

SCTC NO. 683

COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(2006-2007)

(FOURTEENTH LOK SABHA)
FIFTEENTH REPORT

ON

MINISTRY OF CIVIL AVIATION

Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Airport
Authority of India

Presented to Lok Sabha on 29.11.2006

Laid in Rajya Sabha on 29.11.2006

LOK SABHA SECRETARIAT
NEW DELHI

November, 2006 / Agrahayana, 1928 (Saka)

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND SCHEDULED TRIBES
(2006-2007)**

Shri Ratilal Kalidas Varma - Chairman

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| 3, | Shri Gopal Singh | - | Director |
| 4. | Ms. J.C. Namchyö | - | <u>Under Secretary</u> |

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this Fifteenth Report (Fourteenth Lok Sabha) on the Ministry of Civil Aviation – “Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Airports Authority of India (AAI)”.

2 The Committee took evidence of the representatives of the Ministry of Civil Aviation and Airports Authority of India (AAI) on the 30th May, 2003. The Committee wish to express their thanks to the officers of the Ministry of Civil Aviation and the Airports Authority of India (AAI) for placing before the Committee the material and information the Committee required in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on the 4th October, 2006.

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

New Delhi:

November, 2006
Agrahayana, 1928 (Saka)

(RATILAL KALIDAS VARMA)
CHAIRMAN
COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES

CHAPTER - I

REPRESENTATION ON THE BOARD OF DIRECTORS

A. Organisational set-up

1.1 Airports Authority of India (AAI) was constituted by an Act of Parliament and came into being on 1st April, 1995 by merging erstwhile National Airports Authority and International Airports Authority of India. The merger brought into existence a single Organization entrusted with the responsibility of creating, upgrading, maintaining and managing Civil Aviation Infrastructure both on the ground and air space in the country. AAI manages 126 airports, which include 11 international airports, 89 domestic airports and 26 civil enclaves at Defence airfields. AAI provides air navigation services over 2.8 million square nautical miles of airspace.

B. Board of Directors

1.2 The Committee have been informed that the Airports Authority of India Act, 1994 provides that the Board of Directors shall consist of a Chairman, to be appointed by the Central Government, the Director General of Civil Aviation or an Officer not below the rank of Deputy Director General of Civil Aviation, to be appointed by the Central Government, ex-officio and not less than eight and not more than 14 members to be appointed by the Central Government.

1.3 It has also been informed that the Chairman and full time members are selected through Public Enterprises Selection Board (PESB) and appointed with the approval of Appointments Committee of the Cabinet. The part-time members are nominated by the Ministry with approval of the Minister of Civil Aviation. The part-time members are chosen from among persons who have special knowledge and experience in air transport or any other transport services, industry, commercial or financial matters or administration and from among persons who are capable of representing organisation of workers and consumers.

1.4 It has further been informed that there is no Scheduled Caste/Scheduled Tribe members on the Board of Directors of Airports Authority of India.

1.5 During evidence, when the Committee enquired about reasons for not appointing any person belonging to Scheduled Caste/Scheduled Tribe on the Board of Directors of AAI, the witness clarified as under :-

“As far as members of the Board are concerned, even though the Airports Authority of India Act provides for a large membership of up to 14, at present we have only the official members. The full time Members of the Authority itself, the other ex-officio members, official members representing the Ministry, DGCA, they are all officials appointed by the Government . There are no non-official members”.

1.6 As on 4.7.2006, there are 5 official and 5 non-official Directors in Airports Authority of India but none of them belongs to SC/ST category.

1.7 On the same issue, he clarified further :

“This is a general policy issue of all public sector undertakings. It applies to all the public sector undertakings. Of course, the Committee can recommend to the Government in general.”

1.8 The Committee desired to know the reasons for not appointing any person belonging to SC/ST community on the Board of Directors. The AAI, in their post evidence reply, stated that Department of Public Enterprises have not issued any instructions for reservations in Board level posts.

1.9 The Committee note that the Chairman and full time members of Airports Authority of India are selected through Public Enterprises Selection Board (PESB) and appointed with the approval of Appointments Committee of the Cabinet. The Committee also note that part-time members are nominated by the Ministry with the approval of the Minister of Civil Aviation. The Committee express their displeasure that even after the involvement of the Government at every level in the appointment of the Board of Directors (full- time or part-time members), the representation of the Scheduled Castes and Scheduled Tribe is nil on the Board of Directors of AAI.

1.10 The Committee in their Fourteenth Report (Tenth Lok Sabha) and Nineteenth Report(Tenth Lok Sabha) presented to Lok Sabha on 23.12.1992 and 27.4.1993 respectively had recommended that atleast one Scheduled Caste/Scheduled Tribe be included as member on the Board of Directors of AAI, but it has gone a begging acceptance by the AAI. The Committee are of the view that with the appointment of a

person from Scheduled Caste/Scheduled Tribe community at Board level, employees of these community would feel more secure and it may boost their morale. The Committee, therefore, recommend again that the Government should review its policy and make necessary changes in the Airports Authority of India Act, 1994 to provide reservation for SC/ST on the Board of Directors of the Authority. Pending amendment of the Act, the Committee would also like the Government to make serious efforts to draw a panel of suitable SC/ST candidates having good background in Finance, Industry and other areas from all the undertakings / organisations under the control of the administrative Ministry and to ensure appointment of at least one SC/ST part-time Director on the Board of AAI within three months of presentation of this report as the same can be appointed with the approval of the Minister of Civil Aviation.

CHAPTER II

RESERVATION IN SERVICES

A. Recruitment Procedure

2.1 The Committee have been informed that AAI follows the directives on reservations strictly and no post has been excluded from reservation. It has also been informed that on formation of AAI w.e.f. 1st April, 1995 by merging erstwhile International Airports Authority of India (IAAI) and National Airports Authority (NAA) by an Act of Parliament, a common Recruitment and Promotion Policy is being formulated.

2.2 The Committee have also been informed that the percentage of reservation in Group A and B is 15% / 16.66% for Scheduled Castes and 7.5% for Scheduled Tribes respectively in direct recruitment and in promotion the percentage of reservation in all Groups in favour of Scheduled Castes is 15% and Scheduled Tribes 7.5% respectively (up to lowest rung of Group A). In Group C and D, the percentage of reservation for recruitment differ from State to State and percentage as prescribed by Government of India is followed.

2.3 Recruitment in Executive Cadre is done at the lowest level (50% of vacant posts in a year, in all cadres). The vacancies are advertised in National Newspapers including Employment News and the applications received in response to advertisement are screened. The candidates fulfilling the job specifications and other selection norms are advised to appear for the test/interview and selection is finalised on merit.

2.4 Recruitment in non-Executive (also called Group C and D posts) is decentralized and vacancies are filled through the local Employment Exchanges by the local authority where offices of AAI are located. In case of necessity of advertising the posts, local newspapers of respective regions are also covered.

2.5 The Committee were also informed that the following concessions and relaxations in favour of Scheduled Castes/Scheduled Tribes are available in the matter of appointment:-

- (i) Age-relaxation – The maximum age limit prescribed for direct recruitment to a service or post is increased by five years in the case of candidates belonging to Scheduled Castes and Scheduled Tribes.
- (ii) Fee concession – Scheduled Caste and Scheduled Tribe candidates are exempted from payment of fees prescribed for recruitment/selection.
- (iii) Relaxation in qualifying standard – The minimum qualifying marks in written test in respect of candidates belonging to Scheduled Caste and Scheduled Tribe is 40% as against 50% for open category.
- (iv) Travelling Allowance – Scheduled Caste/Scheduled Tribe candidates called for written test/interview for selection are paid to and fro Rail/Bus Fare.
- (v) If reserved vacancies in a grade remain unfilled even after appointment of Scheduled Caste/Scheduled Tribe candidates on relaxed standards then the best Scheduled

Caste/Scheduled Tribe candidates from amongst those who fail to qualify the prescribed test even by relaxed standard are considered for appointment as Trainees on stipend against the remaining reserved vacancies. After imparting training those who qualify in the prescribed test are appointed.

B. Promotion Procedure

2.6 In regard to promotion, the Airports Authority of India, has furnished the following information:-

Criteria for promotion to higher posts are:-

- (1) (i) Seniority-cum-fitness is the criterion for promotion within Group 'D' from Group 'D' to Group 'C' and within Group 'C' posts wherever there is no quota fixed for competitive test.
(ii) On the basis of competitive tests and interview.
- (2) Seniority-cum-fitness is the criterion for promotion within Group 'B' posts.
- (3) Merit-cum-Seniority (Selection) is the criterion in other cases.

2.7 When the Committee enquired about the concessions/relaxations given to Scheduled Caste/Scheduled Tribe employees while considering them for promotion, it was submitted that the minimum qualifying marks in written test in respect of candidates belonging to Scheduled Caste/Scheduled Tribe is 40% as against 50% for General candidates.

2.8 The Committee have also been informed that a SC/ST officer of appropriate rank is always associated with Selection Committee/Departmental Promotion Committee.

C. Staff Strength

2.9 Category-wise total staff strength both in Airports Authority of India (International Airports Division) AAI(IAD) as well as Airports Authority of India (National Airports Division) AAI(NAD) as on 1st January, 2002 and 1st January, 2005 are at Appendix I, II, III, and IV.

2.10 It had been mentioned that the shortfall in respect of STs is due to non-availability of the candidates with requisite qualification and their inability to qualify the required trade tests even at relaxed standards.

2.11 The Committee note that as on 1st January, 2005 except in Chennai and Trivandrum airports, there was shortfall of ST employees in all categories of posts (A,B,C and D) in AAI(IAD) whereas there was shortfall of SC employees in C category of posts in Kolkata airport of AAI(IAD). The Committee also note that there was shortfall of SC employees in A and B category of posts whereas there was shortfall of ST employees in all categories of posts in all the regions of AAI(NAD) except in Northern region where only in case of D Group (Safai Karamchari posts) there is shortfall of 3 ST employees.

2.12 The Committee are concerned that shortfall of ST exists in all categories of posts particularly in Group D posts in AAI (IAD) even though no extra ordinary educational qualification is required for the posts. The Committee, therefore, recommend that AAI should make

earnest efforts to wipe out all ST shortfall in all posts especially in Group D posts by advertising the posts not only in local newspapers of respective regions of AAI but in adjoining areas too so that ST people living in those areas can also be given opportunity to apply for the posts and the reserved vacancies may not remain unfilled.

2.13 The Committee also note that in case of AAI(NAD) there is huge shortfall of SC and ST employees in Group A and B posts. They would like to know the reasons as to why there is a huge shortfall of SC/ST employees in these categories of posts. The Committee strongly recommend that SC/ST shortfall in all categories of posts should be wiped out at the earliest by holding special recruitments for SCs/STs.

