

SCTC NO. 706

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

(2007-2008)

(FOURTEENTH LOK SABHA)

THIRTIETH REPORT

ON

MINISTRY OF CIVIL AVIATION

Action taken by the Government on the recommendations contained in the Fifteenth Report (14th Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the subject – “Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Airports Authority of India (AAI)”.

Presented to Lok Sabha on 23.04.2008

Laid in Rajya Sabha on 23.04.2008

**LOK SABHA SECRETARIAT
NEW DELHI**

April, 2008/Vaisakha, 1930 (Saka)

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COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (2007-2008)

Shri Ratilal Kalidas Varma - Chairman

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3. Shri S. Ajaya Kumar
4. Shri Kailash Baitha
5. Shri S.K. Bwiswmuthiary
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14. Shri Ashok Pradhan
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22. Shri Sharad Anantrao Joshi
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| 4. | Ms. J.C. Namchyo | - | Deputy Secretary |
| 5. | Smt. Kalavati Gola | - | Committee Officer |

* Ceased to be Member of the Committee on his retirement from Rajya Sabha with effect from 12.04.2008

@ Ceased to be Member of the Committee on his retirement from Rajya Sabha with effect from 09.04.2008

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 Thirtieth Report (Fourteenth Lok Sabha) on action taken by the Government on recommendations contained in their Fifteenth Report (Fourteenth Lok Sabha) on the Ministry of Civil Aviation regarding Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Airports Authority of India.

2. The draft Report was considered and adopted by the Committee on 19th March, 2008 (Appendix-I).

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

I	Report
II	Recommendations/Observations, which have been accepted by the Government
III	Recommendations/observations which the Committee do not desire to pursue in view of replies of the Government.
IV	Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.
V	Recommendations/Observations in respect of which final replies of the Government have not been received.

4. An analysis of the Action Taken by the Government on the recommendations contained in the Fifteenth Report (Fourteenth Lok Sabha) is given in Appendix - II. It would be observed therefrom that out of 25 recommendations/observations made in the report, 12 recommendations i.e. 48 per cent have been accepted by the Government. The Committee do not desire to pursue 8 recommendations i.e. 32 per cent in view of the replies of the Government. There are 5 recommendations i.e. 20 per cent in respect of which replies of the Government have not been accepted by the Committee and which require further reiteration.

New Delhi:
April, 2008
Vaisakha, 1930(Saka)

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

CHAPTER I

REPORT

1.1 This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendation and observation contained in their Fifteenth Report (Fourteenth Lok Sabha) on the Ministry of Civil Aviation regarding – “Reservation for and employment of Scheduled Castes and Scheduled Tribes in Airports Authority of India”.

1.2 The Fifteenth Report was presented to Lok Sabha on the 29th November, 2006. It contained 25 recommendations/observations. Replies of the Government in respect of these recommendations/observations have been examined and may be categorised as under:-

- (i) Recommendations/observations which have been accepted by the Government (Sl. Nos. 4, 6, 7, 8, 9, 10, 13, 15, 17, 18, 19 and 21)
- (ii) Recommendations/observations which the Committee do not desire to pursue in view of replies of the Government (Sl. Nos. 11, 12, 16, 20, 22, 23, 24 and 25)
- (iii) Recommendations/observations replies to which have not been accepted by the Committee and which require reiteration (Sl. Nos. 1, 2, 3, 5 and 14)
- (iv) Recommendations/observations in respect of which final replies have not been received; (Nil)

1.3 The Committee will now deal with the Action Taken by the Government on some of the recommendations which need reiteration or comments.

Recommendation (Sl. Nos. 1 & 2, Para Nos. 1.9 & 1.10)

1.4 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.

1.5 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 abegging 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 atleast 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.

Reply of the Government

1.6 The recommendation for making a provision of reservation for SC/ST in Board Level posts in AAI has been examined. It is submitted that Board level appointments in AAI are tenure appointments. As such these are not covered by reservation policy in respect of SC/ST. Further, extension of policy of reservation at these levels is a broader policy issue and cannot be decided in respect of AAI in isolation. However, Government would make all efforts to provide wider opportunities to SC/ST.

Comments of the Committee

1.7 **The Committee had specifically recommended that 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 amendments of the Act, the Committee had desired that Government should make serious efforts to draw a panel of suitable SC/ST candidates having good background in Finance, Industry, etc. under the control of the administrative Ministry to**

ensure appointment of atleast one SC/ST part time Director on the Board of AAI. Without mentioning anything about the suggestion of the Committee and consequent exercise required to be undertaken by the Ministry, the Ministry have given a casual reply with which the Committee are not satisfied. The Committee, therefore, reiterate their earlier recommendation.

