

**SIXTY-SECOND REPORT**

**COMMITTEE ON PETITIONS**

**(SIXTEENTH LOK SABHA)**

**MINISTRY OF CIVIL AVIATION**

(Presented to Lok Sabha on \_\_\_\_\_)



**LOK SABHA SECRETARIAT  
NEW DELHI**

**December, 2018/Agrahayana, 1940 (Saka)**

**CPB. NO. 1 Vol. LXII**

**Price: Rs.....**

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**Published under Rule 382 of the Rules of Procedure and Conduct of Business in Lok Sabha (Fifteenth Edition) and printed by the Manager, Government of India Press, Minto Road, New Delhi - 110002**

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## ANNEXURE

- (i) Minutes of the 52<sup>nd</sup> sitting of the Committee held on 2.11.2018.

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**COMPOSITION OF THE COMMITTEE ON PETITIONS  
(2018-2019)**

Shri Bhagat Singh Koshyari -*Chairperson*

**MEMBERS**

2. Shri Suresh C. Angadi
3. Shri Om Birla
4. Shri Jitendra Chaudhury
5. Shri Ram Tahal Choudhary
6. Dr. K. Gopal
7. Shri C.P. Joshi
8. Shri Chhedi Paswan
9. Shri Kamlesh Paswan
10. Shri Arjun Charan Sethi
11. Shri Kodikunnil Suresh
12. Shri Dinesh Trivedi
13. Shri Rajan Vichare
14. Shri Dharmendra Yadav
15. Vacant

**SECRETARIAT**

- |                            |   |                            |
|----------------------------|---|----------------------------|
| 1. Shri Shiv Kumar         | - | Joint Secretary            |
| 2. Shri Raju Srivastava    | - | Director                   |
| 3. Shri G.C. Dobhal        | - | Deputy Secretary           |
| 4. Shri Harish Kumar Sethi | - | Senior Executive Assistant |

## SIXTY-SECOND REPORT OF THE COMMITTEE ON PETITIONS

(SIXTEENTH LOK SABHA)

### INTRODUCTION

I, the Chairperson, Committee on Petitions, having been authorised by the Committee to present on their behalf, this Sixty-Second Action Taken Report (Sixteenth Lok Sabha) of the Committee to the House on the Action Taken by the Government on the recommendations of the Committee on Petitions made in their Eleventh Report (Sixteenth Lok Sabha) on the Representation received from Shri Amit Roy, General Secretary, Alliance Air Employees Union and forwarded by Shri Jitendra Chaudhury, M.P., Lok Sabha alleging disparity in Pay and Allowances of the employees *vis-a-vis* Air India and improving other service conditions thereof.

2. The Committee considered and adopted the draft Sixty-Second Action Taken Report at their sitting held on 2.11.2018.

3. The observations/recommendations of the Committee on the above matters have been included in the Report.

NEW DELHI;

BHAGAT SINGH KOSHYARI,  
*Chairperson,*  
*Committee on Petitions.*

2 November, 2018  
11 Kartika, 1940 (Saka)

## REPORT

**ACTION TAKEN BY THE GOVERNMENT ON THE RECOMMENDATIONS OF THE COMMITTEE ON PETITIONS (SIXTEENTH LOK SABHA) MADE IN THEIR ELEVENTH REPORT ON THE REPRESENTATION OF SHRI AMIT ROY, GENERAL SECRETARY, ALLIANCE AIR EMPLOYEES UNION AND FORWARDED BY SHRI JITENDRA CHAUDHURY, M.P., LOK SABHA ALLEGING DISPARITY IN PAY AND ALLOWANCES OF THE EMPLOYEES VIS-A-VIS AIR INDIA AND IMPROVING OTHER SERVICE CONDITIONS THEREOF.**

The Committee on Petitions (Sixteenth Lok Sabha) presented their Eleventh Report to Lok Sabha on 10 March, 2016 had dealt with a Representation received from Shri Amit Roy, General Secretary, Alliance Air Employees Union and forwarded by Shri Jitendra Chaudhury, M.P., Lok Sabha alleging disparity in Pay and Allowances of the employees *vis-a-vis* Air India and improving other service conditions thereof.

2. The Committee had made certain observations/recommendations in the matter and the Ministry of Civil Aviation were asked to implement the recommendations and requested to furnish their action taken replies thereon for consideration of the Committee.

