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**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2022-23)**

(SEVENTEENTH LOK SABHA)

MINISTRY OF CIVIL AVIATION

**[MEASURES UNDERTAKEN TO SECURE REPRESENTATION OF OBCs
IN EMPLOYMENT AND FOR THEIR WELFARE IN AIRPORTS
AUTHORITY OF INDIA (AAI)]**

SEVENTEENTH REPORT



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

December, 2022/ Agrahayana, 1944 (Saka)

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employment and for their welfare in Airports Authority of India (AAI)]**

MINISTRY OF CIVIL AVIATION

*Presented to Lok Sabha on 21.12.2022
Laid in Rajya Sabha on 21.12.2022*



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**LOK SABHA SECRETARIAT
NEW DELHI
*December, 2022/ Agrahayana, 1944 (Saka)***

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COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2021-22)

SHRI RAJESH VERMA- CHAIRPERSON

MEMBERS
LOK SABHA

2. Shri T.R. Baalu
3. Shri Sanjay Kumar Bandi
4. Shri Chandra Sekhar Bellana
5. Shri Ramesh Bidhuri
6. Ms. S. Jothimani
7. Shri Dileshwar Kamait
8. Smt. Raksha Nikhil Khadse
9. Shri Jyotirmay Singh Mahato
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15. Shri Parbhatbhai Savabhai Patel
16. Shri Ram Shiromani Verma
17. Shri K. Sudhakaran
18. Shri Ashok Kumar Yadav
19. Shri Pradan Baruah
20. Shri Chunni Lal Sahu

RAJYA SABHA

21. Smt. Geeta *alias* Chandraprabha
22. Shri T.K.S. Elangovan
23. Shri Narayana Koragappa
24. Shri Jaiprakash Nishad
25. Shri Vishambhar Prasad Nishad
26. Smt. Chhaya Verma
27. Shri Harnath Singh Yadav
28. Shri Sakaldeep Rajbhar
29. Shri Dineshchandra Jemalbai Anavadiya
30. Shri Jugalsinh Lokhandwala*

**Elected w.e.f. 16.03.2022*

COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2022-23)

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8. Dr. Sakshi Ji Swami Maharaj
9. Ms. S. Jothi Mani
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11. Dr. Pritam Gopinath Rao Munde
12. Shri Rodmal Nagar
13. Shri Balak Nath
14. Shri Ajay Nishad
15. Shri Parbhatbhai Savabhai Patel
16. Shri Chunni Lal Sahu
17. Shri Chandra Sekhar Sahu
18. Shri Kumbakudi Sudhakaran
19. Shri Ashok Kumar Yadav
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26. Shri Subhas Chandra Bose Pilli
27. Shri Sakaldeep Rajbhar
28. Shri Ram Nath Thakur
29. Shri Harnath Singh Yadav
30. Vacant*

* Vice Shri Vishambhar Prasad Nishad retired from Rajya Sabha.

SECRETARIAT

1. Shri Pulin B. Bhutia - Joint Secretary
2. Shri Maheshwar - Director
3. Smt. Neena Juneja - Deputy Secretary

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2022-23) having been authorised by the Committee to present the Report on their behalf, present this Seventeenth Report on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Airports Authority of India (AAI)" pertaining to the Ministry of Civil Aviation.

2. The Committee took evidence of the representatives of the Ministry of Civil Aviation and Airports Authority of India (AAI) on 31.05.2022 in connection with examination of the Subject. The Committee wish to express their thanks to the representatives of the Ministry of Civil Aviation and Airports Authority of India (AAI) for appearing before the Committee for evidence and furnishing the information desired by the Committee in connection with the examination of the subject.
3. The Report was considered and adopted by the Committee at their sitting held on 15.12.2022.
4. The Committee place on record their appreciation for the valuable assistance rendered to them by the officials of the Lok Sabha Secretariat attached to the Committee.
5. For facility of reference and convenience, the observations and recommendations of the Committee have been printed in bold letters in Part-II of the Report.

**NEW DELHI;
15 December, 2022
24 Agrahayana, 1944 (Saka)**

**RAJESH VERMA,
Chairperson,
Committee on Welfare of Other
Backward Classes**

PART I
CHAPTER-I

INTRODUCTORY

1.1 The Government of India constituted the International Airports Authority of India (AAI) in 1972 to manage the nation's international airports while the National Airports Authority of India was constituted in 1986 to look after domestic airports. IAAI and NAAI were merged in April 1995 by the Airports Authority of India Act 1994 and has been constituted as a statutory body and was named as Airports Authority of India. AAI under the Ministry of Civil Aviation is responsible for creating, upgrading, maintaining and managing aviation infrastructure in India. State Govt. and Private Sector are also allowed to build and operate Airports. AAI also provides Communication Navigation Surveillance / Air Traffic Management (CNS / ATM) services over Indian airspace and adjoining oceanic areas. AAI operates and maintains 133 airports including 29 Civil Enclaves at Defence airfields in the country. Out of above 133 Airports, 109 airports are operational. Out of which, 24 AAI International Airports including 3 International Civil Enclaves, 10 AAI Customs airports including 4 Customs Civil Enclaves, 75 AAI Domestic (Operational) airports including 21 Domestic (Operational) Civil Enclaves. There are 24 Domestic Non-Operational Airports which include One Civil Enclave at Thanjavur. Out of 24 International AAI airports, Delhi, Mumbai and Nagpur Airports of AAI are Joint Venture airports under lease. Also six International airports namely Ahmedabad, Lucknow, Mangalore, Guwahati, Jaipur and Thiruvananthapuram are airports under PPP.

FUNCTIONS OF AAI

1.2 Functions of AAI include

Design, development, operation and maintenance of domestic and international airports: -

- Construction of Greenfield Airports.
- Expansion and strengthening of operational areas viz. Runways, Aprons, Taxiways, etc.
- Provision of ground based landing and movement control aids for aircrafts & vehicular traffic in operational area.
- Development and management of cargo terminals.

Another important function is to:-

Control and management of the Indian air space (excluding defence air space) extending beyond the territorial limits of the country as accepted by International Civil Aviation Organization (ICAO):-

- Provision of Air Traffic Management Services.
- Provision of Communication, Navigational and Surveillance Aids.
- Provision of passenger facilities and information systems.