Recommendation (Sl. No. 3, Para No. 2.11)

1.8 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.

Reply of the Government

1.9 A comparative statement showing the percentage achieved in the representation of Scheduled Castes and Scheduled Tribes as on 01-01-2005 and 01-01-2007 is indicated below:-

Group	Percentage as on 01-01-2005		Percentage as on 01-01-2007	
	SC	ST	SC	ST
Group 'A'	12.33	3.83	11.25	3.79
Group 'B'	16.34	5.73	18.18	6.06
Group 'C'	20.61	6.71	20.39	7.57
Group 'D' (Excluding Safai Karamchari)	34.49	6.89	33.11	6.67
Group 'D' (Safai Karamchari)	57.90	1.48	57.46	1.65

Shortfall in respect of STs is due to non-availability of qualified candidates.

1.10 The following steps have been taken by Airports Authority of India to improve the representation of SC and ST candidates in the matter of recruitment and promotion.

The experience and age relaxation in respect of SC and ST candidates wherever applicable as per provision contained in Govt. Directive, is granted to SC and ST candidates.

In addition of the concession already available, Airports Authority of India have further liberalized the rules for filling up the vacancies reserved for SCs/STs. According to the liberalised rules, if reserved vacancies in a grade remain unfilled even after appointing SC/ST candidates on relaxed standards then the best SC and ST 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.

Inclusion of SCs and STs Officers in the Selection Board/DPC.

A representative belonging to SC/ST category has been generally associated in the Selection Board/Departmental Promotion Committee for appointments/Promotions to the post in all groups. The recommended list of SC and ST Officers in public sector enterprises forwarded by BPE for inclusion in the Selection Board is kept in mind while constituting the Selection Board/Departmental Promotion Committees.

Comments of the Committee

1.11 The Committee note that the Ministry of Civil Aviation in their Action Taken Report have now projected the data in regard to representation of SCs and STs in different format whereas earlier, it was projected separately for NAD and IAD. It is therefore, difficult to compare the achievements made in NAD and IAD as on 1.1.2005 and 1.1.2007. The Committee strongly feel that the Ministry and AAI should not have changed the format as the Committee had taken note of specific number of shortfall in both Divisions of AAI. Further, instead of improvement, there is decline in the percentage of SCs/STs in Group A, C and D as on 01.01.2007 in comparison to position as on 01.01.2005 as per comparative statement furnished to the Committee in reply to the recommendation which shows lack of seriousness towards the interests of SCs and STs. In their Action Taken Note, the Committee have also been informed that AAI have taken steps to improve representation of SC/ST candidates. The Committee, however, do not understand the relevance of inclusion of SC/ST officers in Selection Board/

DPC while discussing the point of filling up of shortfall SCs/STs. The Committee desire that AAI authorities should see that there is no SC/ST shortfall in any category of posts. The Committee would like to be apprised of the status of action taken to wipe other shortfall of SC/ST in all the categories of posts within three months of the presentation of the report.

Recommendation (Sl. No. 4, Para No. 2.12)

1.12 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 extraordinary 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.

Reply of the Government

1.13 Airports Authority of India is making earnest efforts to wipe out all ST shortfall in all posts especially in Group D posts as early as possible.

1.14 An advertisement has already been posted on the Airports Authority of India website for filling 08 vacancies for the post of Sr. Asstt. (Steno) at various units and Airports in the scale of pay of Rs. 6300-12060 exclusively for ST candidates. A press advertisement has been released through Employment News and other leading dailies.

Comments of the Committee

1.15 The Committee appreciate that AAI is making earnest efforts to wipe out all ST shortfall in all posts specially in Group D posts as early as possible. The Committee note that AAI has already advertised in their website for filling of 8 vacancies for the post of Sr. Assistant (Steno) at various units and Airports. The Committee desire that shortfall of ST in all the categories, especially in Group D posts should be wiped out at the earliest. The Committee also desire that AAI should fix a time limit to complete the process for filling up the backlog. The Committee should be apprised of the result achieved by AAI in this regard.

Recommendation (Sl. No. 5 Para No. 2.13)

1.16 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.

Reply of the Government

1.17 AAI have been making concerted efforts to clear the shortfall on priority basis. The reason for inadequate representation in promotion of SCs and STs in Group A and B Posts is that in the lower levels (feeder cadres) the SC/ST candidates with requisite experience and qualifications are not available even

after extending the zone of consideration to five times the number of total vacancies.

