offices of IAAI and Head of the Units should ensure prompt disposal of complaints/ grievances received from SC/ST Employees and periodically submit a progress report to the HQs for information/ necessary remedial measures.

R E P L Y

International Airports Authority of India and its units will henceforth maintain separate complaint /grievance registers for ensuring prompt disposal of complaints/ grievances received from SC/ST employees. Heads of each unit will submit to Headquarters a quarterly report on complaints /grievances for review.

Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation) -Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl.No.22 para 4.2)

The Committee cannot but emphasise the provision of the Directives that in-service training programme on regular basis in an Undertaking or Corporation is one of the essential step for bettering the prospects of SC/ST employees. The Committee, therefore, recommend that in-service training programme for such SC/ST employees who have been recruited or promoted by relaxing the standards in the IAAI should be arranged on a regular basis so as to enable them to come up to the standards of other candidates.

R E P L Y

In-service training has been given to 71 employees belonging to Scheduled Castes and Scheduled Tribes as per details below:-

<u>Year</u>	<u>SC</u>	<u>ST</u>	<u>Total</u>
1989	23	05	28
1990	18	-	18
1991	23	02	25

Total:	64	07	71

International Airports Authority of India will continue to provide in-service training to Scheduled Caste / Scheduled Tribe candidates and give special attention to training those SC/ST candidate who have been recruited or promoted by relaxed standards.

● Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation) -Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl. No.23 para 4.4)

The Committee find that IAAI has been carrying forward a long list of backlog vacancies especially of Scheduled Tribes in various categories for a number of years. Obviously this was due to the non-availability of suitable ST candidates. The Committee recommend that IAAI should prepare its man-power plan for the next five years and take timely action to select, train and recruit the requisite number of Scheduled Castes and Scheduled Tribes in various categories.

R E P L Y

International Airports Authority of India has initiated action for preparing its man-power plan. Efforts will be made to ensure timely action for selection, recruitment and training of SC/ST candidates in various categories.

CHAPTER III

Recommendations and observations which the Committee do not desire to pursue in view of the Government replies.

Recommendation (Sl.No.9 para 2.26)

The Committee are informed that filling of the backlog vacancies in IAAI was hampered due to the general ban on recruitment imposed by the Ministry of Civil Aviation in December, 1990 as a measure of economy. On a clarification by the Ministry on 3 December, 1991 that the ban was not applicable in respect of vacancies reserved for SCs/STs some recruitment did take place. As the backlog has increased due to ban, the Committee recommend that immediate steps should be taken to make good the backlog.

Recommendation (Sl.No.10 para 2.27)

The Committee find that even after special recruitment drive undertaken by IAAI only 15 vacancies of SCs and 26 vacancies of STs could be filled during the last three years against the backlog of 75 SCs and 99 STs as on 1.4.1989. The Committee recommend that concerted efforts should be made by IAAI to clear the backlog by 31st March, 1992 as promised during the course of evidence.

R E P L Y

IAAI have been making efforts to clear the backlog. Till 31.3.1993, 52 candidates belonging to SCs and 41 candidates belonging to STs have been appointed, as per details given below:-

		<u>Scheduled Caste</u>			<u>Scheduled Tribe</u>		
		<u>Backlog</u>	<u>Current</u>	<u>Total</u>	<u>Backlog</u>	<u>Current</u>	<u>Total</u>
A.	Total Reser- vation.	60	48	108	73	44	117
B.	Appointed	22	30	52	21	20	41
C.	Offer Made	3	5	8	14	6	20

IAAI will continue to make efforts to clear the backlog as early as possible.

CHAPTER IV

Recommendations and observations in respect of which reply of Government has not been accepted by the Committee, and which require reiteration.

Recommendation (Sl.No.1 Para 1.9)

The Committee are distressed to note that in the present Board of IAAI, no Member belongs to SC or ST. While drawing the attention of the Government to their repeated recommendation for appointment of at least one SC/ST member on the Board of Directors of Public Undertakings, the Committee desire that the Government should make serious efforts to find a suitable SC or ST person, official or non-official for appointment as a Member, whole-time or part-time, on the Board of the Authority. Desirability of making a provision in the International Airports Authority Act, 1971 for appointment of a Member belonging to SC or ST on the Board of Authority may be considered.