3. Action Taken Notes have since been received from the Ministry of Civil Aviation in respect of all the observations/recommendations contained in the aforesaid Report. The recommendations made by the Committee and the replies furnished thereto by the Ministry of Civil Aviation have been detailed in the succeeding paragraphs.

4. In paras 19, 20, 21, 22, 23, 24, 25 and 26 of the Report, the Committee had observed/recommended as follows:-

*"The Petitioner, in his representation under examination, has submitted that Alliance Air is one of the wholly owned subsidiary Companies of Air India, which came into existence in 1996. Alliance Air is also a full-fledged Unit of Air India like its other wings, having both technical and non-technical staff, i.e. Pilots, Engineers, Technicians, Cabin Crew, and Ground and Commercial Staff. He further submitted that since its inception, Alliance Air has been successfully serving the domestic sectors, besides lending support to the parent Company in terms of bridging the manpower gap and technical requirements from time to time. However, it is unfortunate that while Air India has rationalized the pay structures and regularised the services of the Contractual employees of Air India Express, another subsidiary Company of Air India, the fate of the*

employees of Alliance Air remains unchanged. The Petitioner had, therefore, requested for regularisation of services, rationalisation of salary/pay structure, extension of medical benefits and improving the service conditions of the contractual employees of Alliance Air vis-a-vis other subsidiaries of Air India.

Pursuant to this, the Ministry of Civil Aviation had informed the Committee that all the employees of Alliance Air are working on Contractual basis, i.e. Fixed Term Employment Agreement (FTEA), since Alliance Air started its operations in 1996. The absorption of Alliance Air in the All India Engineering Services Limited (AIESL) is as per the terms of Memorandum of Understanding signed between the two Companies. Further, benefits with regard to the rationalisation of salary, inclusion of Dearness Allowance, Medical Benefits, Career Progression/Promotion Policy, Annual Leave, etc. are applicable as per the rules contained in the Agreement.

At the outset, the Committee would like to emphasise that in the Fourteenth Lok Sabha, the Committee on Petitions, Lok Sabha, had taken up the Petition of the All India Alliance Air Employees' Union for detailed examination, wherein the General Secretary of the Union had emphasised that contrary to the principles laid down in the Constitution of India and Labour Laws, Alliance Air continues to employ contractual and casual workers to carry out jobs which are permanent and perennial in nature. The General Secretary of the Union, inter alia requested for the following:— (1) They may be treated as permanent employees of Alliance Air; (2) The Alliance Air, being a Public Sector Unit, be directed to abolish the Contract Labour system and Casual Employment in jobs which are permanent and perennial in nature; and (3) The pay and allowances and perquisites (like medical, etc.) of employees of Alliance Air be made at par with Indian Airlines being a 100% subsidiary Company.

After examination of the Petition by the erstwhile Committee taking into account the submissions made by the Petitioner as well as the representatives of the Ministry of Civil Aviation, the Committee had presented their Forty Ninth Report (Fourteenth Lok Sabha) to the Lok Sabha on 25 February, 2009. The recommendations made by the Committee are summarised as follows:— (1) Engagement of employees on contract/deputation basis is purely an ad hoc arrangement and should not be resorted to in case of jobs which are of permanent/perennial nature. This situation should not, therefore, continue indefinitely. The Ministry of Civil Aviation should frame a long term policy, including recruitment rules and service conditions, to manage the affairs of Alliance Air. (2) The objective of parity in pay and allowances of the employees of Alliance Air with erstwhile Indian Airlines could be achieved by permanent absorption of the affected employees. (3) The Medical Scheme for the employees of Alliance Air may

be finalised on priority basis, in a time bound manner, and all the employees may be extended the benefit of the scheme.

Juxtapositioning the recommendations made by the erstwhile Committee on Petitions with the written submissions/oral evidence of the Ministry of Civil Aviation on the instant Petition, the Committee find it unfortunate that even after a lapse of more than six years, no tangible improvement in the service conditions of the employees of Alliance Air has been noticed and the employees are still languishing for want of parity in pay and allowances and other service conditions vis-a-vis the parent Company.

The Committee note that the Airline Allied Services Limited (AASL) which is a subsidiary of Indian Airlines had started its operations under the brand name of Alliance Air. Similarly, the All India Charters Limited (AICL) which is subsidiary of Air India Limited, is known by its brand name of Air India Express. After merger of Indian Airlines and Air India in the year 2007, an additional subsidiary Company with the name of Air India Engineering Services Limited (AIESL) was formed for Maintenance, Repair and Overhaul (MRO) activities of AASL and AICL. In AASL, all the employees are engaged on contractual basis, i.e., Fixed Term Employment Agreement. The Ministry has also informed the Committee that since both the Airlines, i.e. Alliance Air and Air India Express, are operating under different models, the two entities cannot be compared with each other as well as with the parent body, i.e. Air India.