Group	The categories of posts for which SC candidates are either not available in the feeder grade or they are available but are not eligible for promotion as per the promotion policy of AAI or SC candidates are eligible for promotion but are not covered even in the extended zone of consideration as applicable to them, are indicated below.		The categories of posts for which ST candidates are either not available in the feeder grade or they are available but are not eligible for promotion as per the promotion policy of AAI or ST candidates are eligible for promotion but are not covered even in the extended zone of consideration as applicable to them, are indicated below.	
A	Post	No. of Post	Post	No. of Post
	Manager (ATC)	03	Manager (ATC)	11
			Manager (Tech)/(Electronics)/(Communication)	11
			Manager (Engg-Civil)	01
			Manager (PS)	01
	Total of Group A	03	Total of Group A	24
B	Asstt. Manager (Tech/Electronics)	16	Asstt. Manager (Fin)	04
	Asstt. Manager (Comm/Electronics)	04	Asstt. Manager (PA)	03
			Asstt. Manager (Equipment)	01
			Asstt. Manager (Tech/Electronics)	12
	Total of Group B	20	Total of Group B	20

Comments of the Committee

1.18 The Committee are shocked to see that in Group A posts there are 3 SC and 24 ST and in Group B posts there are 20 SC and 20 ST posts which have been lying vacant as SC and ST candidates are either not available in

the feeder grade or they are available but are not eligible for promotion or are eligible but are not covered even in the extended zone of consideration. The Committee are of the view that if these Group A and Group B posts are promotional posts, these posts can be temporarily diverted to direct recruitment as per O.M. AB 14017/30/89 Estt. (RR) dated 10.07.1990 issued by DOPT. The Committee, therefore, would like to reiterate their earlier recommendation that SC/ST shortfall in all the categories of posts should be wiped out at the earliest by holding special recruitment drive for SCs/STs.

Recommendation (Sl. No. 8 Para No. 2.17)

1.19 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.

Reply of the Government

1.20 Airports Authority of India will make all out efforts to fill up 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.

Comments of the Committee

1.21 The Committee are happy to note that AAI has made commitments for making all out efforts to fill up the posts reserved for SCs and STs in a particular year so that no SC/ST vacancies remain unfilled at the end of the

recruitment year. The Committee would like to know the position of the recruitment made by AAI during the year 2007.

Recommendation (Sl. No. 11 Para No. 2.31)

1.22 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.

Reply of the Government

1.23 Airports Authority of India have been making efforts to clear the backlog. Till 31.12.2006 as many as 82 candidates belonging to SCs and 149 candidates belonging to STs have been appointed as per details given below:-

Group	No. of vacancies identified		No. of vacancies filled	
	SC	ST	SC	ST
B	66	96	54	39
C	36	104	26	91
D	03	71	02	19
Total	105	271	82	149

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

Comments of the Committee

1.25 The Committee note that out of 105 SC and 271 ST posts, only 82 SC and 149 ST posts had been filled up and there were still 23 SC and 122 ST posts to be filled up. The Committee desire that AAI should wipe out those remaining SC/ST backlog posts within six months of presentation of this report and apprise the Committee of the latest position of backlog.

Recommendation (Sl. No. 14 Para No. 3.17)

1.26 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 organisation 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 organisation 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.

Reply of the Government

1.27 Briefly the case is that a reference had been received from the CVC regarding violation of norms by some AAI officials in the procurement of Motor from M/s. Voltas Ltd. On receipt of their reference, an investigation was carried out and on the basis of the findings, CVC recommended initiation of Minor Penalty Proceedings against S/Shri V.N. Bhosle, Sr. Manager (Engg-Elect), AB

Saxena, the then Asstt. Grade -I, NK Agrawal, the then Asstt. Grade-I and Ms. Chandan, the then Asstt. Grade-II for the lapses observed on their part. The Disciplinary proceedings were initiated against all above officials and not against only SC and ST officials. Further, the CVC had also advised closure of the case against Shri VK Mathur, the then Chairman, Shri Robey Lal, then Member (Engg), Shri DAK Chary, Shri BR Nagpal, the then ACE(E&M) and Shri MI Patel, the then Executive Engg-Electrical since they had either left the organisation or retired from the services of AAI.

1.28 On the recommendation of the Vigilance Department and with the approval of the Disciplinary Authority, Minor Penalty Charge Sheets were issued to S/Shri VN Bhosle, Sr. Manager (Engg-Electrical), BC Mondal, Manager (Engg-Elect) and Taresh Kumar, Asstt. Manager (Engg-Electrical). After considering the replies received from the above three officers, the Disciplinary Authority imposed the penalty of 'withholding of next increment for a period of one year without cumulative effect on all three officers'.