CHAPTER - II

REPRESENTATION OF OTHER BACKWARD CLASSES IN AAI

2.1 On being asked about overall representation of OBCs in AAI, the Ministry of Civil Aviation stated that:-

"All the Government directions / guidelines / instructions on reservation policy in respect of Other Backward Classes (OBCs) are followed invariably in Airports Authority of India".

Quantum of Reservation

- Airports Authority of India (AAI), being a PSU with its Units / Establishments spread across all over India, have the five Regions having Regional Hqrs. at Delhi / Mumbai / Kolkata / Chennai / Guwahati. The percentage of reservation in Group A and B in case of Direct Recruitment on All India basis by open competition is 27% for OBC.
- The Regions are following the quantum of reservation for OBC in Direct Recruitment in respect of Group C and D posts, normally attracting candidates from a locality or a region, in accordance with the DoPT OM No. 36017/1/2014-Estt.(Res.) dated 05.07.2005, considering the States in that particular Region.

2.2 In reply to a query pertaining to representation of OBCs in the Board of Directors in AAI, the Ministry has replied that:-

"The composition of the Board of Airports Authority of India ("AAI" or "Authority") is provided under Section 3(3) of the Airports Authority of India Act, 1994. The section provides that the Authority shall consist of –

- (a) a Chairperson to be appointed by the Central Government;
- (b) the Director General of Civil Aviation, or an officer not below the rank of the Deputy Director General of Civil Aviation, to be appointed by the Central Government, ex officio;
- (c) not less than eight and not more than fourteen members to be appointed by the Central Government.

AAI's Board composition is in compliance with the provisions of the Act and has an optimum combination of functional, nominee and independent directors. Presently, it comprises of Ten (10) Directors, of which four are Functional Members including the Chairman, AAI, Member (Finance), Member (Planning) also holding additional charge of Member (HR) and Member (ANS) also holding additional

charge of Member (Operations); Director General of Civil Aviation (DGCA), 02 Government Directors; and 03 Part-time non-official Directors (Independent).

The power of appointing Director(s) in AAI is being exercised by the Central Government through Appointments Committee of the Cabinet (ACC) in case of (a) Functional Members including Chairman, AAI, and (b) Independent Members. [May please refer relevant extract from the 'Guidelines regarding Board Level Appointments in Central Public Sector Enterprises' on the Competent Authority (Annexure I)].

Accordingly, the appointments at the Board Level are being done by the Central Government in conformity with the Guidelines issued by the Department of Personnel & Training (DoPT) and Department of Public Enterprises (DPE) from time to time."

During evidence, the Committee enquired whether there was any Director from OBC category, the Chairman, AAI replied in the negative. In a written reply, they also stated:-

"At present there is no full time Board Member belonging to OBC category on the Board of Directors of AAI"

2.3 The Committee were informed that the Airports Authority of India came into existence w.e.f. 01.04.1995 by the virtue of an Act of Parliament, by merger of erstwhile International Airports Authority of India (AAI) and National Airports Authority (NAA) and reservations are invariably being followed, in accordance with the Presidential Directives and instructions on reservations, issued from time to time. As per the data provided by the Ministry, reservation of OBCs in AAI is shown in the following table:-

GROUP	TOTAL NO. OF EMPLOYEES	NO. OF OBC EMPLOYEES	% OF OBC EMPLOYEES
A	5619	1249	22.23 %
B	6279	1825	29.06 %
C	1971	694	35.21 %

D	2207	320	14.50 %
TOTAL	16076	4088	25.43%

Concession / Relaxation

On the issue of concessions and relaxations in favour of OBCs in the matter of direct recruitment, the Ministry informed that:

"The following concessions and relaxations in favour of Other Backward Classes (OBCs) are available in the matter of Direct Recruitment:

- The Recruitment in Executive Cadre (Group A & B posts) is done at Corporate Headquarters (CHQ) level as per applicable percentage prescribed by the Govt., while Recruitment in Non-Executive cadres (Group-C & D posts), at induction and other levels, are filled by local candidates of State / Region concerned, as per the prescribed percentage differ from Region to Region.
- The vacancies are advertised in the National Newspapers, Employment News and also notified at AAI Website (www.aai.aero). Eligible candidates fulfilling the job specifications and other norms are required to take written test and interview. However, in accordance with DoPT / MOCA instructions, it has been decided to discontinue the holding of interview for recruitment at the level of Group C and D posts. Also, it has been decided to discontinue the interviews for the induction at the level of Junior Executives (E-1) from the year 2017 onwards.
- **Age Relaxation:** The maximum age limit prescribed for Direct Recruitment to a service or post is increased by three years in the case of candidates belonging to Other Backward Classes.
- **Own Merit Concept:** At the time of preparing final merit list, OBC candidates who are selected on their own merit without relaxed standards, alongwith candidates belonging to other categories are not adjusted against the reserved share of vacancies and are accommodated against the general / unreserved vacancies as per their position in the overall merit list. The reserved vacancies are filled up separately from amongst the eligible OBC candidate who are lower in the merit list of unreserved category but otherwise found suitable for appointment by relaxed standard.

2.4 In response to the position regarding recruitment of OBCs in the regional headquarters, the Ministry has informed:-

"In accordance with the extant guidelines on reservations on regional basis, the quantum of reservation being followed in Regional Headquarters of Airports Authority of India, is as under:-

Region	Reservation % of OBC
Northern	23.22
Western	21.75
Eastern	18.57
Southern	22.50
North-Eastern	7.43"

2.5 On the Committee's query regarding the reasons for shortfall in category A and D in AAI as mentioned in 2.3, the Ministry replied as under:-

"Group-A cadre

- i. Currently OBC representation in Group-A Executive cadre is 22.23%. Based on their date of joining in Airports Authority of India i.e. prior to implementation of Reservation for OBC and thereafter, the percentage is as below:
 - a. Executive joined AAI till 1992 - 6%
 - b. Executive joined AAI from 1993 till date - 28.92%

Since mandatory representation of OBC was not considered till implementation of reservation for OBC, there was shortfall in Group-A cadre, which has improved in the period thereafter."