The Committee have noted that with a view to infusing professionalism and increasing profitability in various Government-controlled business establishments, different methodologies like long-term agreements, bilateral/trilateral MoUs, Turn Around Plans, Note on Operationalisation, re-delivery processes, replacement exercise, etc., have been introduced during the last two decades to justify the decisions taken by the Government in the context of changing business environment and for the introduction of growth acceleration techniques. However, all these policy formulations often tend to either the retrenchment of employees or reduction in their pay, allowances and other amenities by hiring them on contractual basis.

The Committee are dismayed to note that the plight of employees working in Alliance Air is no different in view of the fact that the principle of 'equal pay for equal work' which is recognised by various Courts of Law in our country has not been duly adhered to while restructuring the Aviation Sector. The Committee also fail to appreciate the argument put forth by the Ministry that since viability in their operations needs to be maintained, it is not possible for them either to regularise the services of contractual employees or providing them pay, allowances, medical benefits, career progression, annual leave and other amenities prevalent in their other subsidiaries. In view of the



foregoing, the Committee are of the considered opinion that if the employees of the Civil Aviation Sector of the Government irrespective of the nomenclature of the Company (AASL, AICL or AIESL), are performing similar functions, their salary, allowances, amenities, career advancement, etc. should invariably be similar in character and composition. The Committee are, therefore, inclined to observe that the organisational changes introduced by the Government since the year 2007 in the Aviation Sector has led to glaring disparities in the status, pay, allowances and other amenities of the employees. The Committee, while reiterating their earlier recommendations, on the subject, made in the Forty Ninth Report (Fourteenth Lok Sabha) recommend the Government to set up a panel of experts in the Sector to identify and make appropriate recommendations to address the issues of the growing disparities amongst employees of all its subsidiaries."

5. The Ministry of Civil Aviation, in its action taken reply, has submitted as follows:-

"Alliance Air was set up to function as a lean and thin organization and to have a competitive and low cost organizational structure as compared to the erstwhile Indian Airlines. Alliance Air has its own pay structure and the employee are entitled to perks and allowances as per the policy of the company. As a matter of policy, the employees in Alliance Air are engaged on fixed term contract basis for a period ranging from three to five years. The contract is invariably extended, based on length of service, requirement of Alliance Air and performance of the employee. This was a conscious decision to keep the operational cost of the company at a competitive level.

Alliance Air has been incurring losses during last 10 years ranging between Rs.29.12 crores in 2010-11 and Rs.249.4 crores in 2013-14. The objective of the Company is to provide connectivity to the remote and far flung areas of the country, and it plays a strategic role in serving this interest. On many routes the operations of the Company result in losses due to various reasons like less payload factors, refueling facility not being available, etc.

This is to bring to the notice of the Hon'ble Committee that all fresh induction of Pilots and Cabin Crew in Air India is also being done contract basis.

The wages of AASL employees (including Pilots) except Cabin Crew have been revised from time to time and last such revision was effected in 01<sup>st</sup> January, 2016. The wage revision of Cabin Crew is being worked out on the basis of Contract Cabin Crew of Air India.

All the Engineering personnel have been transferred to AIESL (subsidiary of Air India effective 01.01.2015). Their career progression and revision of wages is being worked out by AIESL.

AIESL had constituted two Committees consisting of Senior Executives of Finance, Personnel and Industrial Engineering to examine the issues pertaining to salary structure, career progression allowances and other facilities in respect of AMEs and Aircraft Technicians handling AASL Aircraft respectively.

Further, the Committee constituted for Aircraft Engineers has already submitted its Report and recommendations of the Committee have been accepted by the Board of Directors of the Company in its meeting held on 14.3.2018 and the same is under implementation.

In so far as the issues pertaining to Technicians are concerned, it may be stated that the Committee is in an advance stage of deliberations and its likely to submit its Report shortly. The recommendations of the Committee will be implemented after the Report submitted by the Committee is approved by the Board of Directors.

The facilities of Medical/Passage/Accumulation/Encashment of Leave to employees of AASL transferred to AIESL have been retained without any change and the employees are entitled to these facilities in the same manner as they were prior to their being merged with AIESL.