1.29 The appeals submitted by Shri Mondal and Shri Taresh Kumar were placed before the Sub-Committee of the Board of AAI, being the Appellate Authority. The Sub-Committee after perusing the case and the appeal of Shri B.C. Mondal and Shri Taresh Kumar observed that the charge sheet was issued to the officers after a considerable period of 12 years from the time of occurrence of the alleged misconduct. The Sub-Committee has also observed that no malafide intention could be established on the part of the officers and has as such partially allowed the appeals of Shri B.C. Mondal and Shri Taresh Kumar

and modified the penalty to 'withholding of next increment for a period of six months without cumulative effect'.

1.30 Vide Office Order dated 17-07-2006 Shri B.C. Mondal Manger (Engg-Electrical) has been promoted to the post of Sr. Manager (Engg-Electrical) in the pay scale of Rs.14500-350-18700/- and posted to Delhi Project Office, New Delhi.

Comments of the Committee

1.31 The Committee note that AAI have not fully responded to the recommendation made by them. The recommendations were that both the SC officials should be promoted from the dates they were due and their seniority be restored with retrospective effect. It was also recommended that inquiry, if any, into vigilance cases should have a time frame and to be completed within that period to which the Ministry have not responded. The Committee, therefore, reiterate their earlier recommendation.

Recommendation (Sl. No. 15 Para No. 3.18)

1.32 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.

Reply of the Government

1.33 A statement showing the complaints received during 2005 and 2006 and action taken thereon is listed at Annexure A1 and A2.

1.34 Airports Authority of India will 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.

Comments of the Committee

1.35 The Committee are happy to note that Airports Authority of India will examine the case received during the last five years and see whether there was any need to amend any rules/procedure etc. which have frequently led to complaints from SC/ST employees. The Committee would like to be apprised of the outcome of such an exercise.

Recommendation (Sl. No. 17 Para No. 3.24)

1.36 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.

Reply of the Government

1.37 AAI will conduct pre-promotional training for SC and ST employees whenever needed so that they are not deprived of next promotion due to required standard of skill.

1.38 The recommendation of the Committee to first grant promotion to SC and ST employees and then provide in service training to them will be examined.

Comments of the Committee

1.39 The Committee appreciate that AAI has assured to examine the suggestion made by the Committee to first grant promotion to SC and ST employees and then provide in service training to them. The Committee may be apprised of the outcome of decision taken in this regard.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. No. 4 Para 2.12)

2.1 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.

Reply of the Government

2.2 Airports Authority of India is making earnest efforts to wipe out all ST shortfall in all posts especially in Group D posts as early as possible.

2.3 An advertisement has already been posted on the Airports Authority of India website for filling 08 vacancies for the post of Sr. Asstt. (Steno) at various units and Airports in the scale of pay of Rs. 6300-12060 exclusively for ST candidates. A press advertisement has been released through Employment News and other leading dailies.

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV.
24013/022/2007-AAI Dated 22.06.2007]

Comments of the Committee

2.4 Please see Para No. 1.15 of Chapter I.

Recommendation (Sl. Nos. 6 & 7, Para Nos. 2.15 & 2.16)

2.5 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.

2.6 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.

Reply of the Government

2.7 Airports Authority of India will make efforts to clear the backlog as early as possible.

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV.
24013/022/2007-AAI Dated 22.06.2007]

Recommendation (Sl. No. 8, Para No. 2.17)

2.8 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.

Reply of the Government

2.9 Airports Authority of India will make all out efforts to fill up 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.

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV. 24013/022/2007-AAI Dated 22.06.2007]

Comments of the Committee

2.10 Please see Para No. 1.21 of Chapter I.

Recommendation (Sl. No. 9 Para 2.21)

2.11 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.

Reply of the Government

2.12 Airports Authority of India will continue to make efforts to clear the backlog as early as possible.

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV. 24013/022/2007-AAI Dated 22.06.2007]

Recommendation (Sl. No. 10 Para 2.22)

2.13 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.

Reply of the Government

2.14 Airports Authority of India will provide SC/ST candidates with pre-promotional training wherever needed so that they can improve their skill and be able to qualify for promotion.

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV. 24013/022/2007-AAI Dated 22.06.2007]

Recommendation (Sl. No. 13 Para 3.10)

2.15 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.

Reply of the Government

2.16 A joint meeting of all the Liaison Officers in Airports Authority of India was last held on 1.2.2007 in Rajiv Gandhi Bhawan, New Delhi. The representatives of AAI SC and ST Employees Welfare Association were also invited to the meeting. Director, DOPT who is looking after the implementation of reservation policy was invited so that all participants could benefit with his interpretation of issues and guidance. In future the meeting of Liaison Officer will be held twice a year to discuss matters of common interest. The Liaison Officer of the Ministry of Civil Aviation or his representatives will also be associated with these meetings.