2.6 In regard to Group-D cadre, the Ministry replied:-

- i. "Currently 43% of Group-D employees are from Housekeeping Cadre (erstwhile safaiwala cadre), in which a major share of 56.12% employees are from SC category, as below:

	General	OBC	SC	ST	Total
Employee Count	297	96	532	23	948
%age	31.33	10.13	56.12	2.43	

In year 1996, in order to implement the Hon'ble Supreme Court order regarding regularization of contractual employee, more than 3000 contractual employees were

regularized in AAI in Group-D cadres w.e.f. 06.12.1996, without considering their caste category. Currently, 735 of these employees exists on roll of AAI, out of them 50.34% belongs to SC category, as below:

	General	OBC	SC	ST	Total
Employee Count	277	84	370	4	735
%age	37.69	11.43	50.34	0.54	

- ii. Cumulatively out of total 2204 Group-D employees, currently 41.42% of employees belongs to SC category, hence there is a resultant shortfall in OBC category, as below:

	General	OBC	SC	ST	Total
Employee Count	819	320	913	152	2204
%age	37.16	14.52	41.42	6.90	

2.7 Further, the Committee desired to know whether there was any action plan formulated to fill up the vacancies in Group-D cadre so that the shortfall can be covered up and overall reservation in the cadre reach the stipulated 27%, the Ministry replied that:-

"On privatization of Delhi and Mumbai Airports, a large number of surplus manpower returned to AAI in year 2009. The manpower requirement further diminished on coming up of Greenfield Airport at Hyderabad and Bangalore. Therefore, no recruitment has been done in Group-D cadres after year 2013. Thereafter, in year 2020 and 2021 another 06 AAI Airports have been transitioned to PPP mode of operation and as per the terms of agreement with concessionaire, the employee posted at respective Airports, will continue to be posted for 03 years' period and then these employees will have option to join the PPP Airport Operator or return to AAI. On return to AAI they will be re-deployed at other AAI managed Airports.

In view of above-mentioned facts and since no further recruitment is undertaken in Group-D cadres, it may not feasible to formulate action plan to cover the shortfall in Group-D cadre, however, necessary steps are being taken to ensure compliance of stipulated Reservation provisions for OBC category in Group-A, B and C cadres."

2.8 To fill the shortfall of 5% in the Group-A positions, AAI has stated the following:-

"In AAI Executives Cadres are from E1 to E9 levels, out of which E1 and E2 are in Group-B and from E3 to E9 are Group-A cadres. Currently the OBC

representation in Group-A and B Executive cadre is (Group A - 22.23% and Group B - 31.81%).

Further in AAI, the Direct Recruitment (induction) in Executive cadres is conducted primarily at E1 level and E3 level (for 25% posts), wherein currently the OBC representation are 36.25% and 32.04%, respectively. This will gradually result in improving the OBC representation at higher levels in the hierarchy, on promotion of these officials from induction levels, to achieve the required level of OBC representation."

CHAPTER- III

LIAISON OFFICER FOR OBCs AND GRIEVANCE REDRESSAL

3.1 When the Committee desired to know whether a separate Liaison Officer has been appointed, the Ministry stated:-

"AAI has informed that Liaison Officer for OBCs have been appointed at Corporate Centre, Regional HQs and at Unit/Projects".

3.2 It was further informed that all Liaison Officers for OBCs appointed at CHQ and Regional Headquarters belong to OBC category (Annexure-II) and the roster registers are annually inspected by Liaison Officers. During evidence, when asked whether Liaison Officers belong to OBC category, the Ministry informed that Liaison Officers had been changed a day before the date of evidence before the Committee.

3.3 The Committee desired to know whether OBC Welfare Association exists separately from SC/ST Association, to which the AAI has replied that:-

"There is no exclusive representative Association of OBCs in Airports Authority of India. However, an intimation has been received on 10th June, 2022 from officials belonging to OBC category informing that they have initiated the process of formation of OBC Employees' Association. After the formation of this Association and its registration by them, intimation of the same will be submitted to the Hon'ble Committee."

3.4 As regards, the complaints received from OBC employees, the representatives of the Ministry stated that:-

"No complaints have been received from Other Backward Classes employees during last two years. However, the grievances are redressed as per the existing guidelines / policy in Airports Authority of India. Further, all necessary steps are taken for expeditious disposal of complaints within the shortest possible time."

3.5 The Committee asked whether the complaints of OBC employees are routed through respective OBC employees' Welfare Associations, to which the Ministry replied as under:-

"Since there is no separate / exclusive representative Association of OBCs in Airports Authority of India, the employee addresses the grievance directly to Authority concerned.

Airports Authority of India has a "Grievance Redressal Procedure" for its employees and the same is open to Other Backward Classes employees. Further, as per the Government instructions, Other Backward Classes employees are free to approach directly the National Commission for Backward Classes for redressal of their grievances. Whenever the grievance received from the employee, all the necessary steps are taken for expeditious disposal of complaints within shortest possible time. Existing Liaison officers for OBCs have been designated as Nodal Officer for redressal of grievances for OBC employees.

During evidence, the Ministry furnished the following list of Liaison Officers, region-wise:-

LIAISON OFFICER FOR OBCs

Sl.	Name (S/Shri)	Designation	Regions / Airport
1.	Nivedita Dubey	General Manager (HR)	CHQ
2.	Harish Mchta	Jt. General Manager (HR)	North-Eastern
3.	Madhulika Mani Das	Jt. General Manager (HR)	Eastern
4.	Chander Prakash	Dy. General Manager (HR)	Northern
5.	C Thambithurai	Dy. General Manager (HR)	Southern
6.	S Ravi	Dy. General Manager (HR)	Western

AAI is maintaining reservation rosters as per the Govt. directives and the Liaison Officers are appointed at various Establishment/Regions of AAI to ensure proper maintenance of rosters, inspection at regular interval and implementation of reservation policy."