The Career progression of employees of AASL is being worked out on the basis of the career progression of employees in Air India. The career progression of Cabin Crew of Alliance Air is exactly on the same basis as Air India. This was approved on 09.03.2016 and all the promotion orders were issued effective 01.04.2016. The Career progression of other employees (excluding Cabin Crew) is yet to be approved.

The entitlement/encashment of Privilege Leave of Alliance Air employees has been reviewed twice and has now been made at par with Air India employees. The Privilege/Annual leave can be accumulated upto a maximum of 300 (Three hundred) days. This can be en-cashed at the final settlement of dues at the age of 60 years. This has been made effective on from April, 2016.

The Medical Benefit Scheme has been reviewed, it has been decided to give a medical allowance of Rs.750 (Rs. Seven hundred and Fifty Only) per month to all employees (Except Pilot) to meet their domiciliary treatment in addition to cover all employees and

*their families (employee +5 members) with the Medical Insurance for a sum of Rs.5 lac. The premium shall be paid by Alliance Air.*

*Air India has constituted a Committee to look into the issues contained in the Recommendation Nos.24 to 26 made by the Hon'ble Committee on Petitions in its 11th Report on the Representation received from Shri Amit Roy, General Secretary, Alliance Air Employees Union."*

## OBSERVATIONS/RECOMMENDATIONS

### Timely implementation of recommendations of the Committee for Aircraft Engineers

6. The Committee on Petitions (Fourteenth Lok Sabha) had earlier taken up the Petition of the All India Alliance Air Employees' Union for detailed examination, wherein the General Secretary of the Union had emphasised that contrary to the principles laid down in the Constitution of India and the Labour Laws, Alliance Air continues to employ Contractual and Casual Workers to carry out jobs which are of permanent and perennial in nature. It was requested to treat these Contractual and Casual Workers as permanent employees of Alliance Air, to abolish the Contract Labour system and Casual Employment in jobs which are permanent and perennial in nature, being a Public Sector Unit; and the Pay and Allowances and perquisites of these employees be made at par with Indian Airlines being a 100% subsidiary Company. After examination of the Petition by the erstwhile Committee taking into account the submissions made by the Petitioner as well as the representatives of the Ministry of Civil Aviation, the Committee had presented their Forty Ninth Report (Fourteenth Lok Sabha) to the Lok Sabha on 25.2.2009 and recommended as follows:-

- (i) *Engagement of employees on contract/deputation basis is purely an adhoc arrangement and should not be resorted to in case of jobs which are of permanent/perennial nature. This situation should not, therefore, continue indefinitely. The Ministry of Civil Aviation should frame a long term policy, including Recruitment Rules and Service Conditions, to manage the affairs of Alliance Air.*
- (ii) *The objective of parity in pay and allowances of the employees of Alliance Air with erstwhile Indian Airlines could be achieved by permanent absorption of the affected employees.*

- (iii) *The Medical Scheme for the employees of Alliance Air may be finalised on priority basis, in a time bound manner, and all the employees may be extended the benefit of the scheme.*

7. Juxtaposition of the recommendations made by the erstwhile Committee on Petitions with the written submissions/oral evidence of the Ministry of Civil Aviation on the instant Representation, the Committee had observed that even after a lapse of more than six years, no tangible improvement in the service conditions of the employees of Alliance Air had been noticed and the employees are still languishing for want of parity in Pay and Allowances and other service conditions vis-a-vis the parent Company.

8. The Committee had further noted that the plight of employees working in Alliance Air is no different in view of the fact that the principle of 'equal pay for equal work' which is recognised by various Courts of Law in our country has not been duly adhered to while restructuring the Aviation Sector. The Committee were of the considered opinion that if the employees of the Civil Aviation Sector of the Government irrespective of the nomenclature of the Company (AASL, AICL or AIESL), are performing similar functions, their salary, allowances, amenities, career advancement, etc., should invariably be similar in character and composition. The Committee also observed that the organisational changes introduced by the Government since the year 2007 in the Aviation Sector has led to glaring disparities in the status, pay, allowances and other amenities of the employees. The Committee, therefore, had recommended the Government to set up a panel of experts in the Sector to identify and make appropriate recommendations to address the issues of the growing disparities amongst employees of all its subsidiaries.