D. Recruitment

2.14 In regard to recruitment made by AAI (IAD) and AAI(NAD) during the years 2002, 2003 and 2004, AAI has submitted the following information to the Committee:-

AAI (IAD)

Year	Category of Posts	Total No. of vacancies occurred	No. of vacancies reserved for SCs			No. of vacancies reserved for Scheduled Tribes			No. of Candidates appointed	No. of SCs actually appointed	No. of STs actually appointed	No. of vacancies carried forward		Remarks
			Carried forward from previous year	Reserved during the year	Total	Carried forward from previous year	Reserved during the year	Total				SCs	STs	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
2002	A	--	--	--	--	01	--	01	02	--	--	--	1	
	B	15	03	02	05	02	--	02	05	3	2	2	--	
	C	195	02	20	22	36	11	47	207	20	11	2	36	
	D	89	--	01	01	21	02	23	66	15	1	--	22	
	Total	299	05	23	28	60	13	73	280	38	14	4	59	
2003	A	--	--	--	--	01	--	01	--	--	--	--	1	
	B	05	02	--	02	--	--	--	--	--	--	2	--	
	C	347	02	25	27	36	12	48	115	20	8	7	40	
	D	154	--	06	06	22	06	28	48	10	2	--	26	
	Total	506	04	31	35	59	18	77	163	30	10	9	67	
2004	A	--	--	--	--	01	--	01	--	--	--	--	1	
	B	04	02	01	03	--	--	--	07	--	--	3	--	
	C	335	07	29	36	40	14	54	60	9	15	27	45	
	D	120	--	02	02	26	01	27	40	9	14	--	13	
	Total	459	09	32	41	67	15	82	107	18	29	30	59	

AAI (NAD)

Year	Category of Posts	Total No. of vacancies occurred	No. of vacancies reserved for SCs			No. of vacancies reserved for STs			No. of Candidates appointed	No. of SCs actually appointed	No. of STs actually appointed	No. vacancies carried forward of		Remarks
			Carried forward from previous year	Reserved during the year	Total	Carried forward from previous year	Reserved during the year	Total				SCs	STs	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
2002	A	--	11	--	11	--	--	--	--	--	--	11	--	
	B	--	05	--	05	11	--	--	--	--	--	05	--	
	C	224	--	33	33	02	16	27	224	34	16	--	11	
	D	80	--	12	12	--	06	08	80	13	05	--	03	
	Total	304	16	45	61	13	22	35	304	47	21	16	14	
2003	A	--	11	--	11	--	--	--	--	--	--	11	--	
	B	--	05	--	05	--	--	--	--	--	--	05	--	
	C	208	--	31	31	11	15	26	208	39	16	01	10	
	D	16	--	02	02	03	01	04	16	01	--	--	04	
	Total	224	16	33	49	14	16	30	224	40	16	17	14	
2004	A	--	11	--	11	--	--	--	--	--	--	11	--	
	B	--	05	--	05	--	--	--	--	--	--	05	--	
	C	218	--	32	32	10	16	26	218	48	40	--	--	
	D	12	01	01	02	04	--	04	12	04	01	--	03	
	Total	230	17	33	50	14	16	30	230	52	41	16	03	

2.15 The Committee observe that despite recruitments made by AAI (IAD), a number of SC and ST vacancies still existed as carried forward vacancies during each recruitment year of 2002, 2003 and 2004. In the year 2004, 30 SC (B and C posts) and 59 ST (A, C and D posts) still existed as carried forward vacancies.

2.16 Similarly, the Committee observe that AAI (NAD) also made recruitments in the year 2002, 2003 and 2004. Yet SC and ST vacancies still existed as carried forward vacancies during each of the above recruitment years. In the year 2004, 16 SC (A and B posts) and 3 ST (D posts) still existed as carried forward vacancies.

2.17 The Committee desire that AAI should make all out efforts to fill up all the posts reserved for SCs and STs in a particular year, so that no SC and ST vacancies remain unfilled at the end of that recruitment year.

E. Promotion

2.18 In regard to promotion effected during the years 2002, 2003 and 2004 AAI has submitted the following information to the Committee:-

AAI (IAD)

Year	Category of Posts	Total No. of Employees promoted	No. of posts Filled		Percentage		No. of backlog vacancies/ shortfall		Percentage of backlog vacancies/ shortfall	
			SC	ST	SC	ST	SC	ST	SC	ST
2002	A	128	17	05	13.28	3.90	02	04	1.72	3.6
	B	72	11	04	15.27	5.55	-	01	-	1.95
	C	169	16	08	9.46	4.73	09	04	5.54	2.77
	D	4	01	-	25	-	-	-	-	7.5
	Total	373	45	17	12.06	4.55	11	09	2.94	2.95
2003	A	143	18	08	12.58	5.59	03	02	2.42	1.91
	B	43	10	04	23.25	9.30	-	-	-	-
	C	374	46	19	12.29	5.08	10	09	2.71	2.42
	D	108	24	04	22.22	3.70	-	04	-	3.80
	Total	668	98	35	14.67	5.23	13	15	0.33	2.27
2004	A	136	21	08	15.44	5.88	-	02	-	1.62
	B	85	13	02	15.29	2.35	-	04	-	5.15
	C	283	95	16	33.56	5.65	06	05	-	1.85
	D	94	08	02	8.51	2.12	-	05	6.49	5.38
	Total	598	137	28	22.90	4.68	06	16	-	2.82

AAI (NAD)

Year	Category of Posts	Total No. of Employees promoted	No. of posts filled		Percentage		No. of backlog vacancies/ shortfall		Percentage of backlog vacancies/ shortfall	
			SC	ST	SC	ST	SC	ST	SC	ST
2002	A	636	31	10	4.87	1.57	64	37	10	5.81
	B	566	55	38	9.71	6.71	29	04	5.21	0.7
	C	152	21	07	13.81	4.60	01	04	--	2.63
	D	12	03	--	25.00	--	--	--	--	--
	Total	1366	110	55	8.05	4.02	94	45		
2003	A	216	37	16	17.12	7.40	--	--	--	--
	B	285	66	29	23.15	10.17	--	--	--	--
	C	244	73	24	29.91	9.83	--	--	--	--
	D	06	--	01	--	16.66	--	--	--	--
	Total	751	176	70	23.43	9.32	--	--		
2004	A	180	36	14	20.00	7.77	--	--	--	--
	B	101	34	16	33.66	15.84	--	--	--	--
	C	174	38	14	21.83	8.04	--	--	--	--
	D	31	15	06	48.38	19.35	--	--	--	--
	Total	486	123	50	25.30	10.28	--	--		

2.19 The Committee have been informed that the reason for inadequate representation in promotion of Scheduled Castes/Scheduled Tribes in Group A and B posts is that in the lower level (Feeder Cadre) the Scheduled Caste/Scheduled Tribe candidates with requisite experience and qualifications even after extending the zone of promotion were not available.

2.20 The Committee were also informed that there was no instance of supersession by the general candidate of eligible SC/ST candidates while granting promotions during last 3 years wherever they were eligible for reservation/concession.

2.21 The Committee have been informed that inadequate representation of SCs/STs in promotion in Group 'A' and 'B' posts is due to non-availability of SC/ST candidates having adequate experience and qualifications in feeder cadre even after extending the zone of consideration. The Committee have also been informed that shortfall in respect of STs is due to non-availability of candidates with requisite qualification and their inability to qualify the required trade tests even at relaxed standards. The Committee, however note from the statement of promotion in regard to AAI (NAD) that they could wipe out all SC/ST backlog vacancies despite the above mentioned inadequacies by the year 2003. The Committee appreciate the efforts made by AAI (NAD) in wiping out backlog vacancies even surpassing the prescribed limit of 15% and 7.5% for SCs and STs respectively.

2.22 The Committee note that promotion had also been effected in AAI (IAD) in the years 2002, 2003 and 2004. Yet SC/ST shortfall/backlog vacancies had not yet been wiped out. In 2004 there were 6 SC backlog vacancies in Group C and 2, 4, 5 and 5 ST backlog vacancies in A, B, C and D posts. The Committee desire that AAI (IAD) should make serious efforts to wipe out all backlog vacancies within six months of presentation of this report. The Committee would like AAI (IAD) to provide SC/ST candidate with pre-promotional training

wherever needed so that they could improve their skill and be able to qualify for promotion.

F. Backlog and Special Recruitment Drive

2.23 The Committee have been informed that in order to clear the backlog of Scheduled Caste/Scheduled Tribe vacancies, Special Recruitment Drive was launched in 1993 and 1995. The erstwhile IAAI had deputed a special team of officials to Shillong (Meghalaya) for selecting candidates for certain categories of posts reserved for Scheduled Tribes. In addition to the concessions already available, IAAI had further liberalized rules for filling up the vacancies reserved for Scheduled Castes/Scheduled Tribes. According to the liberalized rules, if reserved vacancies in a grade remain unfilled even after appointing Scheduled Caste/Scheduled Tribe candidates then the best SC/ST candidates from amongst those who fail to qualify the prescribed tests were considered for appointment as trainees on stipend against the remaining reserved vacancies. After imparting training those who qualify in the prescribed tests were appointed in AAI.

2.24 In their post evidence reply, AAI had stated the reasons for backlog as under :-

- (i) On merger of erstwhile International Airports Authority of India (IAAI) and National Airports Authority (NAA) and formation of Airports Authority of India (AAI) w.e.f. 01.04.1995, there has been general ban on recruitment in AAI. The posts which are very essential to carry out operations of AAI are only being filled.

- (ii) Most of the recruitment in Group C & D during the period of 1999 to 31.07.2002 was made on compassionate grounds.
- (iii) Scheduled Tribe candidates are not available in the feeder cadre with requisite experience and qualifications even after extending the zone of consideration wherever applicable.

2.25 To a query about proposed steps taken by AAI to fill up the vacancies reserved for SC/STs, it has been informed by AAI in a written reply that the following steps had been taken by AAI to improve the representation of Scheduled Caste and Scheduled Tribe candidates in the matter of recruitment and promotion :-

- (i) At Chhattarpatti Shivaji International Airport (IAD) Mumbai, a recruitment drive was undertaken in September 2000 to fill certain operational posts and 18 persons in Group C were inducted from ST category. Similar efforts were also made at IGI Airport (IAD), New Delhi and 6 candidates belonging to ST category were inducted in Group C.
- (ii) A special recruitment was undertaken for 05 posts of Jr. Stenographer (only for ST candidates) during the year 2002 and 05 persons in Group 'C' were inducted in ST category.

- (iii) The experience and age relaxation in respect of SC and ST candidates, wherever applicable, as per provision contained in the Government directives, is granted to SC and ST candidates.
- (iv) In addition to the concessions already available, AAI have further liberalized rules for filling up vacancies for SC / ST. According to the liberalized rules, if reserved vacancies in a grade remain unfilled even after appointing SC/ST candidates, then the best SC/ST candidates from amongst those who fail to qualify the prescribed tests were considered for appointment as 'trainee' on stipend against the remaining reserved vacancies. After imparting training those who qualified in the prescribed tests are appointed.
- (v) As a follow up of the meeting held on 30.05.2003 by Hon'ble members of the Parliament and Secretary Ministry of Civil Aviation, Senior Officers of the Ministry and AAI, a special drive is launched to fill-up backlog and current vacancies of SC/ST in a time bound manner. Accordingly, Airport Directors/Regional Executive Directors (RED) have been advised to take necessary action. They are also advised to send directly to the Committee copies of employment notifications/advertisements.

2.26 While tendering evidence before the Committee on 30th May, 2003, the representative of the Ministry of Civil Aviation had agreed that there is shortfall of Scheduled Castes/Scheduled Tribes and stated that he also has instructed Airports Authority of India to take steps to wipe out Scheduled Tribe shortfall by launching special recruitment drives.

2.27 During evidence when the Committee asked whether there are any possibilities to fill up backlog posts, the Committee were informed by representative of Airports Authority of India as under :-

“We will take action immediately and inform you within three months the status of backlog.”