CHAPTER-IV

WELFARE MEASURE FOR OBCs AND CSR

4.1 The Committee desired to know about the welfare measures for OBC employees in AAI, the Ministry stated:-

"Welfare measures are available to all employees, including OBC employees, at AAI inter-alia, are as follows: -

- Group Saving Linked Insurance Scheme (GSLIS),
- Group Insurance Scheme (GIS),
- Employees Provident Fund — Pension Scheme,
- Benevolent Fund etc.
- Post-Retirement Medical Scheme,
- Medical scheme — serving employees
- Loans & advance — House building Advance & Vehicle advance etc."

4.2 When Committee asked about the steps taken to help OBC employees affected by COVID-19/death in AAI, the Ministry informed as under:-

- a) "The officials of AAI (serving & retired) were permitted to take treatment of COVID-19 in any hospital (empanelled or non-empanelled) where the beds/rooms were available. The reimbursement of the expenditure incurred on the medical treatment was borne by AAI on production of bill.
- b) During the time of covid-19 pandemic, AAI organized several vaccination camps at various locations for ensuring maximum number employees got vaccinated.
- c) RT-PCR test camps were organized for the employees so that the infected employees could be detected and safety of all employees could be ensured.
- d) Set up of COVID-19 help-desk so as to help the employees and their families in the times of distress.
- e) A separate COVID-19 related team was created with members working 24X7 to arrange for medicines, ambulances, oxygen cylinders and for helping employees (serving and retired) and their dependents.
- f) Data related to available beds, hospitals and other help was maintained, updated and informed to the employees regularly using a separate Covid-19 helpdesk email ID.

g) Medical emergency cases from all Regions/ Airports/ Units were dealt with in timely and effective manner so that maximum help could be provided to the AAI employees and their families."

4.3 The Committee also desired to know the specific details of CSR funds for the benefit of OBC population in backward districts, the Ministry stated that:-

"Airports Authority of India (AAI) has been a socially responsible enterprise, taking a lead to serve the society and is committed to enhance the quality of life of people from marginalized sections of the society, especially those people who reside in proximity to the -airports. As per the Govt. of India's mandate, AAI has been implementing CSR schemes since 2014 and schemes worth Rs.380.26 crore have been implemented and out of these, projects of worth Rs.32.66 crore (8.6%) are in aspirational districts. In addition to this, AAI has contributed Rs.74.5 crore (19.6%) to general funds of Government of India viz., PM Cares Fund, Swachh Bharat Kosh, Armed Forces Flag Day Fund, Clean Ganga Projects.

Apart from this, AAI under CSR has contributed Rs.136.62 crore (35.92%) to the common health requirement in Government and private owned hospitals (Tata Memorial Hospital) by contributing for machines, infrastructure facilities etc. where vulnerable population including OBCS are expected to be largely benefitted."

4.4 Further, since 2018, the Department of Public Enterprises (DPE) assigns themes to all CPSEs to direct 60% of the CSR spending towards the approved themes for the year DPE's themes during these years have been based upon Education, Healthcare and Nutrition. Accordingly, the thematic / programme focus of the AAI's CSR work has been, *inter-alia*, on Education, Health, Integrated Community Development, Disaster Management, Environment conservation etc.

AAI has been undertaking CSR Projects / Programmes in the local areas of its Operations, with a view to improve the quality of life of the socially & economically backward groups and marginalized and weaker sections of the Society. AAI has been taking up CSR Projects/ activities in the vicinity of the airports across India, based on identified needs and availability of Funds, in various Sectors like:

Infrastructure Development

Construction of school building, hospital wards, Community Halls along with Kitchen and Toilets and Anganwadi Centers have also been undertaken. Solar / Conventional

Street Lights / High-mast Lights in Villages have also been provisioned to ease the life of the villagers

Education:

As part of its endeavor in encouraging education, AAI has been providing school essentials like desks, benches, computers, printers, IT equipment to the children studying in the Government Schools in the villages. Further, based on need and availability of funds, school buildings, class rooms, labs, kitchens, store rooms, dining halls, etc., are also constructed at select places.

AAI implements its CSR projects through suitable partnerships with state Governments, NGOs, PSUs, Private Companies, Trusts etc. Most of these projects have been implemented as per the scheduled timelines.

OBC Caste Certificate

4.5 When Committee asked AAI whether it accepts OBC certificate from the candidates seeking employment in English language only or regional language certificates are also being considered, to which the Ministry replied as under:-

"DoPT guidelines provide the prescribed format that is to be submitted by OBC(NCL) candidates for appointment to posts under the Government of India. There are no guidelines regarding language of the certificate to be submitted. However, it is informed that in case a candidate submits OBC (NCL) certificate in any regional language, the same is also considered, provided it is in the prescribed format."

PART II

OBSERVATIONS/RECOMMENDATIONS

REPRESENTATION OF OBCs IN BOARD OF DIRECTORS

1. The Board of Directors of Airports Authority of India (AAI) consists of ten Directors including the Chairman and Managing Directors, 03 whole time Directors, 02 part-time Directors (Government nominee), 03 part time non-official Directors and one ex-officio member. The Committee express its concern that there is no representation of OBC category in the Board of Directors of AAI. The Committee were informed that the appointments made at the Board Level were being done by Central Government in conformity with the guidelines issued by Department of Personnel and Training (DoPT) and Department of Public Enterprises (DPE) from time to time. However, the Committee are not convinced with the reply of the Ministry and would like to draw the attention of the Ministry to DPE OM No.2(18)2011 - GM dated 18 April, 2011 which refers to the 216th Report of the Departmental Related Parliamentary Standing Committee on Industry wherein it is mentioned *inter-alia* that "if persons from the categories of SCs, STs and OBCs and Women come forward with fulfilling the criteria, they should be given preference". The Committee, therefore, recommend that the Ministry take up the matter at appropriate level to ensure representation of OBC category in the Board of Directors of Airports Authority of India.