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

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV.
24013/022/2007-AAI Dated 22.06.2007]

Recommendation (Sl. No. 15 Para 3.18)

2.18 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.

Reply of the Government

2.19 A statement showing the complaints received during 2005 and 2006 and action taken thereon is listed at Annexure A1 and A2.

2.20 Airports Authority of India will 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.

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV.
24013/022/2007-AAI Dated 22.06.2007]

Comments of the Committee

2.21 Please see Para No. 1.35 of Chapter I.

Recommendation (Sl. No. 17 Para 3.24)

2.22 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.

Reply of the Government

2.23 AAI will conduct pre-promotional training for SC and ST employees whenever needed so that they are not deprived of next promotion due to required standard of skill.

2.24 The recommendation of the Committee to first grant promotion to SC and ST employees and then provide in service training to them will be examined.

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV.
24013/022/2007-AAI Dated 22.06.2007]

Comments of the Committee

2.25 Please see Para No. 1.39 of Chapter I.

Recommendation (Sl. No. 18 Para 3.25)

2.26 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.

Reply of the Government

2.27 Airports Authority of India will sponsor adequate number of SC/ST Officers for training Seminar/Symposium/Conferences abroad so that they can gain professional knowledge and skill for their career growth.

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV. 24013/022/2007-AAI Dated 22.06.2007]

Recommendation (Sl. No. 19 Para 3.28)

2.28 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.

Reply of the Government

2.29 Every year when promotion orders are issued and wherever transfers are involved, some employees, irrespective of the category to which they belong, refuse such promotional transfers owing to various personal and family reasons. AAI will however, examine as to why employees belonging to ST category refuse to move out on promotion. Efforts will be made to remove apprehension from their mind and to change their mind set. They will be given proper counseling so that they may not forego their promotion and move to their new place of posting.

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV.
24013/022/2007-AAI Dated 22.06.2007]

Recommendation (Sl. No. 21 Para 4.4)

2.30 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.

Reply of the Government

2.31 The Officials dealing with recruitment procedure will be advised to be extra vigilant while examining the Caste/Tribe certificates. The Caste/Tribe certificate issued by one of the authorities empowered to issue such certificate is only accepted as a proof of a candidate's claim to belong to SC/ST.

2.32 Criminal action will be initiated against the persons if found guilty for furnishing false caste certificate.

2.33 A clause as follows is included in the offer of appointment to candidates claiming to be belonging to Scheduled Caste/Scheduled Tribe so that genuine SC/ST candidates seeking appointment will not suffer :

“The appointment is provisional and is subject to the Caste/Tribe certificates being verified through the proper channels and if the verification reveals that the claim to belong to SC/STs as the case may be, is false, the service will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of false certificate.”

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV.
24013/022/2007-AAI Dated 22.06.2007]

CHAPTER III

RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE REPLIES OF THE GOVERNMENT

Recommendation (Sl. No. 11 Para 2.31)

3.1 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.

Reply of the Government

3.2 Airports Authority of India have been making efforts to clear the backlog. Till 31.12.2006 as many as 82 candidates belonging to SCs and 149 candidates

belonging to STs have been appointed as per details given below:

Group	No. of vacancies identified		No. of vacancies filled	
	SC	ST	SC	ST
B	66	96	54	39
C	36	104	26	91
D	03	71	02	19
Total	105	271	82	149

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

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV.
24013/022/2007-AAI Dated 22.06.2007]

Comments of Committee

3.3 Please see Para No. 1.25 of Chapter I.

Recommendation (Sl. No. 12 Para 3.9)

3.4 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.

Reply of the Government

3.5 It is submitted that in the government, the posts of Director and Deputy Secretary are interchangeable, which means both posts are functionally of equal level. At the time of making the said inspection an officer of the level of Deputy Secretary was nominated as Liaison Officer to head the Special Cell. It is therefore submitted that only the designated officer inspected rosters maintained in AAI.

3.6 There are 7 Public Sector Enterprises and 4 Attached/Subordinate and Autonomous Organizations under the Ministry of Civil Aviation and many of these have several Regional/Branch offices. Due to the increase in number of Organizations and frequent changes in the work allocations/Officers in the Ministry, it has not been possible to conduct the requisite inspection on an annual basis. However, efforts would be made to conduct inspection of all PSEs and other organizations including AAI under the administrative control of the Ministry on an annual basis.