2.28 Further when asked about time to be taken to fill Group D backlog posts for which no higher qualification is required the witness expressed :-

“We will fill up all the vacancies which are existing today in the Group D within a period of one year from today”

2.29 A consolidated Report on number of vacancies identified (Current & Backlog) for SC/ST in AAI (IAD & NAD) and its progress as on 30.09.2003 as furnished to the Committee was as under:-

Group	No. of Vacancies Identified		No. of Vacancies Filled.	
	SC	ST	SC	ST
B	64	96	-	-
C	36	105	06	-
D	03	71	-	01
Total	103	272	06	01

2.30 The Airports Authority of India vide their letter No. PERS/RC/6/02/MISC/2337 dated 9th May, 2005 have furnished the

statement showing the details of Special Recruitment Drive undertaken by the AAI(IAD) and AAI(NAD) to eliminate backlog in SC/ST vacancies from 2001 till date indicating therein the number of posts filled category-wise as under:-

AAI (IAD)

Year	Category	No. of posts identified		No. of posts filled		Remarks (Status of remaining vacancies if any, and reasons for delay in filling up)
		SC	ST	SC	ST	
2001	Group A	--	--	--	--	1. Test/Interviews are being conducted for selection for some posts. 2. In certain cases candidates belonging to SCs and STs to whom offer of appointment were sent, are yet to report for duty.
	Group B	--	--	--	--	
	Group C	--	--	--	--	
	Group D	--	--	--	--	
	Total	--	--	--	--	
2002	Group A	--	--	--	--	
	Group B	--	--	--	--	
	Group C	--	--	--	--	
	Group D	--	--	--	--	
	Total	--	--	--	--	
2003	Group A	--	--	--	--	
	Group B	--	--	--	--	
	Group C	18	47	13	11	
	Group D	02	19	--	15	
	Total	20	66	13	26	
2004	Group A	--	--	--	--	
	Group B	--	--	--	--	
	Group C	08	40	--	--	
	Group D	02	04	--	--	
	Total	10	44	--	--	

AAI (NAD)

Year	Category	No. of posts identified		No. of posts filled		Remarks (Status of remaining vacancies if any, and reasons for delay in filling up)
		SC	ST	SC	ST	
2001	Group A	--	--	--	--	<p>1. Test/Interviews are being conducted for selection for some posts.</p> <p>2. In certain cases candidates belonging to SCs and STs to whom offer of appointment were sent, are yet to report for duty.</p>
	Group B	--	--	--	--	
	Group C	--	--	--	--	
	Group D	--	--	--	--	
	Total	--	--	--	--	
2002	Group A	--	--	--	--	
	Group B	--	--	--	--	
	Group C	--	--	--	--	
	Group D	--	--	--	--	
	Total	--	--	--	--	
2003	Group A	--	--	--	--	
	Group B	66	96	--	--	
	Group C	22	57	07	29	
	Group D	01	52	--	--	
	Total	89	205	07	29	
2004	Group A	--	--	--	--	
	Group B	66	96	--	--	
	Group C	15	28	--	--	
	Group D	--	--	--	--	
	Total	81	124	--	--	

2.31 The Committee note that as on 30.9.2003, AAI had identified a total of 103 SC and 272 ST vacancies in B, C and D groups and had filled up only 6 SC in C and 1 ST in D Group posts. According to the statement furnished in May 2005, in 2003, AAI (IAD) had identified 20 SC and 66 ST posts in Group C and D posts and had filled 13 SC and 26 ST posts. However, in 2004, the SC/ST posts had not been filled up though 10 SC and 44 ST posts in Groups C and D had been identified. The Committee are not impressed by the progress made in this regard.

The Committee would like to point out that on 5.8.2004, DOP&T vide their OM No.36038/1/2004-Estt.(Res.) had instructed to fill up all SC and ST backlog vacancies by conducting special recruitment drives and to complete their recruitment process by 31st December, 2005. The Committee would, therefore, like to know whether all the SC/ST vacancies have been identified and filled up by the specified date. A detailed information on special recruitment drive undertaken by Airports Authority of India should be furnished to the Committee within three months of presentation of this report.

CHAPTER – III

MEASURES TO IMPROVE REPRESENTATION OF SCHEDULED CASTES AND SCHEDULED TRIBES

A. Liaison Officer and SC/ST Cell in the Ministry

3.1 In a written reply furnished to the Committee it has been stated that there is a Special Cell in the Ministry headed by an Officer of the rank of Director who is also Liaison Officer to ensure implementation of reservation orders in favour of SCs/STs in the Ministry and other organisations including AAI. He is assisted by an Under Secretary, a Section Officer and two Assistants. The Cell assists the Liaison Officer in discharging his duties.

B. Liaison Officer and SC/ST Cell in Airports Authority of India

3.2 It has been stated that SC/ST Cell has been set-up in both the Divisions of AAI at Corporate Level. The composition of the Cell is as under :-

IAD

Additional General Manager (P)	01	(SC)
Personnel Manager	01	(ST)
Senior Superintendent (Office)	01	

NAD

Deputy General Manager	01	
Assistant Manager	01	
Senior Superintendent	01	(SC)
Senior Assistant	01	

3.3 Similar Cells have also been set up in five International Airports and Regional Headquarters at Mumbai, Kolkata, Palam (New Delhi), Chennai and Guwahati.

3.4 The main functions of the Reservation Cell is to assist the Liaison Officer to discharge his work relating to due compliance of Government Orders on the reservation for SCs/STs, prompt disposal of the grievances of the employees belonging to SC/ST communities and to scrutinize and consolidate the statistical data in the prescribed forms circulated by the Government.

3.5 Regarding the procedure for selecting / appointing the liaison officers, it has been stated that in consonance with Presidential Directives with regard to reservation relaxation concessions etc. for SCs/STs, the officer-in-charge of administration at International Airport and Region are nominated to act as Liaison Officer in respect of matter relating to representation of SCs/STs.

C. Rosters

3.6 In reply to question as to what are the posts/group of posts for which rosters are maintained by AAI at its Head Office and regional offices, the Committee were informed that separate rosters are being maintained for Direct Recruitment and Promotions for Group A & B posts at Head Office. At regional offices, separate rosters for recruitment and promotion (separately for competitive and seniority) are maintained for Group C and D

posts. The Committee have also been informed that the rosters are periodically inspected by the Liaison Officers.

3.7 The Committee were also informed that the representative of the Ministry of Civil Aviation had also inspected the reservation rosters maintained by AAI and no discrepancy had been noticed during such inspection.

3.8 Asked as to the number of occasions when the representatives of the Ministry of Civil Aviation visited AAI for checking the rosters, it was intimated that a Deputy Secretary of the Ministry of Civil Aviation has seen the rosters at CSI Airport, Mumbai on 9.6.2000, NSCBI Airport, Kolkata on 10.8.2001 and Chennai International Airport on 18.8.2001. He has also seen the rosters maintained at CHQ, Operational Offices, New Delhi and Palam Airport on 23.8.2001 in the meeting held at Operational Offices, New Delhi. The said meeting was attended by officers of AAI from Kolkata, Delhi when representatives from Indian Airlines and Air India from Kolkata and Mumbai were also present.

3.9 The Committee note that an officer of the rank of Director, who is also Liaison Officer to ensure implementation of reservation orders in the Ministry and other organisations including AAI, has been appointed to head the Special Cell. The Committee also note that an Under Secretary, a Section Officer and two Assistants are assisting the Liaison Officer in discharging his duties. The Committee, however note that a Deputy Secretary in the Ministry of Civil Aviation had inspected the rosters maintained at CSI Airport, Mumbai on 9.6.2000,

NSCBI Airport, Kolkata on 10.8.2001, Chennai International Airport on 18.8.2001, and also the rosters maintained at CHQ, operational offices, New Delhi and Palam Airport on 23.8.2001 and that no discrepancy in rosters had been found by him. The Committee would like to know as to why the Director who has been appointed as Liaison Officer for the purpose did not inspect the AAI. They are of the view that the Liaison Officer of the Ministry is an official who has been expressly entrusted with the specific job of overseeing the reservation rosters but that job has been performed by another officer. The Committee desire that only the designated officer should inspect rosters maintained in AAI so as to ensure proper implementation of reservation orders. The Committee also note that the rosters have been checked only once in a while and not annually as required. The Committee desire that the Liaison Officer should inspect the rosters every year.

3.10 The Committee would also like to stress the need of holding meetings of all liaison officers of AAI regularly, atleast twice a year to discuss the common problems relating to SC/ST employees. The Committee would like the liaison officer of the Ministry to attend such meetings and that the representatives of the recognized SC/ST employees association are also invited. 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 in rosters are eliminated.

D. Complaints/Grievances

3.11 The Committee have been informed that AAI has a "Grievances Redressal Procedure" for its employees and the same is open for SC and ST employees (Appendix V). As per Government instructions SC/ST employees are also free to approach National Commission for SCs/STs for redressal of their service grievances. There are instances of having received enquiries of such grievances from the Commission.

3.12 When asked whether any complaint register was being maintained to register the grievances of SC/ST employees, it has been stated that grievances register are being maintained in SC/ST Cell to register the grievances of SC/ST employees. The nature of grievances received have been mainly related to service matters such as promotions/transfers etc.

3.13 The details of complaints/grievances of SC/ST employees in AAI (IAD) and AAI (NAD) received during the years 2002, 2003 and 2004 and action taken thereon are at Appendix VI and Appendix VII respectively.

3.14 The Committee had received a representation dated the 8th May, 2006 from a Manager Engg. (E) wherein he had alleged that Airports Authority of India had issued charge sheets to him and another Engineer both belonging to SC category for making 50% advance payment for procurement of motor from M/s Voltas Ltd. for AC plant for IGI Airport in the year 1991 whereas no action was taken against the other officials who were equally responsible for the alleged lapse. As a penalty the complainant stated that increment for a period of one year without cumulative effects was withheld and no promotion had been given since 1991 while his juniors had

been promoted. The representation was referred to the Ministry of Civil Aviation/AAI for their comments in the matter.

3.15 The Ministry of Civil Aviation, in their reply, have informed the Committee that the Management of AAI indicted all officials right from former Chairman to lower level staff involved in the alleged irregularity. Since some of the officers had either left the organization or retired from service, no action could be taken against them as per the advice of Central Vigilance Commission. Hence, there is no malafide intention or biased attitude to proceed only against these two officers. It had further been stated that the Appellate Authority reduced the penalty of withholding of next increment without cumulative effect for a period of one year to a period of six months only in respect of 4 persons (including the two SC officers) and that one charge sheeted SC Manager [Engg-Elect] has since been promoted to the post of Senior Manager (Engg-Elect) and is posted at IGI Airport, New Delhi.

3.16 The Committee have also been informed that a detailed report on the subject was sought by the Central Vigilance Commission (CVC) in November, 1994. The AAI submitted the detailed Vigilance Investigation Report on 3rd March, 1999, which included names of several officers including two SC officers for irregularities/lapses. The CVC advised the AAI on 10th February, 2003 for closure of the cases against 4 officers as they had either left the organization or retired from service. However, they advised AAI to initiate minor penalty proceedings, if the charges were proved against 6 other officers which included the two SC officers. These 6 officers were issued charge sheet in July/August, 2003 and penalty was

awarded only to three officers including the two SC officers on 11th January, 2005.

3.17 The Committee note that the AAI submitted Vigilance Investigation Report to CVC on 3rd March, 1999 while the report was sought in November, 1994. Thereafter, CVC advised the AAI on 10th February, 2003 to close the case against 4 senior officers since they had either left the organization or retired from service, even though they were equally responsible for the alleged irregularities/lapses in the case. In case of other six junior officers, the CVC advised the AAI to initiate minor penalty proceedings. The Committee are unhappy that delay in finalising such cases has resulted in letting off four senior officers and penalising of six junior officers. The Committee are convinced that the AAI never wanted to initiate action against two senior officers and waited till they left the organization or retired from the service and to cover up this fact initiated action against only junior officers including two SC officers. In fact, the action should have been taken against the officers responsible for allowing the senior officers to leave/retire. It is evident from the document made available to the Committee that there was apparently no malafide intention on the part of Manager Engineer (E). Therefore, the Committee recommend that both these two SC officials should be promoted from the date they were due and their seniority be restored with retrospective effect. The Committee also recommend that inquiry, if any, into vigilance cases should have a time frame and to be completed within that period so that nobody is deprived of his/her

promotion due to long pending vigilance case . The Committee also caution that such incidents should not recur in future.

3.18 The Committee further note that during the period of 3 years from 2002 to 2004, AAI had received a total of 33 complaints/grievances from SC/ST employees 20 in IAD and 13 in NAD. The Committee note that most of the complaints/grievances of SC/ST employees were in regard to fixation of pay, promotion, cancellation of transfer order or transfer on compassionate grounds. . The Committee would also like to be apprised of details of complaints/grievances received during 2005 and 2006 (till date) and their disposal. The Committee would like AAI to examine the cases received during the last 5 years and see whether there was any need to amend any rules/procedures etc. which have frequently led to complaints from SC/ST employees.

E. Training Programmes

3.19 The Committee were informed that presently there is no system of arranging any pre-recruitment training. However, there is a proposal that while appointing SC/ST candidates under the proposed special drive if reserved vacancies in a grade remain unfilled even after appointing of SC/ST candidates, then the best Scheduled Caste/Scheduled Tribe candidates from amongst those who fail to qualify the prescribed test will be considered for appointment as trainee on stipend against remaining reserved vacancies. After imparting training those who qualify the prescribed test will be appointed in AAI.

3.20 In reply to a question whether any pre-promotional training exclusively for SC/ST employees is being given to make them eligible for promotion, the Committee were informed that during the year 2003, AAI had conducted Pre-Promotional training exclusively for 16 SC/ST employees in the cadres of communication to make them eligible for next promotions.