Recommendation (Sl.No.2 para 1.10)

The Committee have also been informed that a proposal to merge the IAAI and National Airports Authority is under consideration of the Government and hope that the Government will make earnest efforts to find out suitable SC/ST persons for giving representation to atleast one SC or ST member in the Board of the unified authority as assured during evidence.

R E P L Y

The prevailing guidelines on constitution of Board of Directors of public enterprises do not make it obligatory to provide representation to SC/ST at the Board level. Government do not propose to make any mandatory provision in this matter. However, Government are alive to the need to provide wider opportunities to SC/ST and consider their appointment to the Board of Management at the time of constitution or reconstitution of the Board. Due importance will continue to be given to this matter.

Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation)-Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl.No.8 Para 2.25)

The reasons for the shortfall mostly for technical posts in respect of Scheduled Tribes have been stated to be non-availability of candidates with requisite qualifications and experience. The Committee desire that as agreed to during evidence, ST candidates should be chosen and imparted training in the respective discipline and thereafter those who perform better be selected and appointed.

R E P L Y

In addition to the concession already available, IAAI have further liberalised the rules for filling up the vacancies reserved for SC/ST. According to the liberalised rules, if reserved vacancies in a grade remain unfilled even after appointing SC/ST candidates on relaxed standards then the best SC/ST candidates from amongst those who fail to qualify the prescribed test even by relaxed standard are considered for appointment as Trainee on stipend against the remaining reserved vacancies. After imparting training for six months they have to qualify in the prescribed test for regular appointment.

Statement showing the action taken on the recommendations/conclusions contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Civil Aviation and Tourism (Department of Civil Aviation) -Reservation for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India.

Recommendation (Sl.No.16 para 3.9)

The Committee note that an Officer in the rank of Deputy Secretary has been appointed as Liaison Officer in the Ministry of Civil Aviation to ensure implementation of reservation orders in favour of SCs/STs including IAAI employees. The Rosters maintained by IAAI HQ. had only been inspected by him in 1990 and 1992 during the last three years and had pointed out shortcomings relating to non-observance of procedure for dereservation of vacancies. The Committee recommend that henceforth the Liaison Officer of the Ministry should periodically and regularly inspect the reservation rosters maintained by IAAI at HQs as well as at its other offices to ensure proper implementation of reservation orders.

R E P L Y

There are 6 Public Sector Enterprises and 4 Attached/Subordinate and autonomous organisations under the Ministry of Civil Aviation and Tourism (Department of Civil Aviation). It may, therefore, be difficult for the Liaison Officer in the Ministry to visit every year the Headquarters and Regional Offices of all the formations, including International Airports Authority of India, in addition to attending to other duties as Deputy Secretary. However, efforts will be made to see that the Liaison Officer or his representative visits the Headquarter/Regional offices of IAAI once in a year to ensure that reservation orders are implemented in all respects.

CHAPTER-V

RECOMMENDATIONS/OBSERVATIONS ON WHICH FINAL REPLY
OF GOVERNMENT HAS NOT BEEN RECEIVED.

----- M I L -----

NEW DELHI;

8 December, 1993

17 Agrahayana, 1915 (S).



PARASRAM BHARDWAJ

Chairman,

Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

APPENDIX
(Vide Para 4 of the Introduction)

ANALYSIS OF THE ACTION TAKEN BY THE GOVERNMENT ON THE
RECOMMENDATIONS CONTAINED IN THE FOURTEENTH REPORT
OF THE COMMITTEE

1.	Total Number of recommendations	-	23
2.	Recommendations which have been accepted by the Government (vide recommendations at Sl.Nos. 3, 4, 5, 6, 7, 11, 12, 13, 14, 15, 17, 18, 19, 20, 21, 22, 23).		
	Number	-	17
	Percentage of Total	-	73.91
3.	Recommendations which the Committee do not desire to pursue in view of the Government replies (vide recommendations at Sl.Nos.9 and 10).		
	Number	-	2
	Percentage to total	-	8.69
4.	Recommendations in respect of which final replies of Government have not been accepted by the Committee and which requires reiteration (vide recommendation at Sl.Nos.1, 2, 8 and 16)		
	Number	-	4
	Percentage to total	-	17.39
5.	Recommendations in respect of which final replies of Government have not been received (vide recommendation at Sl.No. - Nil).		
	Number	-	Nil
	Percentage to total	-	Nil.