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV.
24013/022/2007-AAI Dated 22.06.2007]

Recommendation (Sl. No. 16 Para 3.23)

3.7 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.

Reply of the Government

3.8 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 failed to qualify the prescribed test are considered for appointment as Trainee on stipend against remaining reserved vacancies will continue in future also.

3.9 Airports Authority of India will continue to appoint as Trainee on Stipend, SC/ST Employees in all cadres against reserved vacancies.

3.10 Airports Authority of India has not appointed as Trainee on stipend SC/ST Employees against reserved vacancies during recent years.

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV.
24013/022/2007-AAI Dated 22.06.2007]

Recommendation (Sl. No. 20 Para 3.29)

3.11 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.

Reply of the Government

3.12 A statement showing details of representations received from SC & ST employees during the years 2004, 2005 and 2006 against their posting on promotion is listed at Annexure B1 and B2.

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV.
24013/022/2007-AAI Dated 22.06.2007]

Recommendation (Sl. Nos. 22 and 23 Para Nos. 4.7 and 4.8)

3.13 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.

3.14 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) alongwith the disposal.

Reply of the Government

3.15 In order to enhance the compensation in case of death of employee while in service the AAI has introduced in July, 2006, three Social Security Schemes i.e. Group Personal Accident Insurance (GPAI), Group Saving Linked Insurance Scheme (GSLI) and Group Insurance Scheme (GIS). It is hoped that with the introduction of these Social Security Schemes the financial position of the families of employees of AAI dying in harness, will improve.

3.16 The policy on providing employment assistance to the dependents of the deceased employees in AAI has been revised. According to revised policy, the Employment Assistance Committee (EAC) examines requests for employment

on compassionate grounds taking into account various factors such as (i) income of the family of deceased employee (ii) educational qualifications of the members of the family of the deceased employee (iii) number of dependents (iv) assets liabilities left by the deceased employee and (v) age of the deceased employee.

3.17 The number of employees belonging to SCs and STs appointed by Airports Authority of India (IAI) on compassionate grounds in various categories of posts during the year 2005 and 2006 are as under:

Year	Group	No. of applications received from persons belonging to SC	No. of applications received from persons belonging to ST	No. of persons belonging to SC appointed on compassionate grounds	No. of persons belonging to ST appointed on compassionate grounds
2005	C	--	--	--	--
	D	11	01	01	--
2006	C	01	--	--	--
	D	07	--	06	--

3.18 The number of employees belonging to SC and STs appointed by Airports Authority of India (National Airport Division) on compassionate grounds in various categories of posts during the year 2005 and 2006 are as under:

Year	Group	No. of applications received from persons belonging to SC	No. of applications received from persons belonging to ST	No. of persons belonging to SC appointed on compassionate grounds	No. of persons belonging to ST appointed on compassionate grounds
2005	C	--	02	--	02
	D	26	05	25	03
2006	C	02	--	02	--
	D	12	02	11	02

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV. 24013/022/2007-AAI Dated 22.06.2007]

Recommendation (Sl. No. 24 Para 4.10)

3.19 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.

Reply of the Government

3.20 Airports Authority of India is following Govt. guidelines on reservation in allotment of accommodation to the employees belonging to SC and ST. As envisaged in Ministry of Finance, Bureau of Public Enterprise O.M. No. 6/1/78-BPE (CM-I) dated 20-12-1978 10% of reservation in Types I & II and 5% of reservation in Types III & IV for SC and ST have to be provided. Govt. guidelines on reservation in allotment of accommodation are kept in view.

3.21 It may be mentioned here that the Airports Authority of India has signed the 'Operations, Management and Development Agreement' (OMDA) with Delhi International Airport Private Limited (DIAL) and Mumbai International Airport Private Limited (MIAL) on 04 -04 -2006 as part of the restructuring and modernization of Delhi Airport/Mumbai Airport. The operations of IGI Airport & CSI Airport have been handed over to the JVCs. The AAI Residential Colonies at Mahipal Pur, New Delhi and Mumbai will be handed over to the respective JVCs.

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV.
24013/022/2007-AAI Dated 22.06.2007]

Recommendation (Sl. No. 25 Para 4.12)

3.22 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.