3.21 AAI(NAD) have furnished the following statement showing therein the number of officers including SC/ST officers sent abroad for training/seminars/symposia/conferences during the years 2002 to 2004 as under:-

Year	Number of officers on Training/seminars/Symposia/conferences	SC	ST
2002	26	02	Nil
2003	67	03	02
2004	64	04	01

3.22 Similarly AAI(NAD) have furnished the following statement showing therein the number of officers including SC/ST officers sent aboard for training/seminars/symposia/conferences during the years 2002 to 2004 as under:-

Year	Number of officers on Training/seminars/Symposia/conferences	SC	ST
2002	206	14	02
2003	199	29	05
2004	203	31	06

3.23 The Committee note that at present there is no system of arranging any pre-recruitment training in AAI. However, AAI has a system which they implement during special recruitment drives. The practice that if reserved vacancies in a grade remain unfilled even after appointing of SC/ST candidates, then the best out of them who

fail to qualify the prescribed test are considered for appointment as trainee on stipend against remaining reserved vacancies should continue in future also. The Committee would appreciate if AAI make such arrangement not only while conducting special recruitment drive but also make it a regular feature so that reserved vacancies in all cadres do not remain unfilled. The Committee would like to know the details of SC/ST employees who have been appointed after such training during the recent years.

3.24 The Committee appreciate that AAI conducted pre-promotional training exclusively for 16 SC/ST employees in the cadre of communication in the year 2003. The Committee would like AAI to conduct such pre-promotional training for SC/ST employees whenever needed so that they are not deprived of next promotion due to required standard or skill. The Committee also desire that SC/ST employees should first be promoted and then AAI should provide in service training to them.

3.25 The Committee note that AAI are sending officers abroad every year for training/seminars/symposia/conferences. The Committee note that number of SC/ST employees amongst them is very low. The Committee would like AAI to sponsor adequate number of SC/ST officers for training etc. abroad so that they can gain professional knowledge and skill for their career growth.

F. Transfer on Promotion

3.26 It has been informed that AAI has laid down policy on transfer. Transfers are made on the suitability of employee and operational requirement of stations. As a general policy, Non-Executive on promotion to the level of Executive and Senior Managers on promotion as Dy. General Manager shall be transferred. Cases where retention of promoted executives is required such retention shall be on the specific recommendation of the Member concerned and with the approval of the Chairman. (This clause shall not apply to the personal staff namely Stenographers and Private Secretaries). Such transfers shall be effected as per normal transfer policy. It may be mentioned that transfer policies are under review.

3.27 AAI have furnished details of SC/ST employees of IAD and NAD who had represented against their posting on promotion and the same are at Appendix VIII and Appendix IX respectively.

3.28 The Committee note that AAI have laid down a policy on transfer and it has been provided that Non-Executive on promotion to the level of Executive and Senior Manager on promotion as Dy. General Manager are liable to be transferred. The Committee observe that SC/ST officers in both IAD and NAD of AAI have represented against their posting on promotion. The Committee note that three ST officers in NAD retained in their place of posting but without their promotion. The Committee feel that this is not a healthy trend. The Committee desire that AAI while reviewing their transfer policy should examine this aspect as to why the tribal employees refuse to move out on

promotion. To remove apprehension from their mind and to change their mind set they should be given proper counselling if need be professionally so that they may not forego their promotion and move to their new place of posting.

3.29 The Committee would also like to be apprised of details of fresh representations received from SC/ST employees from the year 2004 onwards till date where they have represented against their posting on promotion together with action taken by AAI thereon.

CHAPTER IV

MISCELLANEOUS

A. False Caste Certificate Cases

4.1 When asked whether there were instances where persons had obtained employment in AAI on the basis of false caste certificate and if so, how many such cases had come to the notice of AAI and action that had been taken against those persons, it was informed that there had been four instances where persons had obtained employment on production of false caste certificate. The services of 2 officials working in Chennai airport were terminated. One person working in Mumbai airport had been issued chargesheet and departmental proceedings were in progress and one case related to Visakhapatnam airport is pending in the Hon'ble High Court of Andhra Pradesh, Hyderabad. The Committee have also been informed that to avoid such cases, the original caste certificates are verified with Tehsildar/Revenue Development Officer, Local Government where felt necessary.

4.2 When asked whether any criminal action had been taken against the terminated persons who secured job on production of false caste certificate, the Committee were informed through post evidence reply:-

“No criminal action is taken so far.”

4.3 During the course of evidence, when the Committee desired to know about the position in regard to above cases, it was stated that the case relating to Mumbai airport was found not to be a case of false caste

certificate. In regard to employee of Visakhapatnam airport, it was mentioned that the complaint against him was lodged by the CID and AAI had terminated the service of the concerned employee. However, that employee had obtained stay order from the court. It has, however, been informed that the court dismissed the order given by AAI and declared that it was not a case of false caste certificate and that the office cannot remove the person from service.

4.4 The Committee note that there were four instances in AAI where persons had obtained employment on the basis of false caste certificates. Out of 4 cases, AAI had terminated the services of 2 officials but in respect of other 2 cases, the Committee were informed during evidence that it was proved that the caste certificates were not false. The Committee desire that AAI should take all precaution at entry level itself by training the officials dealing with recruitment procedure to be extra vigilant while examining the caste certificate. Invariably the certificates should be got verified from appropriate authorities by specified time. The Committee recommend that immediate criminal action should be initiated against the persons if found guilty for furnishing false caste certificate. The Committee, however, also desire that while getting the caste certificates verified, the genuine SC/ST candidates seeking appointment should not be made to suffer.

B. Appointment on Compassionate Grounds

4.5 The details of employees appointed by AAI(IAD) and AAI(NAD) on compassionate grounds during the years 1999 to 31.07.2002 are as under:-

AAI (IAD)

Year	Group	No. of persons appointed on compassionate grounds	No. of SCs/STs Among them	
			SC	ST
1999	C	07	01	-
	D	24	05	01
2000	C	07	02	-
	D	23	08	-
2001	C	06	02	-
	D	43	16	-
Upto 31.7.2002	C	04	-	-
	D	10	02	-

AAI (NAD)

Year	Group	No. of persons appointed on compassionate grounds	No. of SCs/STs Among them	
			SC	ST
1999	C	23	-	01
	D	71	14	05
2000	C	11	01	02
	D	52	33	01
2001	C	10	-	02
	D	61	31	02
Upto 31.7.2002	C	06	-	01
	D	47	22	-

4.6 AAI have furnished the following details showing the number of applications received for appointment on compassionate grounds during the years 2002, 2003 and 2004:-

AAI (IAD)

YEAR	Group	No. of Applications received from Person belonging to Scheduled Caste	No. of Applications received from Person belonging to ST	No. of persons belonging to SC appointed on compassionate grounds	No. of persons belonging to ST appointed on compassionate grounds
2002	C	--	--	--	--
	D	10	--	10	--
2003	C	--	--	--	--
	D	12	01	07	01
2004	C	02	--	01	--
	D	11	01	07	01

AAI (NAD)

YEAR	GROUP	No. of Applications received from Person belonging to Scheduled Caste	No. of Applications received from Person belonging to ST	No. of persons belonging to SC appointed on compassionate grounds	No. of persons belonging to ST appointed on compassionate grounds
2002	C	--	--	--	--
	D	33	06	29	06
2003	C	--	--	--	--
	D	26	02	21	02
2004	C	03	--	03	--
	D	08	02	07	02

4.7 The Committee note from the above statements that each year AAI have been recruiting some persons including SC/ST in Group C and D on compassionate grounds. The Committee note that in the year 2003, in AAI(IAD) 12 applications from SC and 1 from ST persons for Group D posts had been received out of which 7 SC and 1 ST persons had been appointed on compassionate grounds. Similarly, in the year 2004, AAI(IAD) had received 2 applications for Group C and 11 applications for Group D posts from SC persons. However, only 1

SC in Group C and 7 SC in Group D posts had been appointed on compassionate grounds. The Committee recommend that those pending applications for the years 2003 and 2004 should be cleared within three months of presentation of this report. The Committee would also like to be apprised of similar details of applications as received in the years 2005 and 2006 (till date) with disposal report.

4.8 Similarly, the Committee note that in AAI(NAD) in the year 2002, 33 applications from SC persons for Group D posts had been received but only 29 SC persons were appointed. In the years 2003 and 2004, 26 and 8 applications had been received from SC persons for Group D posts but only 21 and 7 SC persons had been appointed in the years 2003 and 2004 respectively. The Committee recommend that all the pending cases should be cleared at the earliest and that employment to SC/ST candidates on compassionate grounds should be given on priority within three months of the receipt of their applications. The Committee also desire AAI(NAD) to furnish the similar details for the years 2005 and 2006 (upto date) alongwih the disposal.

C. Housing facilities

4.9 The Committee have been informed that different types of quarters and transit accommodation (for newly transferred executives) are provided at airports. When asked whether any percentage of residential accommodation are reserved for SC/ST employees, it was stated that 10 per cent of reservation in A and B types quarters and five per cent of reservation in C and D type quarters for SC/ST have been provided.

Statements showing number of employees who have been allotted residential accommodation in AAI are as under:-

AAI (IAD)

Type of Accommodation	No. of Quarters	No. of Employees allotted Residential accommodation AAI	Allotted to SCs/STs	Percentage
A	1128	902	238	26.38
B	534	478	102	21.33
C	203	202	40	19.80
D	47	43	05	11.62

AAI (NAD)

Type of Accommodation	No. of Quarters	No. of Employees allotted Residential accommodation AAI	No. of Quarter Allotted to SCs/STs	% age
Type-I	1200	795	290	36.48
Type-II	1679	1390	433	31.15
Type-III	1102	982	294	29.94
Type-IV	409	300	46	15.33
Type-V	140	117	23	19.66
Type-VI	15	13	01	07.69

4.10 The Committee note that AAI have provided more than the required percentage of residential accommodation to SC/ST employees in all types of accommodation. The Committee desire that the percentage of reservation be increased to 15% and 7.5% in all types of accommodation as per the reservation policy.

D. Socio economic development of SCs/STs

4.11 The Committee were informed that AAI have undertaken a special scheme for socio-economic development of SCs/STs. In Regional Office, Mumbai a village named Adgaon, which is located around 10 K.M. north of

Aurangabad Airport and inhabited by SC/ST population, was chosen for implementation of the project and three Bore-wells have been dug up at locations at the village in consultation with Adgaon Gram Panchayat (Budruck). These Bore-wells have been handed over to the Gram Panchyat.

4.12 The Committee appreciate the efforts made by AAI for choosing a village named Adgaon inhabited by SC/ST population near Aurangabad Airport for implementation of the project and that they could dig up three Bore-wells at locations at the village in consultation with Adgaon Gram Panchayat (Budruck). The Committee would like to encourage AAI to keep up their noble activities for the socio-economic benefits and development of the downtrodden and recommend AAI to take up more SC/ST inhabited areas for development under principle of periphery development programmes.

NEW DELHI;

November ,2006
Agrahayana ,1928 (Saka)

(RATILAL KALIDAS VARMA)
CHAIRMAN
COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES

MINUTES

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES**

(2006-2007)

(FOURTEENTH LOK SABHA)

SIXTH SITTING

(4.10.2006)

The Committee sat from 1500 to 1600 hrs.

PRESENT

Shri Ratilal Kalidas Varma - Chairman

MEMBERS

LOK SABHA

2. Shri S. Ajaya Kumar
3. Shri M. Appadurai
4. Dr. P.P. Koya
5. Shri Kailash Meghwal
6. Shri Rupchand Murmu
7. Shri Jual Oram
8. Shri Harikewal Prasad
9. Shri Ashok Kumar Rawat
10. Shri Bajju Ban Riyan
11. Dr. (Col.) Dhani Ram Shandil
12. Shri Sugrib Singh
13. Shri Vanlalawma

RAJYA SABHA

14. Shri Sharad Anantrao Joshi
15. Shri Robert Kharshiing
16. Shri Lalhming Liana
17. Shri Harendra Singh Malik
18. Dr. Radhakant Nayak

SECRETARIAT

1. Shri P.K. Bhandari, Joint Secretary
2. Shri Gopal Singh, Director
3. Ms. J.C. Namchyo, Under Secretary

At the outset, the Hon'ble Chairman welcomed the Hon'ble Members of the Committee. The Committee then considered the draft reports on (i) Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Airports Authority of India (AAI); and (ii) Action taken by the Government on the recommendations contained in Twenty-second Report (13th Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the subject "Fair Employment Policy for Scheduled Castes and Scheduled Tribes in Public and Private Sector – a review of position following globalization and other reform measures" and adopted the same with some modifications.