9. The Committee take note of the fact from the Action Taken replies of the Ministry of Civil Aviation that the Alliance Air was set up to function as a lean and thin

Organization and to have a competitive and low cost Organizational Structure as compared to the erstwhile Indian Airlines. As a matter of policy, the employees in Alliance Air are engaged on fixed term contract basis for a period ranging from three to five years. The contract is invariably extended, based on length of service, requirement of Alliance Air and performance of the employee. This was a conscious decision to keep the operational cost of the company at a competitive level.

10. The Committee are concerned to note that Alliance Air has been incurring losses during the last 10 years but the Committee are not satisfied with the reasons given by the Ministry of Civil Aviation for incurring losses, viz., less payload factors, refueling facility not being available, etc. The Committee consider that with the advent of Private Airlines, the present market scenario has become extremely competitive but the Alliance Air has its own brand equity in the form of phenomenal legacy, trustworthiness, extreme loyalty, reliability and outstanding quality on the basis of which the competitive advantage could be easily transformed into sustainable advantage.

11. The Committee feel that the reasons given by the Company for its losses and the growing disparities in the pay and allowances, etc., amongst the employees of all its Subsidiaries are not intertwined and, therefore, not at all cogent. As a matter of fact, the factors which are serving as contributory factors for the incessant losses to the Company are mandatorily to be handled or looked after by the Management for which the employees should not be made to suffer.

12. The Committee were also given to understand that the wage revision of Cabin Crew is being worked out on the basis of Contract Cabin Crew of Air India and also all the Engineering personnel have been transferred to AIESL (subsidiary of Air India

effective from 01.01.2015), their career progression and revision of wages is being worked out by AIESL. For this purpose, the AIESL had constituted two Committees consisting of Senior Executives of Finance, Personnel and Industrial Engineering to examine the issues pertaining to salary structure, career progression allowances and other facilities in respect of AMEs and Aircraft Technicians handling AASL Aircraft respectively. Further, the Committee constituted for Aircraft Engineers has already submitted its Report and recommendations of the Committee have been accepted by the Board of Directors of the Company in its meeting held on 14.3.2018 and the same is under implementation.

13. Though the Committee constituted for Aircraft Engineers has taken a long time to finalise its recommendations, the Committee on Petitions are happy to note that the recommendations of the Committee constituted for Aircraft Engineers have been accepted by the Board of Directors of the Company on 14.3.2018 and the same is now under implementation. In addition to this, since the long pending demands of the employees of Alliance Air regarding removal of disparities in their status, pay, allowances and other amenities have also reached to a finality, the Committee hope that the recommendations of the Committee constituted for Aircraft Engineers will now be implemented and the wages of Cabin Crew will also be revised at the earliest to help their employees to boost their morale and also to maintain their allegiance to the Company. The Committee would like to be apprised of the action taken by the Ministry on this count as well separately.

#### Finality of various service-related measures initiated by Alliance Air

14. The Committee note the various steps initiated by Air India to resolve the issues pertaining to career progression of employees of AASL and other employees as follows:-

- (a) *The Committee constituted for the issues pertaining to Technicians are likely to submit its Report shortly and their recommendations will be implemented as soon as the same is approved by the Board of Directors.*
- (b) *The facilities of Medical/Passage/Accumulation/Encashment of Leave to employees of AASL transferred to AIESL have been retained without any change.*
- (c) *The Career progression of employees of AASL is being worked out on the basis of the career progression of employees in Air India.*
- (d) *The Career progression of other employees (excluding Cabin Crew) is yet to be approved.*
- (e) *The Medical Benefit Scheme has been reviewed, it has been decided to give a medical allowance of Rs.750 (Rs. Seven hundred and Fifty Only) per month to all employees (Except Pilot) to meet their domiciliary treatment in addition to cover all employees and their families (employee +5 members) with the Medical Insurance for a sum of Rs.5 lacs (Rs.Five Lacs only). The premium shall be paid by Alliance Air.*
- (f) *Air India has constituted a Committee to look into the issues contained in the Recommendation Nos.24 to 26 made by the Hon'ble Committee on Petitions in its 11th Report on the Representation received from Shri Amit Roy, General Secretary, Alliance Air Employees Union.*

15. The Committee on Petitions are unhappy to note that the Committee constituted to look after the service-related matters of Technicians has taken a long to reach the finality. The Committee, therefore, urge the Ministry of Civil Aviation to take all the necessary steps to finalise the said Report and place it before the Board of Directors of Air India for their approval and thereafter ensure that the same is implementation at the earliest. The Committee would also like to be apprised of the action taken in this regard.