Reply of the Government

3.23 A Committee of Officers constituted by the Airport Director, Trivandrum along with office bearer of Airports Authority of India SC and STs Employees Welfare Association visited the Vithura Grama Panchayath, Nedumanged Taluk, Trivandrum District on 09-02-2007 and met the President/Vice President/Secretary of above Grama Panchayath and discussed in details about the feasibility study to implement some welfare projects under Special Schemes under the Socio-Economic Development of SC and STs. The Panchayath Officials have taken the Committee Members to the localities of Anappara Village coming under the jurisdiction of above Grama Panchayath where 25-30 Harijan families are residing. The Panchayath has also acquired 02 acres of land adjacent to Harijan colony and are in the process of constructing 30-35 houses to rehabilitate the displaced Advises. They have suggested that since there is acute shortage of water in that village, AAI can undertake digging up of bore-well and

provide water supply to those rehabilitated people. Accordingly, the estimate for digging up of bore-well, provision of water tank, laying of PVC pipe lines etc. are being worked out.

3.24 It is further stated that on the same lines, the office of Regional Executive Director (North Eastern Region) Guwahati is also exploring the feasibility of undertaking Periphery Development Program. In the process, necessary liasoning is being carried out with Deputy Commissioner Guwahati to identify SC/ST inhabited areas near the airport.

3.25 Other Regional Hqrs. of Airports Authority of India have also been advised to work out details of the special schemes for socio-economic development of SCs and STs

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV.
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CHAPTER IV

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

Recommendation (Sl. Nos. 1 & 2 Para Nos.1.9 & 1.10)

4.1 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.

4.2 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 atleast 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.

Reply of the Government

4.3 The recommendation for making a provision of reservation for SC/ST in Board Level posts in AAI has been examined. It is submitted that Board Level posts in AAI has been examined. It is submitted that Board level appointments in AAI are tenure appointments. As such these are not covered by reservation policy in respect of SC/ST. Further, extension of policy of reservation at these levels is a broader policy issue and cannot be decided in respect of AAI in isolation. However, Government would make all efforts to provide wider opportunities to SC/ST.

[vide Ministry of Civil Aviation (AAI Section) OM. No.AV. 24013/002/2007-AAI Dated 22-06.2007]

Comments of the Committee

4.4 Please see Para No. 1.7 of Chapter I.

Recommendation (Sl.No. 3 Para No.2.11)

4.5 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.

Reply of the Government

4.6 A comparative statement showing the percentage achieved in the representation of Scheduled Castes and Scheduled Tribes as on 01-01-2005 and 01-01-2007 is indicated below:-

Shortfall in respect of STs is due to non- availability of qualified candidates.	Group	Percentage as on 01-01-2005		Percentage as on 01-01-2007	
		SC	ST	SC	ST
	Group 'A'	12.33	3.83	11.25	3.79
	Group 'B'	16.34	5.73	18.18	6.06
	Group 'C'	20.61	6.71	20.39	7.57
	Group 'D' (Excluding Safai Karamchari)	34.49	6.89	33.11	6.67
	Group 'D' (Safai Karamchari)	57.90	1.48	57.46	1.65

4.7 The following steps have been taken by Airports Authority of India to improve the representation of SC and ST candidates in the matter of recruitment and promotion.

The experience and age relaxation in respect of SC and ST candidates wherever applicable as per provision contained in Govt. Directive, is granted to SC and ST candidates.

In addition of the concession already available, Airports Authority of India have further liberalized the rules for filling up the vacancies reserved for SCs/STs. According to the liberalised rules, if reserved vacancies in a grade remain unfilled even after appointing SC/ST candidates on relaxed standards then the best SC and ST 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.

Inclusion of SCs and STs Officers in the Selection Board/DPC.

A representative belonging to SC/ST category has been generally associated in the Selection Board/Departmental Promotion Committee for appointments/Promotions to the post in all groups. The recommended list of SC and ST Officers in public sector enterprises forwarded by BPE for inclusion in the Selection Board is kept in mind while constituting the Selection Board/Departmental Promotion Committees.

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV. 24013/002/2007-AAI Dated 22-06-2007]

Comments of the Committee

4.8 Please see Para No. 1.11 of Chapter I.

Recommendation (Sl.No. 5 Para No.2.13)

4.9 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.

Reply of the Government

4.10 AAI have been making concerted efforts to clear the shortfall on priority basis. The reason for inadequate representation in promotion of SC and STs in Group A and B Posts is that in the lower levels (feeder cadres) the SC/ST candidates with requisite experience and qualifications are not available even after extending the zone of consideration to five times the number of total vacancies.