2. The Committee also authorised the Hon'ble Chairman to finalise the reports in the light of consequential changes and present the same to both the Houses of Parliament.

The Committee then adjourned.

MINUTES

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES**

(2003-2004)

(THIRTEENTH LOK SABHA)

SECOND SITTING

(30.05.2003)

**The Committee sat from 1500 hours to 1600 hours in Committee Room
No. 'D', Parliament House Annexe, New Delhi**

PRESENT

Shri Ratilal Kalidas Varma - Chairman

MEMBERS

LOK SABHA

2. Shri Shriram Chauhan
3. Dr. Charan Das Mahant
4. Shri Jagannath Mallick
5. Shri Ananta Nayak
6. Shri Pravin Rashtrapal
7. Shri Bajju Ban Riyan

RAJYA SABHA

- 8 Shri Anil Kumar
- 9 Dr. Faguni Ram
10. Shri Sukhdev Singh Libra
11. Shri Raju Parmar
13. Shri V.V. Raghavan
- 13 Shri Birabhadra Singh

SECRETARIAT

1. Shri Krishan Lal, Director
2. Shri Gopal Singh, Deputy Secretary
3. Shri K. Jena, Assistant Director

WITNESSES

MINISTRY OF CIVIL AVIATION

1. Shri K. Roy Paul, Secretary
2. Dr. Nasim Zaidi, Joint Secretary

AIRPORTS AUTHORITY OF INDIA(AAI)

1. Shri S.K. Narula, Chairman
2. Shri H.S. Bains, Executive Director (P&A)
3. Shri P. Gainchandani, GM (P), AAI
4. Shri Vilas Bhujang, Addl. GM (P),

2. At the outset, the Hon'ble Chairman welcomed the representatives of the Ministry of Civil Aviation and Airports Authority of India (AAI) and thereafter highlighted various inadequacies in AAI relating to the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Airports Authority of India (AAI)".

3. The Committee then took oral evidence of the above mentioned representatives.

4. The witnesses then withdrew.

5. The evidence was concluded.

6. The verbatim record of the proceedings was kept.

The Committee then adjourned.

**STATEMENT SHOWING CATEGORY-WISE TOTAL STAFF STRENGTH VIS-À-VIS STAFF PERCENTAGE
IN AAI(IAD) AS 01.01.2002**

Group of post	Total No. of employees	No. of		% age of		No. of Shortfalls		% age of Shortfalls	
		SC	ST	SC	ST	SC	ST	SC	ST
AS ON 01.01.2002									
A	668	118	43	17.66	6.43	-	07	-	1.07
B	922	182	48	19.73	5.20	-	21	-	2.30
MUMBAI AIRPORT									
C	1089	168	78	15.42	7.16	-	20	-	1.84
D (EXCLUDING SAFAI KARAMCHARIS)	391	121	27	30.94	6.90	-	08	-	2.10
D (SAFAI KARAMCHARIS)	906	504	02	55.62	0.22	-	79	-	8.78
IGI AIRPORT									
C	1038	228	60	21.96	5.78	-	17	-	1.72
D (EXCLUDING SAFAI KARAMCHARIS)	452	152	29	33.62	6.41	-	04	-	1.09
D (SAFAI KARAMCHARIS)	637	431	01	67.66	0.15	-	46	-	7.35
NSCBI AIRPORT									
C	581	131	28	22.54	4.81	-	06	-	1.19
D (EXCLUDING SAFAI KARAMCHARIS)	375	86	18	22.93	4.80	-	04	-	1.20
D (SAFAI KARAMCHARIS)	240	60	06	25.00	2.50	-	08	-	3.50
CHENNAI AIRPORT									
C	574	172	16	29.96	2.78	-	-	-	-
D (EXCLUDING SAFAI KARAMCHARIS)	276	128	05	46.37	1.81	-	-	-	-
D (SAFAI KARAMCHARIS)	197	135	09	68.52	4.56	-	-	-	-
TRIVANDRUM AIRPORT									
C	242	21	06	8.67	2.47	03	-	1.33	-
D (EXCLUDING SAFAI KARAMCHARIS)	69	25	01	36.23	1.44	-	-	-	-
D (SAFAI KARAMCHARIS)	63	15	02	23.80	3.17	-	-	-	-
AAI (IAD) HQ.									
C	192	44	05	22.91	2.60	-	09	-	4.90
D (EXCLUDING SAFAI KARAMCHARIS)	72	26	08	36.11	11.11	-	-	-	-
D (SAFAI KARAMCHARIS)	25	23	-	92.00	-	-	01	-	7.5

**STATEMENT SHOWING CATEGORY-WISE TOTAL STAFF STRENGTH VIS-À-VIS STAFF
PERCENTAGE IN AAI(NAD) AS ON 01.01.2002**

Group of post	Total No. of employees	No. of		% age of		No. of Shortfalls		% age of Shortfalls	
		SC	ST	SC	ST	SC	ST	SC	ST
AS ON 01.01.2002									
A	1990	228	54	11.45	2.71	70	95	3.55	4.79
B	1544	153	56	9.90	3.62	78	59	5.10	3.88
NORTHERN REGION									
C	1550	281	71	8.12	4.58	10	-	0.71	-
D (EXCLUDING SAFAI KARAMCHARIS)	676	272	26	40.23	3.84	-	-	-	-
D (SAFAI KARAMCHARIS)	131	129	02	98.47	1.52	-	1	-	1.48
WESTERN REGION									
C	934	213	48	22.80	5.13	-	61	-	6.62
D (EXCLUDING SAFAI KARAMCHARIS)	557	165	53	29.62	9.51	-	12	-	2.24
D (SAFAI KARAMCHARIS)	78	75	03	96.15	03.84	-	06	-	7.91
EASTERN REGION									
C	806	133	36	16.50	4.46	-	64	-	8.04
D (EXCLUDING SAFAI KARAMCHARIS)	503	224	24	44.53	4.77	-	38	-	7.73
D (SAFAI KARAMCHARIS)	48	46	02	95.83	4.16	-	04	-	8.34
SOUTHERN REGION									
C	1230	208	42	16.91	3.41	-	-	-	-
D (EXCLUDING SAFAI KARAMCHARIS)	695	58	30	08.34	4.31	46	-	6.66	-
D (SAFAI KARAMCHARIS)	64	57	07	89.06	10.93	-	-	-	-
NORTH-EASTERN REGION									
C	547	99	92	18.09	16.81	-	91	-	16.69
D (EXCLUDING SAFAI KARAMCHARIS)	311	88	31	28.29	09.96	-	73	-	23.54
D (SAFAI KARAMCHARIS)	22	18	04	81.81	18.18	-	03	-	15.32

**STATEMENT SHOWING THE TOTAL NUMBER OF EMPLOYEES AND THE NUMBER OF SCs and STs AMONGST THEM IN
VARIOUS CATEGORIES OF POSTS IN THE AIRPORTS AUTHORITY OF INDIA (INTERNATIONAL AIRPORTS DIVISION) AS
ON 1 JANUARY, 2005**

Category of Posts	Total No. of employees	No. of		Percentage of		No. of shortfall		Percentage of Shortfall	
		SC	ST	SC	ST	SC	ST	SC	ST
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
A	794	143	47	18.01	5.91	--	12	--	1.59
B	914	182	53	19.91	5.79		15	--	1.71

MUMBAI AIRPORT

C	1021	152	84	14.88	8.22	--	7	--	0.78
D (Excluding Safai karamcharis)	381	113	36	29.65	9.44	--	--	--	--
D (Safai Karamcharis)	872	476	02	54.58	0.22	--	76	--	8.78

IGI AIRPORT

C	1073	230	62	21.43	5.77	--	18	--	1.73
D (Excluding Safai karamcharis)	405	130	27	32.09	6.66	--	03	--	0.84
D (Safai Karamcharis)	583	388	02	66.55	0.34	--	41	--	7.16

NSCBI AIRPORT

C	564	122	35	21.63	6.20	2	--	0.37	--
D (Excluding Safai karamcharis)	328	73	14	22.25	4.26	--	05	--	1.74
D (Safai Karamcharis)	238	58	06	24.36	2.52	--	08	--	3.48

CHENNAI AIRPORT

C	608	184	17	30.26	2.79	--	--	--	--
D (Excluding Safai karamcharis)	243	112	05	46.09	2.05	--	--	--	--
D (Safai Karamcharis)	188	125	08	66.48	4.25	--	--	--	--

TRIVANDRUM AIRPORT

C	238	27	11	11.34	4.62	--	--	--	--
D (Excluding Safai karamcharis)	74	28	01	37.83	1.35	--	--	--	--
D (Safai Karamcharis)	49	11	03	22.44	6.12	--	--	--	--

CHQ (OP. OFFICES)

C	175	40	07	22.85	4.00	--	06	--	3.50
D (Excluding Safai karamcharis)	78	26	07	33.33	8.97	--	--	--	--
D (Safai Karamcharis)	22	19	--	86.36	--	--	01	--	7.5

STATEMENT SHOWING THE TOTAL NUMBER OF EMPLOYEES AND THE NUMBER OF SCs and STs AMONGST THEM IN VARIOUS CATEGORIES OF POSTS IN THE AIRPORTS AUTHORITY OF INDIA (NATIONAL AIRPORTS DIVISION) AS ON 1 JANUARY, 2005

[illegible]



AIRPORTS AUTHORITY OF INDIA
RAJIV GANDHI BHAWAN, SAFDARJUNG AIRPORT
NEW DELHI-110 003 (INDIA)

No. PERS/IR/1107/13/99/2168

9th November 2000
14

Airport Director / Project In-Charge
 Airports Authority of India (IAD)
 Delhi/Mumbai/Calcutta/Chennai
 Trivandrum / Amritsar/Jaipur

The Regional Executive Director
 Airports Authority of India (NAD)
 Delhi/Calcutta/Mumbai/Chennai/Guwahati

Airport Director
 Airports Authority of India (NAD)
 Ahmedabad/ Bangalore/Calicut/Goa/
 Hyderabad/Jaipur/Lucknow/Nagpur/
 Srinagar/Varanasi/Bhubneshwar/Jammu

The Principal
 Civil Aviation Training College
 Allahabad (UP)

General Manager
 CRSD
 New Delhi

General Manager (Cargo)
 Airports Authority of India (IAD)
 IGI-Airport, New Delhi

General Manager
 RC & DU
 New Delhi

Addl. General Manager
 E&M Workshop
 New Delhi

Sir,

Introduction of a common Grievance Settlement Machinery for employees and officers of both the divisions was under active consideration of Management for some time. Such grievance machinery, it is hoped, will facilitate settlement of grievances at the Regional/Airport/Unit level itself. A copy of grievance redressal machinery is enclosed.

REDs/Airport Directors are advised to bring this to the notice of the department heads and also to give it wide publicity by displaying on the Notice Board etc. An atmosphere should be created of mutual trust and dependability which will enable employees and officers to take up their grievance (if any) within the framework of the grievance redressal machinery. Only such grievances, which have not been settled or which cannot be settled at the airports, could be referred to the Headquarters as per the procedure laid down.

At this juncture, Management would like to express its deep concern on the increasing trend among employees and executives to bring external influence to settle their grievances and in many cases, imaginary grievances. With the availability of the grievance redressal machinery, it is expected that employees and officers will take up their grievance through this machinery. Rushing to external sources and bringing influence in furthering their interest in service matters will be viewed seriously as it is a mis-conduct as per the Service Rules.

Kindly acknowledge receipt.