MINUTES

CONFIDENTIAL

COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1993-94)

(TENTH LOK SABHA)

THIRTEENTH SITTING
(17.11. 1993)

The Committee sat from 11.00 to 13.00 hrs.

PRESENT

Shri Mentay Padmanabham - Convener

MEMBERS

LOK SABHA

2. Shrimati Dil Kumari Bhandari
3. Shri Ram Prakash Chaudhary
4. Dr. Ram Chandra Dome
5. Shri Kadambur M.R. Janardhanan
6. Shri Birsingh Mahato
7. Shri K.H. Muniyappa
8. Shri Rup Chand Murmu

RAJYA SABHA

9. Shri Prakash Yashwant Ambedkar
10. Shri Ram Deo Bhandari
11. Dr. Faguni Ram
12. Shri Ramnarayan Goswami

SECRETARIAT

1. Shri S.C. Gupta, Joint Secretary
 2. Shri K.K. Ganguly, Deputy Secretary
 3. Shri Babu Ram, Under Secretary
-

2. XXX XXX XXX

3. The Committee considered Memorandum No.4 regarding Action Taken Replies of the Government to the recommendations contained in the Fourteenth Report (Tenth Lok Sabha) on Ministry of Civil Aviation and Tourism (Department of Civil Aviation) - Reservations for and employment of Scheduled Castes and Scheduled Tribes in International Airports Authority of India and adopted it with the following amendments/modifications/additions :-

contd...3/-

Sl. No.	Page No.	Para No.	Line No.	Amendments/Modifications/Additions
1.	4	1.7	-	For "The Committee consider the reply of the Government not satisfactory and reiterate their recommendation that the Government should make serious efforts to find a suitable SC or ST person, official or non-official for appointment as a Member, whole time or part-time on the Board of Directors of the Authority and consider the desirability of making a provision in the International Airports Authority Act, 1971 for appointment of a Member belonging to SC or ST on the Board of Authority."

Read "The reply of the Government is not acceptable to the Committee. They reiterate their recommendation for making a provision in the International Airports Authority Act, 1971 for appointment of a Member belonging to SC or ST on the Board of Authority."

2.	4	1.7	-
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After Para 1.7, Add Para 1.8, 1.9 and 1.10 as follows :-

IMPARTING TRAINING TO SC/ST CANDIDATES BEFORE THEIR SELECTION
(Recommendation Sl.No.8, Para 2.25)

1.8 In Paragraph 2.25 of the Fourteenth Report (Tenth Lok Sabha) the Committee desired that as agreed to during evidence ST candidates should be chosen and imparted training in the respective discipline and thereafter those who perform better be selected and appointed, as the reasons for the shortfall in respect of Scheduled Tribe candidates for technical posts had been stated to be non-availability of candidates with requisite qualifications and experience.

1.9 The Government in their reply had stated that in addition to the concessions already available, IAAI have further liberalised the rules for filling up vacancies reserved for SC/ST. According to the liberalised rules, if reserved vacancies in a grade remain unfilled even after appointing SC/ST candidates on relaxed standards then the best SC/ST

Sl. No.	Page No.	Para No.	Line No.	Amendments/Modifications/Additions
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andidates from amongst those who fail to qualify the prescribed test even by relaxed standard are considered for appointment as Trainee on stipend against the remaining reserved vacancies. After imparting training for six months they have to qualify in the prescribed test for regular appointment.

1.10 The Committee are not convinced with the reply of the Government and desire that SC/ST candidates should be provided a period of one year for qualifying the prescribed test.

3. 5 1.10 -
(Revised
Para 1.13)

For "The Committee are not satisfied with the reply of the Government and would like to reiterate that the Liaison Officer of the Ministry should periodically and regularly inspect the reservation rosters maintained by IAI at Headquarters as well as its other offices to ensure proper implementation of reservation orders."

Read "The Committee are not satisfied with the reply of the Government and would like to reiterate that the Liaison Officer of the Ministry should periodically and regularly inspect the reservation rosters of IAI at the Headquarters to ensure proper implementation of reservation orders."

The Committee then adjourned.