RESERVATION IN GROUP A, B, C AND D POSTS FOR OBCs

2. The Committee note that as on 1.5.2022 there were 16076 employees in the Airports Authority of India. Of these, only 4088 employees belonged to OBC category constituting just 25.43% of the total number of employees. The Committee further note that as on 01.05.2022 the representation of OBCs in Group 'A' cadre was 22.23%, in Group 'B' 29.06%, in Group 'C' 35.21% and in Group 'D' cadre was 14.50% in AAI. Regarding shortfall of 5% in Group A positions, the Committee were not satisfied with the reply of the Ministry that, direct recruitment (induction) in Executive Cadres is conducted primarily at E1 level and E3 level (for 25% posts) wherein currently the OBC representation was 36.25% and 32.04%, respectively, which would result in improving the OBC representation at higher levels in hierarchy on promotion of these officials from induction levels to achieve the required level of OBC representation. The Committee desire that efforts should be made for reaching the stipulated 27% OBC reservation in Group 'A' posts in a time bound manner and ensure that the overall representation of OBCs does not fall short of the mandated 27% at any given point of time. The Committee recommend that the Ministry may consider initiating special recruitment drives to fill the backlog of vacancies in group 'A' posts.

VACANCIES IN GROUP-D

3. The Committee note that as on 01.05.2022, the percentage of OBC employees in Group 'D' was 14.50% which is much below the prescribed 27% for OBCs in employment. The Committee were informed that in the year 1996, in order to implement the Hon'ble Supreme Court order regarding regularization of contractual employees, more than 3000 contractual employees were regularized in AAI in Group-D cadres w.e.f. 06.12.1996, without considering their caste category. Currently, 735 of Group- D employees exist on roll of AAI, out of which 50.34% belongs to SC category for the reason that most of the erstwhile contractual employees, whose service were regularised, were from the Housekeeping cadre and most of them are still in service. After implementation of aforesaid order, there is no further recruitment in Group D. The Committee, however, desire that the matter may be taken up at the highest level to ensure OBC representation in Group 'D' cadre at the stipulated level of 27% by filling up the backlog of vacancies in AAI and desire that the same may be monitored at the highest level.

OBC EMPLOYEES WELFARE ASSOCIATION

4. The Committee note that as on date there is no exclusive representative Association of OBC employees in AAI, however, AAI has stated that an intimation has been received from officials belonging to OBC category that they have initiated process of formation of OBC Employees Association. The Committee, therefore, desired that management of AAI may work in

coordination with the OBC Employees' Welfare Association once formed for redressal of grievances of OBC Employees of AAI.

REDRESSAL OF GRIEVANCES AND APPOINTMENT OF LIAISON OFFICERS

5. The Committee note that there have been no complaints received from Other Backward Class employees during the last two years. The grievances of employees are addressed as per the existing guidelines/policy in Airports Authority of India. As such, since there was no separate/exclusive representative Association of OBC employees in AAI, the employees address their grievances directly to the authority concerned. The existing Liaison Officers for OBCs have been designated as nodal officer for redressal of grievances for OBC employees. The Committee also note that the Liaison Officers had been changed prior to the evidence meeting of AAI held on 31.05.2022. As per DoPT OM No. 42011/18/96 Estt. (Res.) dated 06.03.1997, there should be a separate Liaison Officer for looking after matters relating to the reservation of OBC category. Therefore, the Committee desire that Liaison Officer nominated for looking after matters relating to reservation for OBCs should belong to OBC category only. The Ministry of Civil Aviation may ensure strict compliance of aforesaid OM by AAI.

CORPORATE SOCIAL RESPONSIBILITY

6. The Committee have been informed that Airports Authority of India (AAI) has been a socially responsible enterprise, taking a lead to serve the society and is committed to enhance the quality of life of people from marginalized sections of the society, especially those people who reside in proximity to the Airports. As per the Government of India's mandate, AAI has been implementing CSR schemes since 2014 and schemes worth Rs.380.26 crore have been implemented. Out of these projects of worth Rs.32.66 crore (8.6%) are in aspirational districts. AAI has contributed Rs.74.5 crore (19.6%) to general funds of Government of India viz., PM Cares Fund, Swachh Bharat Kosh, Armed Forces Flag Day Fund, Clean Ganga Projects. Apart from this, AAI under CSR has contributed Rs.136.62 crore (35.92%) to the common health requirement in Government and private owned hospitals (Tata Memorial Hospital) by contributing for machines, infrastructure facilities, etc. where vulnerable population including OBCs are expected to be largely benefitted. The Committee are happy to note that AAI is working for the development of society particularly marginalised sections. AAI has been taking up CSR projects activities in the vicinity of Airports across India based on needs and availability of funds, however, bifurcation of funds for welfare activities of OBCs has not been specified. The Committee desire that AAI may by their own volition earmark funds for development of marginalised sections of society under CSR.

OBC CERTIFICATE OF CANDIDATES SEEKING EMPLOYMENT IN AAI

7. The Committee have been informed that AAI accepts OBC certificates of candidates seeking employment in AAI as per DoPT guidelines which provide the prescribed format that is to be submitted by OBC (NCL) candidates for seeking appointment to posts and services under the Government of India. There are no guidelines regarding language of the certificate to be submitted. However, it is informed that in case a candidate submits OBC (NCL) certificate in any scheduled language, the same is also considered, provided it is in the prescribed format. The Committee appreciates that AAI accepts OBC certificates in scheduled languages while recruiting candidates. The Committee recommends that DoPT circulate guidelines to be followed by all Ministries/Departments and PSUs thereunder regarding acceptance of OBC caste certificates in scheduled languages. The Committee desire that approved format of OBC certificates in all scheduled languages be circulated alongwith necessary guidelines for maintaining uniformity in pattern of caste certificates and also to make available digital copy of OBCs certificate online to verify the authenticity of such certificates by the recruiting organisations.

New Delhi;
15 December, 2022
24 Agrahayana, 1944(Saka)

RAJESH VERMA
Chairperson,
Committee on Welfare of Other
Backward Classes.