Esicent
[S.K.NARULA]
MEMBER (P&A)

Encl: As above

Copy to:

EA to Chairman
Member (O) / Member (F) / Member (Plg.)
CVO
All HODs in IAD / NAD
ED (P&A), NAD
Notice Board

AIRPORTS AUTHORITY OF INDIA

GRIEVANCE REDRESSAL MACHINERY FOR THE EMPLOYEES

1. OBJECTIVES :

To provide easily accessible machinery for settlement of grievances and to adopt measures that would ensure expeditious settlement of grievances of staff and officers leading to increased satisfaction in the job thus resulting in improved productivity and efficiency.

2. APPLICABILITY:

The scheme will cover all employees including officers of AAI.

3. GRIEVANCE :

'GRIEVANCE' for the purpose of this scheme would mean a grievance relating to any employee arising out of implementation of the policies / rules or decisions of the Authority, interpretation of service rules etc. of an individual nature or any other matter related to work situation, other than those referred in para 5 (ii) and (iii).

4. PROCEDURE FOR HANDLING GRIEVANCE :

Subject to the above provisions, individual grievance of the employee shall henceforth be processed and dealt with in the following manner :

4.1 An aggrieved employee shall take up his grievance orally or in writing with the **Local Grievance Officer (LGO)** through HOD who will get facts of the case, give personal hearing and try to resolve the grievance at his level in consultation with the concerned Department HOD/ and/or Unit/Station/Airport In-charge depending upon the nature and scope of grievance. In case the grievance cannot be settled within two weeks, LGO will intimate the same to the aggrieved employee giving reasons for the delay and also indicating when it is likely to be settled.

4.2 If the grievance is not satisfactorily redressed locally, the aggrieved employee may submit grievance in writing through proper channel to RED/APD Int'l Airport/ respective ED (Pers.) at Hqrs. The RED/APD Int'l Airport / ED (P&A) may resolve grievance or refer it to the Grievance Redressal Committee available or at the Region / International Airport (depending upon nature of grievance).

The constitution of the Grievance Redressal Committee and Grievance Redressal Sub-Committee is indicated at Para 4.3). The recommendations of the Grievance Redressal Committee will be conveyed within one month to RED/APD International Airport/ED (P&A) at Hqrs. for his consideration. The Committee may also recommend RED/APD International Airport to take up the issue with the Grievance Redressal Committee at CHQ. The decision of such authority will be final subject to the provisions contained in Para 4.4.

4.3 The nomination of Staff Grievance Officer and constitution of the Grievance Redressal Committee/ Grievance Sub-Committee shall be as under :

A. Grievance Redressal Officer

i) Staff Grievance Officer (Domestic Airport)	Officer in-charge of Administration.
ii) Staff Grievance Officer (RED Office /International Airport)	A senior level officer (SPM/DGM) from Personnel Deptt.
iii) Staff Grievance Officer (at Hqrs.level. One each at Rajiv Gandhi Bhavan / Operational Offices)	General Manager (Pers.)

B. Grievance Redressal Committee

Grievance Redressal Committee (At Corporate Office)	General Manager (Pers.)
	General Manager (F&A)
	Departmental Head to which the aggrieved employee belongs
Grievance Redressal Committee (At Regional Head Quarter / International Airport)	Officer from Personnel Department
	Officer from Finance Department
	Departmental Rep. to which the aggrieved employee belongs

The committee will be a Standing Committee in nature. Two of its members (Pers. & Fin Department representatives) will be ex-officio members, whereas, the third member will be nominated with the approval of Member (P&A) in the case of Hqrs. & Airport Director in the case of Int'l Airports and by RED in the case of Regional Hqrs. Third member will be generally representing the Deptt. to which aggrieved employee belongs and will be an officer of senior level. The Committee should meet atleast once in a month.

- 4.4 In exceptional cases, where an employee is not satisfied with the decision of the Staff Grievance Officer / Grievance Redressal Committee/RED/APD Int'l Airport as indicated above he/she will have the option to appeal to the Member (P&A) concerned. The decision on such appeal will be taken within one month of the receipt of the appeal. The decision of the Member (P&A) will be final.
- 4.5 The grievances in respect of the following category of employee will not fall within the purview of the Grievance Redressal Committee. In their case the procedure will be as under :

- i) In case of executives who are immediately below Board level, an individual grievance may be taken up with the concerned Member of the Board.

5 OTHER CONDITIONS :

- i) If the grievance arises out of an order given by the Management, the said order shall be complied with before the employee concerned invokes the procedure laid down for redressal of his grievance.
- ii) The grievance pertaining to or arising out of the following shall not come under the purview of the Grievance Redressal Procedure :
 - a) Annual Performance Appraisal/Confidential Reports
 - b) Where the grievance does not relate to an individual employee; and
 - c) In the case of any grievance arising out of discharge or dismissal of an employee.
- iii) Grievance pertaining to or arising out of disciplinary action or appeal against such action shall be channelled to the competent authority as per the procedure laid down under the AAI (Conduct, Discipline & Appeal) Regulations.
- iv) All grievances referred to the Grievance Redressal Committee/other Authorities indicated above shall be entered in a register to be maintained for the purpose by the Grievance Redressal Officer. GRO will send a monthly report to Member (P&A) indicating the number of grievances received, settled and pending during the month.
- v) This grievance procedure will be reviewed by the Management as and when it becomes necessary.

**DETAILS OF COMPLAINTS/GRIEVANCES OF SC/ST EMPLOYEES IN AAI (IAD) RECEIVED DURING THE YEAR 2002, 2003
AND 2004 AND ACTION TAKEN THERE ON.**

S.No.	Details of Complaint	Action Taken Report
1.	Grievance received through Shri Shyam Lal, Hon'ble Member of Parliament, Rajaya Sabha vide his DO letter dated 5.4.2002 addressed to Chairman, AAI regarding re-fixation of the pay of Shri Mahavir Singh, Asstt. Manager Enngg.(E)	<p>Reply was sent to Shri Shyam Lal, Hon'ble Member of Parliament, Rajaya Sabha on 5.8.2002 stating that Shri Mahavir Singh has been demanding weight-age for service rendered by him in IAF by allowing him number of increments equal to the years of service in IAF. His request was considered on a number of occasions and he was informed that his pay was fixed on the analogy of fixation of pay of re-employed pensioner as per rules on the subject.</p> <p>The case of re-fixation of pay of Shri Mahavir Singh, Asstt. Manager (Elect) at the time of his joining erstwhile IAAI on 26.05.1986 was re-examined and proposal was agreed to. The matter is thus settled.</p>
2.	Grievance received through Shri Shyam Lal, Hon'ble Member of Parliament, Rajaya Sabha vide his DO letter dated 5.4.2002 regarding fixation of pay of Shri Ram Prakash and Smt. Sushma Rani, Jr. D/Man.	Reply sent to Shri Shyam Lal, Hon'ble Member of Parliament, Rajya Sabha on 5.8.2002 stating that the pay of Shri Ram Prakash and Smt. Susham Rani was fixed as per fitment formula applicable to all employees. There is no discrimination as alleged.
3.	Case of promotion of Shri Arvind Kumar Paswan, Cargo Manager	<p>The case of promotion of Shri Arvind Kumar Paswan, Cargo Manager with effect from a retrospective date was examined It would not be desirable for AAI to consider promotion of Shri Paswan with effect from an earlier date as it will not be in consistent with the rules/practice and will have serious repercussions on various other cadres and can cause Industrial Relations problem in AAI.</p> <p>The case was also examined at length by the National Commission for SC and based on merit Commission decided to close the case</p>
4.	Shri Balvir Singh, SC, Manager (Engg-Civil) made a complaint to Chairman, National Commission for SC/ST that his promotion as Sr. Manager (Engg-Civil)	Shri Balvir Singh has been promoted as Sr. Manager (Engg-Civil)
5.	A reference received from Shri K.E. Krishna Murthy, Member of Parliament regarding transfer of Shri K.J. Raju, Cargo Manager from NSCBI Airport, Kolkata to Chennai Airport on Compassionate grounds.	A reply has been sent to Addl PS to Minister of Civil Aviation stating that Shri K.J. Raju, Cargo Manager, NSCBI Airport, Kolkata has already been transferred to Chennai Airport vide office order dated 25.04.2003 vide UO note dated 30 th April , 2003

6.	A note dated 25.08.2003 received from Addl. PS to Minister of Civil Aviation under Diary No. 1501 dated 25.08.2003 along with its enclosures regarding grievance of Sr. Assistant Engg (Civil/Electrical) who were made to join in lower scale.	A reply has been sent to PS to HMOS(IC) vide UO Note dated 23-10-2003 stating that consequent upon rationalization of the 'Career Progression Scheme' and as per the understanding reached with the recognized Union in the last Wage Agreement the induction level in Non-Executive cadre is correlated with qualification. As per the new scheme, the employees possessing three years' Diploma in Engineering are inducted at NE-6 level as Sr. Assistant and are placed in the next higher scale of NE-7 after three years.
7.	Representation dated 13 th June, 2004 from Capt. Budgujar Pratap Singh, Asstt. GM(Ops), IGI Airport regarding promotion as Dy. General Manager (Apt)	A reply has been sent to Joint Secretary, Ministry of Civil Aviation stating vide UO note dated 27-10-2004. that Capt. B.P Singh was not considered fit for promotion to the post of DGM (Apt) by DPC.
8.	A letter dated 25.6.2004 was received from PS to MCA regarding promotion of Shri PL Prasanna, Sr. Supdt. (Steno) as Asstt. Manager (PA)	Shri PL Prasanna has been promoted as Asstt. Manager (PA) vide Office Order dated 25-11-2004.
9.	Shri P.K. Bankal, Sr. Manager (Engg-C),DPO(SC)	His request for retention at Delhi could not be agreed as there was no vacancy of DGM (Engg-Civil) available at Delhi. Subsequently, he joined at Bhuj Project.
10.	A reference received from Shri Nawab Malik, Minister of State Government of Maharashtra addressed to Hon'ble Minister of Civil Aviation regarding cancellation of transfer of Shri S.R. Meena, Sr. Manager (Engg-Civil) from CSI Airport to AAI Hqrs. New Delhi.	A reply has been sent to PS to Hon'ble Minister of Civil Aviation vide UO dated 5 th July, 2004 stating that transfer of Shri S.R. Meena is linked to the chain of transfers and that no vacancy in the grade of Sr. Manager (Engg-Civil) is available at Mumbai
11.	A reference received from Shri Kishan Singh Sangwan, Member of Parliament (Lok Sabha), Kumari Selja, MOS (I/C) for Urban Employment & Poverty Alleviation and Shri Tariq Anwar, Member of Parliament (Raja Sabha) regarding cancellation of transfer of Shri Satvir Singh, Manager (Engg-Civil) from Delhi Project Office to Trivandrum Airport.	A reply has been sent to Joint Secretary, Ministry of Civil Aviation vide UO note dated 27-08-2004. stating that Shri Satvir Singh has been granted deferment and is retained at Delhi Project Office upto 31.10.2004.