Expeditious implementation of the recommendations made by the Committee on Petitions in its Eleventh Report

16. The Committee note from the Action Taken reply of the Ministry of Civil Aviation that the Career Progression of employees of AASL is being worked out on the basis of the Career Progression formulations of the employees in Air India. The Career Progression of other employees (*excluding Cabin Crew*) is yet to be approved. The Committee are of the considered opinion that an opportunity has come to recognize the fundamental tenets and the principles upon which the a fine blend of the genuine career-related aspirations of the employees with the existing business climate and model is finalised and implemented by keeping all the employees of Air India and its subsidiaries Companies at par. The Committee, therefore, recommend the Ministry of Civil Aviation to take necessary action to finalise the work related to Career Progression of the employees of AASL and other employees in a time bound manner.

17. The Committee further note that Air India has constituted a Committee to look into the issues contained in the Recommendation Nos. 24 to 26 made by the Committee on Petitions in its Eleventh Report. In this regard, the Committee urge the Ministry of Civil Aviation to take action to finalise the Report of the Committee, constituted to look into the issues contained in the Recommendation Nos. 24 to 26 made by the Committee on Petitions in its Eleventh Report without further loss of time.

18. To recapitulate the entire sequence of events, viz., the recommendations made by the Committee on Petitions, Lok Sabha in their Forty Ninth Report (Fourteenth Lok Sabha), Eleventh Report (Sixteenth Lok Sabha) and the Action Taken Notes furnished by the Ministry of Civil Aviation, the Committee further urge the Ministry of Civil Aviation to work out concrete proposals for resolving the following issues:-

- (i) *The Alliance Air, as a subsidiary of erstwhile Indian Airlines and subsequently Air India Limited are being manned by various categories of employees on 'Fixed Term Employment' for three to five years which is being continuously renewed without any break in service.*
- (ii) *All the employees in the parent Company, i.e., Air India have being performing identical jobs. Despite this, the Alliance Air employees are discriminated in terms of wages, allowances, and other post-retirement benefits and vis-a-vis their counterparts in the parent Company.*
- (iii) *The employees of other subsidiaries in Air India, viz., Air India Express, etc., have been mostly brought at par with the parent Company in terms of wages, benefits and other service conditions and the only exception is that of Alliance Air employees.*
- (iv) *The employees of Alliance Air are being deprived of appropriate inflation-linked Dearness Allowance which is being given to employees of various Public Sector Undertakings including Air India.*

The Committee would like to be apprised of the action taken by the Ministry of Civil Aviation in the matter.

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New Delhi ;  
2 November, 2018  
11 Kartika, 1940 (Saka)

Bhagat Singh Koshyari,  
Chairperson,  
Committee on Petitions.

**MINUTES OF THE FIFTY-SECOND SITTING OF THE COMMITTEE ON PETITIONS  
(SIXTEENTH LOK SABHA)**

The Committee met on Friday, 2 November, 2018 from 1130 hrs. to 1215 hrs. in Committee Room 'E', Parliament House Annexe, New Delhi.

**PRESENT**

Shri Bhagat Singh Koshyari - Chairperson

**MEMBERS**

2. Shri Jitendra Chaudhury
3. Shri Ram Tahal Choudhary
4. Dr. K. Gopal
5. Shri Chhedi Paswan
6. Shri Dinesh Trivedi

**SECRETARIAT**

1. Shri Shiv Kumar - Joint Secretary
2. Shri Raju Srivastava - Director
3. Shri G. C. Dobhal - Deputy Secretary

2. At the outset, the Hon'ble Chairperson welcomed the Members to the sitting of the Committee.

3. The Committee, thereafter, took up for consideration the following Draft Action Taken Reports:-

- (i) Report on the Action Taken by the Government on the recommendations made by the Committee on Petitions (Sixteenth Lok Sabha) in their Eleventh Report on the Representation received from Shri Amit Roy, General Secretary, Alliance Air Employees Union and forwarded by Shri Jitendra Chaudhury, M.P., Lok Sabha alleging disparity in Pay and Allowances of the employees vis-a-vis Air India and improving other Service Conditions thereof; and

(ii) XXX XXX XXX

4. After discussing the Draft Action Taken Reports in detail, the Committee adopted the Report as mentioned at (i) above with minor modifications and the Report mentioned at (ii) above without any modification(s). The Committee also authorised the Chairperson to finalize the Draft Action Taken Reports and present the same to the House in the ensuing Session.

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The Committee, then, adjourned.

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