सत्यमेव जयते

Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

Guidelines Regarding
Board Level Appointments
in Central Public Sector Enterprises

Second Edition

August 2017

Chapter 2

Board Level Appointments in CPSEs

(A) Authority

{Auth: DoPT's OM No.27/12/97-EO(ACC) dated 15.10.1997}

The powers to make appointments, whether salaried or not, of Chairman, Chairman-cum-Managing Director and other Members of the Board of Management (including the Managing Director and the Financial Adviser, if the Financial Adviser is a Member of the Board of Management) of any Schedule 'A' and Schedule 'B' State-owned public corporations, company or enterprise, except where such appointment is made on ex-officio basis by the Government, vests in the ACC as per Annexure I to the First Schedule of the GoI (ToB) Rules, 1961 as amended from time to time. Subject to certain conditions, the powers to make such appointments in Schedule 'C' & 'D' have been delegated to the Minister of the concerned administrative Ministries/Department.

2. In CPSEs which are exempted from the PESB procedure and/or rule of immediate absorption, irrespective of its Schedule, the powers of appointment, whether salaried or not, of Chairman, Chairman-cum-Managing Director and other Members of the Board of Management (including the Managing Director and the Financial Adviser, if the Financial Adviser is a Member of the Board of Management) of any CPSE vests with the ACC.

3. For appointment of Non-official Director-cum-Part-time Chairperson, on the Board of a CPSE, Search Committee procedure of DPE prescribed for appointment of Non-official part-time Directors is to be followed (DPE has clarified this in the case of CCIC, M/o Textiles vide Para 3 of OM No.9(35)/2011-GM dated 12.12.2011).

(B) Procedure

{Auth: DoPT's OM No.28(30)EO/2010(ACC) dated 31.03.2011 and as per PESB guidelines communicated vide PESB's OM No.5/3/2017-PESB dated 08.02.2017 and OM of even number dated 10.02.2017 or as specifically indicated}

1. The advertisement for a vacancy should be released by the PESB one year before the expiry of the tenure of the incumbent.
2. The Ministry/Department concerned shall finalise/modify the job description/qualifications/eligibility conditions and communicate the same to the PESB, three months in advance of the stipulated period of one year.
3. In the event of such a job description/qualifications/eligibility conditions not being received by the stipulated time, the PESB shall finalise the same so that the schedule for advertising vacancies is adhered to strictly.

4. One Search Committee for all CPSEs

There will be only one Search Committee chaired by Chairman, PESB and consisting of Secretary, DPE, Secretary of the administrative Ministry and two non-official Members – one of whom would be a Professor from a well-known recognized management institute. In addition, for Maharatnas / Navratnas, one domain expert may be invited by the Chairman. Since the selection of non-official members would be a one-time affair, the DPE may put up a panel of names (6 persons) from which the ACC could select two. The tenure of two non-official Members of the Search Committee shall be kept at 3 years and it shall also be stipulated that not more than two terms will be provided to one individual as non-official member of the Search Committee.

(Auth: DoPT's OM No.13(15)EO/2007(ACC) dated 02.08.2012)

At present, the composition of the Search-cum-Selection Committee, duly approved by the ACC, is as under :

- | | | | |
|-------|--|---|----------|
| (i) | Secretary, DoPT | - | Chairman |
| (ii) | Secretary, DPE | - | Member |
| (iii) | Secretary of the Administrative Ministry/Department concerned | - | Member |
| (iv) | Mrs. Pratima Dayal, IAS (Retd.)
Former Principal Economist
India Residence Mission, ADB | - | Member |
| (v) | Prof. Ravichandran Narasimhan
Former Director, IIM, Indore and
presently Professor, IIM, Ahmedabad | - | Member |

(Auth: DoPT's OM No.13(18)EO/2014(ACC) dated 12.12.2014)

5. Competent Authority for appointment of NoDs

- (i) Approval of ACC will be required only for appointment of non-official Directors to CPSEs falling in Schedule 'A' & 'B' (as in the case of Functional Directors). Administrative Ministries/Departments may appoint non-official Directors in Schedule 'C' & 'D' CPSEs, in consultation with the Department of Personnel & Training and obtain the concurrence of MoS(PP). MoS(PP) can seek the orders of the PM in case he considers it necessary in any particular case.
- (ii) The delegation to the concerned administrative Ministry/Department for appointment of non-official part-time Directors in respect of Schedule 'C' and 'D' CPSEs shall be prescribed for un-categorized CPSEs also.

(Auth: DoPT's OM No.13(15)EO/2007(ACC) dated 02.08.2012)

Appendix - I
Competent Authorities

S. No.	Category	Subject	Competent Authority
I.	Appointment	(i) All Board level appointments in respect of Schedule 'A' and 'B' CPSEs including CMDs/MDs, Functional Directors	ACC
		(ii) Appointment of CMDs/MDs and Functional Directors in Schedule 'C' and 'D' CPSEs, provided the appointment is in accordance with the recommendations of PESB	Minister-in-charge
		(iii) Appointment of CMDs and Functional Directors in Schedule 'C' and 'D' CPSEs, where the Administrative Ministry/Department disagrees with the recommendations of PESBs whether in regard to the order of preference in which the names of the persons are placed in the panel or salary or tenure etc.	ACC
		(iv) Appointment of Non-official Directors/Independent Directors on the Boards of Schedule 'A' and 'B' CPSEs	ACC
		(v) Appointment of Non-official Directors/Independent Directors on the Boards of Schedule 'C', 'D' and un-categorised CPSEs	Minister-in-charge in consultation with the MoS(PP), DoPT. MoS(PP) can seek orders of PM in case he considers it necessary in any particular case
		(vi) Exemption from the rule of immediate absorption	ACC
		(vii) Selection through a method other than the standard PESB procedure	ACC
		(viii) Board level appointments in CPSEs, which are exempted from PESB procedure and /or rule of immediate absorption irrespective of Schedule	ACC
		(ix) Extension of validity of panel recommended by PESB	PESB
II.	Additional charge	Schedule 'A' and 'B' CPSEs	
		(i) Entrustment of additional charge arrangement up to a period of three months from the date of vacancy subject to the additional charge being entrusted to the senior-most functional Director in the CPSE who is clear from the vigilance angle.	Minister-in-charge (any deviation from the prescribed condition, would require prior approval of ACC)
		(ii) Entrustment of additional charge arrangement beyond three months and up to a period of six months from the date of vacancy subject to the conditions prescribed at para (i) above	MoS(PP)
		(iii) Entrustment of additional charge arrangement beyond six months	ACC