12.	A letter dated 26-07-2004 of Shri Namo Narain Meena, Hon'ble Minister of State for Environment & Forests regarding transfer of Shri Ram Chander Meena, Jr. Asstt. (FS) IGI Airport, New Delhi to Jaipur Airport.	A reply has been sent to Joint Secretary Ministry of Civil Aviation vide UO note dated 20-10-2004 stating that there is no vacant post of Jr. Asstt(FS) at Jaipur Airport and Shri Ram Chander Meena cannot be accommodated at Jaipur Airport at this stage. His request has been kept on active record and the same will be considered at an appropriate time.
13.	Reference received regarding discrimination in the transfer of office bearers of SC/ST Employees Welfare Association.	A reply has been sent to Under Secretary Ministry of Civil Aviation stating that the issue of transfer of Shri RP Kaim, General Manager (Cargo) was discussed in the review meeting conducted by Shri Tapir Gao, Hon'ble Member National Commission for SC & ST in the his office on 28 th August, 2003. The Hon'ble Member was informed that Shri RP Kaim has been transferred to Country's largest Cargo Terminal as a Head of Cargo Division. And there is no discrimination in his transfer as he has worked in Delhi from 1993 to 2003. Hon'ble Member accepted view point of AAI.
14.	Shri Ravinder Nath, Asstt. Manager Engg(Civil)	Promoted as Manager Engg(Civil) in July, 2004
15.	Reference received from Branch Secretary ,AAI SC & ST employees welfare association Mumbai Airport regarding promotion of Shri D.K. Sorte, Airport Manager.	In a Criminal case filed by Airport Police Station (case No. 6399 dated 17.03.99 U/S 294/354 IPC) against Shri Sorte and the charge-sheet bearing No. 91 dated 6.5.99 under the above provision of law was submitted against him and the trial of the case has already commenced at Barrackpore court, Kolkata. In view of the criminal case pending against him, his case for promotion is kept in sealed cover.
16.	Reference received from National Commission for ST regarding promotion of Shri E.E. Toppo, Asstt. General Manager (Airport).	Shri E.E. Toppo has been promoted as Dy. Airport Director.
17.	Representation from Shri M.S. Ravindranath, Manager Engg(C) for regular promotion.	Shri M.S. Ravindranath has been promoted as Manager Engg. (C) on regular basis. In July, 2004.
18.	Letter from Shri RS Gavai, Member of Parliament (Rajya Sabha) regarding deferment of transfer of Shri Ranbir Singh, Manager (Engg-Civil) from IGI Airport, Delhi to NSCBI Airport, Kolkata.	A reply has been sent to Joint Secretary, Ministry of Civil Aviation vide UO note dated 20-08-2004. stating that there is no vacant post of Manager (Engg-Civil) at IGI Airport and it will not be possible to retain Shri Ranbir Singh, Manager (Engg-Civil) in Delhi at this stage and that his request has been kept on active record and the same shall be given due consideration -at an appropriate time.
19.	Representation dated 28/29-10-2004 from Shri Boda Yogendra, Executive Housekeeping, Chennai Airport regarding his promotion as Airport Manager.	A reply has been sent to Shri Boda Yogendra , Executive Housekeeping on 7-1-2005 stating that he does not meet the bench -mark prescribed for promotion to the post of Airport Manager. Shri Boda has filed a case against AAI Management in Madars High Court. The matter is Sub-Judice.
20.	D.O letter dated 1 st November, 2004 from Shri TR Baalu, Hon'ble Minister of Shipping, Road Transport & Highways to Hon'ble Minister of Civil Aviation regarding transfer of Shri S Yuganadam, Airport Manager, Trivandrum Airport to Chennai Aripport on compassionate grounds.	A reply has been sent to Joint Secretary (N), Ministry of Civil Aviation vide UO note dated 8-02-2005stating that no vacancy in the cadre of Airport Manager is available at Chennai Airport and that the request of Shri S Yuganadam for transfer to Chennai Airport has been kept on active record and the same will be considered at an appropriate time.

ANNEXURE-02
APPENDIX C-III

STATEMENT SHOWING THE SUMMARY OF GRIEVANCES/COMPLAINTS RECEIVED DURING THE LAST THREE YEARS AND ACTION TAKEN THERE IN AAI (NAD)

S.No	SUMMARY OF THE COMPLAINT	ACTION TAKEN REPORT
1.	Promotion to Shri Shiv Lal, Sr. Manager (Com) & others from their due dates.	Promotion orders of Shri Shiv Lal and others have already been issued to AAI SC /ST EWA vide letter no. A.32013/1/2003-EC dated 27.1.2004.
2.	Change of caste of Shri Jayaprakashan T.V.Asstt. Manager (Electronics) not reflected in seniority list.	Change of caste in respect of Shri Jayaprakashan T.V. AM (Electronics) has since been reflected in the seniority list.
3.	Change of category of Ms. Shilpa A. Kashyap, AM(ATC)	The category (SC) has been mentioned against her name in the seniority list.
4.	Promotion of Shri J.P. Singh, Sr. Supdt. (Engg-Civil) to the grade of AM	Shri J.P. Singh, Sr. Supdt. (Engg-Civil) has already been promoted to the post of AM (E.C) vide this office letter No. A.32014/42/2003-DPC dated 31.12.2002.
5.	Smt. Shyamali Haldar, Sr. Manager (ATC) Nagpur, correction in seniority list.	The matter of correction in seniority of Smt. Shyamali Haldar and others who are also affected similarly is under consideration.
6.	Next higher grade earlier than SC candidates, case of Shri Deepak, Sr. Supdt. (Survey)	Shri Deepak was given next higher grade on completion of 8 years services and his original seniority list was not affected. He was informed accordingly.
7.	Regular promotion of Shri S.P. Biswas Manager (Electronics) to the grade of Sr. Manager w.e.f. 14.2.2003	The name of Shri S.P. Biswas Manager (Electronics) is at Sl. No. 39 in the seniority list of Manager (Electronics) as he will be considered for regular promotion at the time of DPC subject to condition of eligibility.
8.	Non-Implementing merit concept in promotion ref. No. R-5/CA-3/04-SSW-III dated 20.2.2004.	<p>The SC and ST candidates who are promoted on their own merit and not due to reservation or relaxation of qualifications are not adjusted against the reserved points of the reservation roster. Such candidates are adjusted against unreserved points.</p> <p>It has been clarified by the Ministry of Personnel, Public Grievances and Pensions Department of Personnel and Training vide OM No. 36028/17/2001-Estt. (Res) dated 31-01-2005 that since in the case of promotions by non-selection, promotions are made on the basis of seniority-cum-fitness the concept of merit is not involved in such promotions. In this case the O.M. dated 11.7.2002 does not apply as the promotions are made by non-selection method.</p>

9.	Promotion of SC/ST candidates to the grade of Manager (Comm)	Replied to Hon' ble Minister of State for Environment & Forrest, Govt. of India vide Chairman's letter no. A.32010/20/2004-DPC dated 23.9.2004 that the candidates reffered would be eligible for promotion on 1.1.2005 and will be considered by DPC during 2005 for promotion.
10.	Promotion case of Shri D.L. Hatekar, Sr. Supdt.) Finance)	Replied to National Commission for SC/ST vide this office letter No. A.32014/2/2003-EF dated 23.7.2004 stating that the individuals refused promotion and he was debarred for one years as per rules.
11.	Promotion to the grade of DGM (Com) withheld for the last two years.	As per decision of cadre controlling Authority 23 officers have been promoted to the grade of DGM (Com) which include 12 SC candidates also. 24 more officers have been promoted as DGM (Comm) more officers have been promoted as DGM (Comm) in Jan, 2005 which including 13 SC/ST candidates. Thus the apprehension that promotion of DGM (Comm) has been delayed because of SC/ST candidates is not correct.
12.	103 General candidates promoted beyond sanctioned strength to the grade of AM(Com-E) in July, 2002	There are no separate sanctioned posts of any grade of Electronics stream. Sr. Supdt. (Electronics) are promoted as Asstt. Manager (Elect) against the sanctioned posts of either Comm. Or Tech. Stream wherever vacancies are available.
13.	Recommendation-Kindly stop transfer order of Shri Ramesh Kumar, General Secretary, AAI SC/ST EWA (NAD) to Imphal.	Transfer deferred, Member, National Commission for SC/ST informed vide this office letter No. A.60011/4/2003-SCT dated 6.8.2004.

Details of SC/ST Employees of International Airport Division who have represented against their posting as Promotion during last 3 years

Sl. No.	Name of Employee	Details of Representation	Action Taken
1	Shri P K Bankal, Sr. Manager (Engg-C), DPO (SC)	Requested for posting on promotion as DGM (Engg-Civil) at Delhi.	His request for retention at Delhi could not be agreed as there was no vacancy of DGM (Engg-Civil) available at Delhi. Subsequently, he joined at Bhuj Project.
2	Shri S R Meena, Manager (Engg-C), CSI, Mumbai (ST)	Requested for posting on promotion Sr. Manager (Engg. Civil) at CSI Airport, Mumbai.	The request has been considered and retained at Mumbai on promotion.
3	Shri Kamal Kumar, Sr. Supdt. (Engg-Elec), IGI (SC)	Requested for posting on promotion as at Delhi/Amritsar.	The request is considered and he has been on promotion at Amritsar Project.
4	Shri S N Das, Manager (Engg-Elect), DPO, (SC)	Requested for posting on promotion at Delhi.	His request could not be considered as there was no vacancy of Sr. Manager (Engg-Elect) available at Delhi. Subsequently, he joined at NSCBI, Kolkata.
5	Shri Praveen Kumar, Sr. Supdt. (Engg-C)	Requested for posting on promotion at Delhi.	His request is under consideration.

Details of SC/ST Employees of National Airport Division who have represented against their posting as Promotion during last 3 years

Sl. No.	Name of Employee	Details of Representation	Action Taken
1.	Shri Datta Ram, Asstt. Manager (Fin) (SC)	Represented for retention at New Delhi as he was transferred on Promotion from New Delhi to Jammu.	Request for retention at Delhi on promotion is not granted. However, the transfer is deferred till March 2003 due to academic requirement of his children.
2.	Shri K Ramalingam, Sr. Supdt. (Pers) (SC)	Presently, posted at Chennai. On promotion transferred out of Chennai. He requested for retention at Chennai on promotion.	The request is considered and he will be retained at Chennai on promotion w.e.f. 8-8-03.
3.	Shri P Deb Burman, Sr. Office Asstt. (ST), Kolkata	On promotion, transferred out of Kolkata. Requested for retention at Kolkata / Ranchi.	Retained at place of posting ie. Kolkata without promotion.
4.	Shri G Linda, Sr. Office Asstt. (ST), Ranchi	On promotion, transferred out of Ranchi. Requested for retention at Kolkata / Ranchi.	Retained at place of posting ie. Ranchi without promotion.
5.	Smt. N Dangwar, Sr. Office Asstt. (ST), Ranchi	On promotion, transferred out of Ranchi. Requested for retention at Kolkata/Ranchi.	Retained at place of posting ie. Ranchi however, without promotion.
6.	Smt. S P Tirkey, Sr. Office Asstt. (ST), Kolkata	On promotion, transferred out of Kolkata. Requested for retention at Kolkata/Ranchi.	Promoted and posted out of Station during 2002 which she did not accept. Again promoted during 2003 and posted at Bhubaneshwar from Jharusuguda which she accepted and joined.

Summary of conclusions/recommendations contained in the Report

Sl. No.	Para No.	Summary of Conclusions/Recommendations
1.	2.	3.
1.	1.9	<p>The Committee note that the Chairman and full time members of Airports Authority of India are selected through Public Enterprises Selection Board (PESB) and appointed with the approval of Appointment Committee of the Cabinet. The Committee also note that part-time members are nominated by the Ministry with the approval of the Minister of Civil Aviation. The Committee are express their displeasure that even after the involvement of the Government at every level in the appointment of the Board of Directors (full- time or part-time members), the representation of the Scheduled Castes and Scheduled Tribe is nil on the Board of Directors of AAI.</p>
2.	1.10	<p>The Committee in their Fourteenth Report (Tenth Lok Sabha) and Nineteenth Report(Tenth Lok Sabha) presented to Lok Sabha on 23.12.1992 and 27.4.1993 respectively had recommended that atleast one Scheduled Caste/Scheduled Tribe be included as member on the Board of Directors of AAI, but it has gone begging acceptance by the AAI. The Committee are of the view that with the appointment of a person from</p>

Scheduled Caste/Scheduled Tribe community at Board level, employees of these community would feel more secure and it may boost their morale. The Committee therefore, recommend again that the Government should review its policy and make necessary changes in the Airports Authority of India Act, 1994 to provide reservation for SC/ST on the Board of Directors of the Authority. Pending amendment of the Act, the Committee would also like the Government to make serious efforts to draw a panel of suitable SC/ST candidates having good background in Finance, Industry and other areas from all the undertakings / organisations under the control of the administrative Ministry and to ensure appointment of at least one SC/ST part-time Director on the Board of AAI within three months of presentation of this report as the same can be appointed with the approval of the Minister of Civil Aviation.

3. 2.11 The Committee note that as on 1st January, 2005 except in Chennai and Trivandrum airports, there was shortfall of ST employees in all categories of posts (A,B,C and D) in AAI(IAD) whereas there was shortfall of SC employees in C category of posts in Kolkata airport of AAI(IAD). The Committee also note that there was shortfall of SC employees in A and B category of posts whereas there

was shortfall of ST employees in all categories of posts in all the regions of AAI(NAD) except in Northern region where only in case of D Group (Safai Karamchari posts) there is shortfall of 3 ST employees.