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S. No.	Category	Subject	Competent Authority
		Schedule 'C' and 'D'	
		(iv) Entrusting of additional charge arrangements irrespective of the period for which the additional charge is assigned, subject to the conditions specified in para III of the Instructions dated 17.08.2005 circulated vide DoPT's OM No. 26(3)EO/2004(ACC)	Minister-in-charge
		BIFR referred CPSEs	
		(v) Entrusting additional charge in respect of all BIFR referred companies {BIFR has since been replaced by National Company Law Tribunal (NCLT)}.	MoS(PP)
III.	Current charge arrangement	(i) Current charge arrangement upto a period of 03 months	Minister-in-charge
		(ii) Current charge arrangement beyond period of 03 months	Not permissible
IV.	Extension	(i) Extension of tenure of Board level appointees in Schedule 'A' and 'B' PSUs	ACC
		(ii) Extension of Tenure of Board level appointees in Schedule 'C' and 'D' PSUs a) as per the recommendation of PESB b) if recommendation of PESB is not proposed to be accepted	Minister-in-Charge ACC
		(iii) Ad-hoc extension of Board Level Incumbents of BIFR (since replaced by NCLT) referred companies up to six months	MoS(PP)
		(iv) Ad-hoc extension of tenure up to 03 months in respect of Board level appointments where vigilance clearance is available and proposal has been sent to PESB for joint appraisal but its recommendations are not available	MoS(PP)
		(v) Ad-hoc extension of tenure when vigilance clearance is not available	ACC
		(vi) Extension of period of deputation where the initial appointment on deputation basis was with approval of ACC	ACC
V.	Resignation / Repatriation	Acceptance of resignation / pre-mature repatriation of Board level appointees (including NoDs) appointed with ACC's approval	ACC
VI.	Termination/ Non-extension	Premature termination or non-extension of tenure of Board level appointees (including NoDs) appointed with ACC's approval	ACC
VII.	Transfer	(i) Internal Transfer of Functional Directors from one post to another within State-owned Public corporation, company or enterprise	ACC
		(ii) Intra-company transfer of Chairman Managing Director and Functional Directors of CPSEs between holding companies and subsidiaries and with the subsidiaries	ACC

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S. No.	Category	Subject	Competent Authority
VIII.	Grant of higher pay scale	Grant of higher pay scale to incumbents of Board level posts, even on personal basis	ACC
VIII.	Creation/upgradation of Board level post	Creation/upgradation of Board level posts in CPSEs	DPE
IX.	Categorisation of CPSE	Categorisation of a CPSE in appropriate schedule, Board structure, wage structure, personnel strength and other related matters	DPE
X.	Relaxation	(I) Relaxation of norms relating to age, qualification, eligibility criteria (II) Cases of disagreement between Ministry and PESB relating to finalization of job description, etc.	ACC

- 25 -

ANNEXURE-II



भारतीय विमानपत्तन प्राधिकरण

No. A-14019/2/2020-HR

May 30, 2022

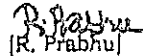
The Regional Executive Director
Airports Authority of India
Regional Headquarters
Northern/Eastern/Southern/Western/North-Eastern
NEW DELHI/KOLKATA/CHENNAI/MUMBAI/GUWAHATI

Sub: **Notification of Liaison Officer for OBCs.**

Sir,

The Competent Authority has appointed the following officers as Liaison Officer for OBCs:

SL.	Liaison Officer Name & Designation	Region
1	Smt. TAJI E C, GM (Land Mgmt.)	CHO
2	Sh Rakesh Kumar Yadav, JGM (CNS)	Northern Region, New Delhi
3	Smt. K.M. Noonahan, JGM (Engg-E)	Western Region, Mumbai
4	Sh D GHOSH, JGM (HR)	Eastern Region, Kolkata
5	Sh Anand Singh Rawal, DGM (HR)	Northern Eastern Region, Guwahati
6	Sh C. Thambithurai, DGM (HR)	Southern Region, Chennai


[R. Prabhu]
Executive Director (HR)

Copy to:

- OSD to Chairman
- EA to Member (HR/Planning)
- Individual concerned
- GS, AAI SC/ST/OBC (Non-Executive) Employees Welfare Association

राजीव गांधी भवन सफदरजंग एयरपोर्ट न्यू दिल्ली - 110 003

Rajiv Gandhi Bhawan

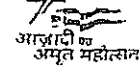
Safdarjung Airport, New Delhi - 110 003

फोन: 2462950

Phone: 2462950



भारतीय विमानपत्तन प्राधिकरण
AIRPORTS AUTHORITY OF INDIA



No.A-14017(13)/2/2022-HRM

June 8, 2022

Regional Executive Director
Airports Authority of India,
Regional Headquarters,
Northern / Western / Southern / Eastern / North-Eastern Region
NEW DELHI / MUMBAI / CHENNAI / KOLKATA / GUWAHATI

Sub: Nomination of Liaison Officer for OBCs as Nodal Officer for redressing the grievance of OBCs employees

Sir / Madam,

Reference CHQ letter No. A-14019/2/2020-HR dated 30.05.2022, on the subject cited above.

2. In this regard, it is informed that the existing nominated Liaison Officer for OBCs, will also act as a Nodal Officer, for addressing the grievances, if any, received from the employees belonging to OBC category.

3. In this context, the Nodal Officer may examine the grievances so received from the employees belonging to OBC category at his / her level and address the same, expeditiously, within 30 (Thirty) days. Also, such designated Nodal Officer shall maintain a grievance register.


(R Prabhu)
Executive Director (HR)

Copy to:

- Smt. Taji E.C., GM (LM) / LO for OBCs, CHQ
- Shri Rakesh Kumar Yadav, JGM (CNS) / LO for OBCs, Northern Region.
- Smt. KM Noorjahan, JGM (E-E) / LO for OBCs, Western Region.
- Shri D Ghosh, JGM (HR) / LO for OBCs, Eastern Region.
- Shri Anand Singh Rawat, DGM (HR) / LO for OBCs, North-Eastern Region.
- Shri C Thambithurai, DGM (HR) / LO for OBCs, Southern Region.