4. 2.12 The Committee are concerned that shortfall of ST exists in all categories of posts particularly in Group D posts in AAI (IAD) even though no extra ordinary educational qualification is required for the posts. The Committee therefore, recommend that AAI should make earnest efforts to wipe out all ST shortfall in all posts especially in Group D posts by advertising the posts not only in local newspapers of respective regions of AAI but in adjoining areas too so that ST people living in those areas can also be given opportunity to apply for the posts and the reserved vacancies may not remain unfilled.

5. 2.13 The Committee also note that in case of AAI(NAD) there is huge shortfall of SC and ST employees in Group A and B posts. They would like to know the reasons as to why there is a huge shortfall of SC/ST employees in these categories of posts. The Committee strongly recommend that SC/ST shortfall in all categories of posts should be wiped out at the earliest by holding special recruitments for SCs/STs.

6. 2.15 The Committee observe that despite recruitments made by AAI (IAD), a number of SC and ST vacancies still existed as carried forward vacancies during each recruitment year of 2002, 2003 and 2004. In the year 2004, 30 SC (B and C posts) and 59 ST (A, B and C and D posts) still existed as carried forward vacancies.
7. 2.16 Similarly, the Committee observe that AAI (NAD) also made recruitments in the year 2002, 2003 and 2004. Yet SC and ST vacancies still existed as carried forward vacancies during each of the above recruitment years. In the year 2004, 16 SC (A and B posts) and 3 ST (D posts) still existed as carried forward vacancies.
8. 2.17 The Committee desire that AAI should make all out efforts to fill up all the posts reserved for SCs and STs in a particular year so that no SC and ST vacancies remain unfilled at the end of that recruitment year.
9. 2.21 The Committee have been informed that inadequate representation of SCs/STs in promotion in Group 'A' and 'E' posts is due to non-availability of SC/ST candidates having adequate experience and qualifications in feeder cadre even after extending the zone of consideration. The Committee have also been informed that shortfall in respect of STs is due to non-availability of candidates with requisite qualification and their inability to qualify the required trade tests even at relaxed

standards. The Committee, however note from the statement of AAI (NAD) that they could wipe out a backlog of SC/ST vacancies despite the above mentioned inadequacies by the year 2003. The Committee appreciate the efforts made by AAI (NAD) in wiping out backlog vacancies even surpassing the prescribed limit of 15% and 7.5% for SC and STs respectively.

10. 2.22 The Committee note that promotion had also been effected in AAI (IAD) in the years 2002, 2003 and 2004. Yet SC/ST shortfall/backlog vacancies had not yet been wiped out. In 2004 there were 6 SC backlog vacancies in Group C and 2, 4, 5 and 6 ST backlog vacancies in A, B, C and D posts. The Committee desire that AAI (IAD) should make serious efforts to wipe out all backlog vacancies within six months of presentation of this report. The Committee would like AAI (IAD) to provide SC/ST candidate with pre-promotional training wherever needed so that they could improve their skill and be able to qualify for promotion.

11. 2.31 The Committee note that as on 30.9.2003, AAI had identified a total of 103 SC and 272 ST vacancies in B, C and D groups and had filled up only 6 SC in C and 1 ST in D Group posts. According to the statement furnished in May 2005, in 2003, AAI (IAD) had identified 20 SC and 66 ST posts in Group C and D posts and had filled 13 SC and 26 ST posts. However, in 2004 the SC/ST posts had not been filled up though 10 SC and 44 ST

posts in Groups C and D had been identified. The Committee are not impressed by the progress made in this regard. The Committee would like to point out that on 5.8.2004, DOP&T vide their OM No.36038/1/2004-Estt.(Res.) had instructed to fill up a SC and ST backlog vacancies by conducting special recruitment drives and to complete their recruitment process by 31st December, 2005. The Committee would, therefore, like to know whether all the SC/ST vacancies have been identified and filled up by the specified date. A detailed information on special recruitment drive undertaken by Airports Authority of India should be furnished to the Committee within three months of presentation of this report.

12. 3.9 The Committee note that an officer of the rank of Director, who is also Liaison Officer to ensure implementation of reservation orders in the Ministry and other organisations including AA has been appointed to head the Special Cell. The Committee also note that an Under Secretary, a Section Officer and two Assistants are assisting the Liaison Officer in discharging his duties. The Committee, however note that a Deputy Secretary in the Ministry of Civil Aviation had inspected the rosters maintained at CSI Airport, Mumbai on 9.6.2000, NSCBI Airport Kolkata on 10.8.2001, Chennai International Airport on 18.8.2001, and also the rosters maintained at CHQ, operational offices, New Delhi and Palam Airport on 23.8.2001 and that no discrepancy in rosters had been found by him. The Committee

would like to know as to why the Director who has been appointed as Liaison Officer for the purpose did not inspect the AAI. They are of the view that the Liaison Officer of the Ministry is an official who has been expressly entrusted with the specific job of overseeing the reservation rosters but that job has been performed by another officer. The Committee desire that only the designated officer should inspect rosters maintained in AAI so as to ensure proper implementation of reservation orders. The Committee also note that the rosters have been checked only once in a while and not annually as required. The Committee desire that the Liaison Officer should inspect the rosters every year.

13. 3.10 The Committee would also like to stress the need of holding meetings of all liaison officers of AAI regularly, at least twice a year to discuss the common problems relating to SC/ST employees. The Committee would like the liaison officer of the Ministry to attend such meetings and that the representatives of the recognized SC/ST employees association are also invited. 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 in rosters are eliminated.

14. 3.17 The Committee note that the AAI submitted Vigilance Investigation Report to CVC on 3rd March, 1999 while the report was sought in November, 1994. Thereafter, CVC advised the

AAI on 10th February, 2003 to close the case against 4 senior officers since they had either left the organization or retired from service, even though they were equally responsible for the alleged irregularities/lapses in the case. In case of other six junior officers, the CVC advised the AAI to initiate minor penalty proceedings. The Committee are unhappy that delay in finalising such cases has resulted in letting off four senior officers and penalising of six junior officers. The Committee are convinced that the AAI never wanted to initiate action against two senior officers and waited till they left the organization or retired from the service and to cover up this fact initiated action against only junior officers including two SC officers. In fact, the action should have been taken against the officers responsible for allowing the senior officers to leave/retire. It is evident from the document made available to the Committee that there was apparently no malafide intention on the part of Manager Engineer (E). Therefore, the Committee recommend that both these two SC officials should be promoted from the date they were due and their seniority be restored with retrospective effect. The Committee also recommend that inquiry, if any, into vigilance cases should have a time frame and to be completed within that period so that nobody is deprived of his/her promotion due to long pending vigilance case. The Committee also caution that such incidents should not recur in future.

15. 3.18 The Committee further note that during the period of 3 years from 2002 to 2004, AAI had received a total of 3 complaints/grievances from SC/ST employees 20 in IAD and 1 in NAD. The Committee note that most of the complaints/grievances of SC/ST employees were in regard to fixation of pay, promotion, cancellation of transfer order or transfer on compassionate grounds. . The Committee would also like to be apprised of details of complaints/grievance received during 2005 and 2006 (till date) and their disposal. The Committee would like AAI to examine the cases received during the last 5 years and see whether there was any need to amend any rules/procedures etc. which have frequently led to complaints from SC/ST employees.
16. 3.23 The Committee note that at present there is no system of arranging any pre-recruitment training in AAI. However, AAI has a system which they implement during special recruitment drives. The practice that if reserved vacancies in a grade remain unfilled even after appointing of SC/ST candidates, the the best out of them who fail to qualify the prescribed test are considered for appointment as trainee on stipend against the remaining reserved vacancies should continue in future also. The Committee would appreciate if AAI make such arrangements not only while conducting special recruitment drive but also make it a regular feature so that reserved vacancies in all cadres do not remain unfilled. The Committee would like to

know the details of SC/ST employees who have been appointed after such training during the recent years.

17. 3.24 The Committee appreciate that AAI conducted pre-promotional training exclusively for 16 SC/ST employees in the cadre of communication in the year 2003. The Committee would like AAI to conduct such pre-promotional training for SC/ST employees whenever needed so that they are not deprived of next promotion due to required standard or skill. The Committee also desire that SC/ST employees should first be promoted and then AAI should provide in service training to them.
18. 3.25 The Committee note that AAI are sending officers abroad every year for training/seminars/symposia/conferences. The Committee note that number of SC/ST employees amongst them is very low. The Committee would like AAI to sponsor adequate number of SC/ST officers for training etc. abroad so that they can gain professional knowledge and skill for the career growth.
19. 3.28 The Committee note that AAI have laid down a policy on transfer and it has been provided that Non-Executive officers promotion to the level of Executive and Senior Manager or promotion as Dy. General Manager are liable to be transferred. The Committee observe that SC/ST officers in both IAD and NAD of AAI have represented against their posting or promotion. The Committee note that three ST officers in NAD retained in their place of posting but without their promotion.

The Committee feel that this is not a healthy trend. The Committee desire that AAI while reviewing their transfer policy should examine this aspect as to why the tribal employees refuse to move out on promotion. To remove apprehension from their mind and to change their mind set they should be given proper counselling if need be professionally so that they may not forego their promotion and move to their new place of posting.

20. 3.29 The Committee would also like to be apprised of details of fresh representations received from SC/ST employees from the year 2004 onwards till date where they have represented against their posting on promotion together with action taken by AAI thereon.

21. 4.4 The Committee note that there were four instances in AAI where persons had obtained employment on the basis of false caste certificates. Out of 4 cases, AAI had terminated the services of 2 officials but in respect of other 2 cases, the Committee were informed during evidence that it was proved that the caste certificates were not false. The Committee desire that AAI should take all precaution at entry level itself by training the officials dealing with recruitment procedure to be extra vigilant while examining the caste certificate. Invariably the certificates should be got verified from appropriate authorities by specified time. The Committee recommend that immediate criminal action should be initiated against the

persons if found guilty for furnishing false caste certificate. The Committee, however, also desire that while getting the caste certificates verified, the genuine SC/ST candidates seeking appointment should not be made to suffer.

22. 4.7 The Committee note from the above statements that each year AAI have been recruiting some persons including SC/ST in Group C and D on compassionate grounds. The Committee note that in the year 2003, in AAI(IAD) 12 applications from SC and 1 from ST persons for Group D posts had been received out of which 7 SC and 1 ST persons had been appointed on compassionate grounds. Similarly, in the year 2004, AAI(IAD) had received 2 applications for Group C and 11 applications for Group D posts from SC persons. However, only 1 SC in Group C and 7 SC in Group D posts had been appointed on compassionate grounds. The Committee recommend that those pending applications for the years 2003 and 2004 should be cleared within three months of presentation of this report. The Committee would also like to be apprised of similar details of applications as received in the years 2005 and 2006 (till date) with disposal report.

23. 4.8 Similarly, the Committee note that in AAI(NAD) in the year 2002 33 applications from SC persons for Group D posts had been received but only 29 SC persons were appointed. In the years 2003 and 2004, 26 and 8 applications had been received from SC persons for Group D posts but only 21 and 7 SC persons

had been appointed in the years 2003 and 2004 respectively. The Committee recommend that all the pending cases should be cleared at the earliest and that employment to SC/S candidates on compassionate grounds should be given o priority within three months of the receipt of their applications. The Committee also desire AAI(NAD) to furnish the similar details for the years 2005 and 2006 (upto date) alongwih th disposal.

24. 4.10 The Committee note that AAI have provided more than the required percentage of residential accommodation to SC/S employees in all types of accommodation. The Committee desire that the percentage of reservation be increased to 15% and 7.5% in all types of accommodation as per the reservation policy.
25. 4.12 The Committee appreciate the efforts made by AAI for choosing a village named Adgaon inhabited by SC/ST population near Aurangabad Airport for implementation of the project and that they could dig up three Bore-wells at locations at the village in consultation with Adgaon Gram Panchayat (Budruck). The Committee would like to encourage AAI to keep up their noble activities for the socio-economic benefits and development of the downtrodden and recommend AAI to take up more SC/S inhabited areas for development under principle of peripheral development programmes.