राजीव गांधी भवन
Rajiv Gandhi Bhawan

सफरजुंग एयरपोर्ट, न्यू दिल्ली - 110 003
Safdarjung Airport, New Delhi - 110 003

फोन: 2462950
Phone: 2462950

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2021-22)

MINUTES OF THE TENTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2021-22) HELD ON TUESDAY, 31ST MAY, 2022 IN COMMITTEE ROOM '2', PARLIAMENT HOUSE ANNEXE EXTENSION, BLOCK-A, NEW DELHI

The Committee sat from 1145 hrs. to 1250 hrs.

PRESENT

SHRI RAJESH VERMA- CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri T.R. Baalu
3. Shri Ramesh Bidhuri
4. Ms. S. Jothimani
5. Shri Dileshwar Kamait
6. Dr. Sanghamitra Maurya
7. Dr. Pritam Gopinath Munde
8. Shri Ram Shiromani Verma
9. Shri Chunni Lal Sahu

RAJYA SABHA

10. Smt. Geeta *alias* Chandraprabha
11. Shri Narayana Koragappa
12. Shri Vishambhar Prasad Nishad
13. Shri Dineshchandra Jemalbai Anavadiya
14. Shri Jugalsinh Lokhandwala

SECRETARIAT

1. Shri Pulin B. Bhutia — Joint Secretary
2. Shri Maheshwar — Director
3. Smt. Neena Juneja — Deputy Secretary

LIST OF REPRESENTATIVES

Ministry of Civil Aviation and Airports Authority of India

S.No.	Name	Designation
1.	Shri Rajiv Bansal	Secretary, MoCA
2.	Shri Arun Kumar	DG, DGCA
3.	Shri Sanjiv Kumar	Chairman, AAI
4.	Shri Jaideep Prasad	Jt. DG, BCAS
5.	Ms. Puja Mandol	Jt. DG, DGCA / DG, AAIB
7.	Shri R. Prabhu	ED, AAI
8.	Shri M. Natarajan	GM, AAI

2. At the outset, the Chairperson welcomed the Members of the Committee to the sitting of the Committee convened for taking evidence of the representatives of the Ministry of Civil Aviation and Airports Authority of India (AAI) on the subject "Measures undertaken to secure representation of OBCs in employment and for their welfare in Airports Authority of India (AAI)". Thereafter, the representatives of Ministry of Civil Aviation and AAI were called in and Chairperson welcomed the witnesses. The Chairperson desired the Ministry to apprise the Committee regarding the status of reservation for OBCs in employment and their welfare in AAI. The Chairperson also emphasised the need for proper implementation of reservation policy for OBCs for all posts in AAI. The representative of AAI made a brief power point presentation to the Committee on the subject.

3. Thereafter, Chairperson and Members of the Committee raised various issues regarding implementation of OBC reservation policy and welfare measures undertaken for OBC employees in AAI. The representatives responded to the queries of the Members to the extent possible. Discussion was held on the following points:-

- I. Implementation of 27% quota reserved for OBCs in all categories of posts in AAI;
- II. Constitution of a separate OBC Welfare Association in AAI and timeline of formation to be provided to Committee;
- III. Details of whether liaison officers have been appointed from OBC category;
- IV. Efforts made for the filling-up backlog vacancies in respect of OBCs in particular to Group-D;
- V. Details of utilisation of CSR funds for the welfare of OBCs;
- VI. Apart from OBC certificates (NCL) in English language, need for preparation and acceptance of OBC certificates printed in vernacular languages by concerned Government Organisations; and
- VII. Representation and compilation of data, if possible, pertaining to OBCs engaged through outsourcing and contractual labour.

4. The Chairperson directed the representatives of the Ministry and AAI to furnish written replies to the queries which were not responded to by them during the sitting or on which the requisite information was not readily available with them, to the Committee at the earliest.

The Committee then adjourned.

A copy of the verbatim proceedings of the sitting has been kept.

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2022-23)**

**MINUTES OF THE THIRD SITTING OF THE COMMITTEE ON WELFARE OF OTHER
BACKWARD CLASSES (2022-23) HELD ON 15TH DECEMBER, 2022 IN COMMITTEE
ROOM 'C', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1530 hrs. to 1540 hrs.

PRESENT

SHRI RAJESH VERMA - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri T. R. Baalu
3. Shri Chandra Sekhar Bellana
4. Shri Ramesh Bidhuri
5. Shri Dileshwar Kamait
6. Smt. Raksha Nikhil Khadse
7. Shri P.C. Mohan
8. Dr. Pritam Gopinath Rao Munde
9. Shri Rodmal Nagar
10. Shri Balak Nath
11. Shri Chunni Lal Sahu
12. Shri Chandra Sekhar Sahu

RAJYA SABHA

13. Shri Dineshchandra J. Anavadiya
14. Smt. Geeta *alias* Chandraprabha
15. Shri Narayana Koragappa
16. Shri Jugalsinh Lokhandwala
17. Shri Subhas Chandra Bose Pilli
18. Shri Sakaldeep Rajbhar
19. Shri Ram Nath Thakur
20. Shri Harnath Singh Yadav

SECRETARIAT

- | | | |
|-------------------------|---|------------------|
| 1. Shri Pulin B. Bhutia | — | Joint Secretary |
| 2. Shri Maheshwar | — | Director |
| 3. Smt. Neena Juneja | — | Deputy Secretary |

2. At the outset, the Chairperson welcomed the Members to the sitting of the Committee. The Committee, thereafter, considered the following draft Reports for adoption:

- i 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Canara Bank' pertaining to Ministry of Finance (Department of Financial Services);
- ii 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Gas Authority of India Limited (GAIL)' pertaining to Ministry of Petroleum and Natural Gas;
- iii 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Airports Authority of India (AAI)' pertaining to Ministry of Civil Aviation; and
- iv 'Measures undertaken to secure representation of OBCs in employment and for their welfare in MTNL and BSNL' pertaining to Ministry of Communications (Department of Telecommunications).

3. The Committee adopted the aforesaid draft Reports after a brief discussion and authorized the Chairperson to finalise the Reports and present the same to both the Houses of Parliament.

The Committee then adjourned.