Group	The categories of posts for which SC candidates are either not available in the feeder grade or they are available but are not eligible for promotion as per the promotion policy of AAI or SC candidates are eligible for promotion but are not covered even in the extended zone of consideration as applicable to them, are indicated below.		The categories of posts for which ST candidates are either not available in the feeder grade or they are available but are not eligible for promotion as per the promotion policy of AAI or ST candidates are eligible for promotion but are not covered even in the extended zone of consideration as applicable to them, are indicated below.	
A	Post	No. of Post	Post	No.of Post
	Manager (ATC)	03	Manager (ATC)	11
			Manager (Tech)/(Electronics)/ (Communication)	11
			Manager (Engg-Civil)	01

			Manager (PS)	01
	Total of Group A	03	Total of Group A	24
B	Asstt. Manager (Tech/Electronics)	16	Asstt. Manager (Fin)	04
	Asstt. Manager (Comm/Electronics)	04	Asstt. Manager (PA)	03
			Asstt. Manager (Equipment)	01
			Asstt. Manager (Tech/Electronics)	12
	Total of Group B	20	Total of Group B	20

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV.
24013/022/2007-AAI Dated 22.06.2007]

Comments of the Committee

4.11 Please see Para No. 1.18 of Chapter I.

Recommendation (Sl. No. 14 Para 3.17)

4.12 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.

Reply of the Government

4.13. Briefly the case is that a reference had been received from the CVC regarding violation of norms by some AAI officials in the procurement of Motor from M/s. Voltas Ltd. On receipt of their reference, an investigation was carried out and on the basis of the findings, CVC recommended initiation of Minor Penalty Proceedings against S/Shri V.N. Bhosle, Sr. Manager (Engg-Elect), AB Saxena, the then Asstt. Grade -I, NK Agrawal, the then Asstt. Grade-I and Ms. Chandan, the then Asstt. Grade-II for the lapses observed on their part. The Disciplinary proceedings were initiated against all above officials and not against only SC and ST officials. Further, the CVC had also advised closure of the case against Shri VK Mathur, the then Chairman, Shri Robey Lal, then Member (Engg), Shri DAK Chary, Shri BR Nagpal, the then ACE(E&M) and Shri MI Patel, the then Executive Engg-Electrical since they had either left the organization or retired from the services of AAI.

4.14 On the recommendation of the Vigilance Department and with the approval of the Disciplinary Authority, Minor Penalty Charge Sheets were issued to S/Shri VN Bhosle, Sr. Manager (Engg-Electrical), BC Mondal, Manager (Engg-Elect) and Taresh Kumar, Asstt. Manager (Engg-Electrical). After considering the replies received from the above three officers, the Disciplinary Authority imposed the penalty of 'withholding of next increment for a period of one year without cumulative effect on all three officers'.

4.15 The appeals submitted by Shri Mondal and Shri Taresh Kumar were placed before the Sub-Committee of the Board of AAI, being the Appellate Authority. The Sub-Committee after perusing the case and the appeal of Shri B.C. Mondal and Shri Taresh Kumar observed that the charge sheet was issued to the officers after a considerable period of 12 years from the time of occurrence of the alleged misconduct. The Sub-Committee has also observed that no malafide intention could be established on the part of the officers and has as such partially allowed the appeals of Shri B.C. Mondal and Shri Taresh Kumar and modified the penalty to 'withholding of next increment for a period of six months without cumulative effect'.

4.16 Vide Office Order dated 17-07-2006 Shri B.C. Mondal Manger (Engg-Electrical) has been promoted to the post of Sr. Manager (Engg-Electrical) in the pay scale of Rs. 14500-350-18700/- and posted to Delhi Project Office, New Delhi.

[Vide Ministry of Civil Aviation (AAI Section) O.M. NO. AV.
24013/022/2007-AAI Dated 22.06.2007]

Comments of the Committee

4.17 Please see Para No. 1.31 of Chapter I.

CHAPTER V

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH FINAL
REPLIES OF THE GOVERNMENT HAVE NOT BEEN RECEIVED

-NIL-

NEW DELHI;
April, 2008
Vaisakha, 1930 (Saka)

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

ANNEXURE A1**STATEMENT SHOWING THE SUMMARY OF GRIEVANCES/COMPLAINTS RECEIVED DURING THE LAST TWO YEARS AND ACTION TAKEN BY AAI (IAD) THEREON.**

S.No.	Summary of the Complaints	Action Taken
1.	Representation from General Secretary, AAI, SC & ST Employees Welfare Association regarding Non-Promotion of Shri T.B. Jumde, Dy. General Manager (Arch) as Joint General Manager (Arch).	A reply has been sent to National Commission for Scheduled Tribes Vide No. PERS-II/1009/8/1/2006 dated 11-10-2006 stating that for all Group 'A' posts of the level of Rs. 17500-400-22300 and above the 'Benchmark' is "Very Good". Deputy General Manager who have earned 03 out of 05 PARs as "Very Good" have been considered 'FIT' for promotion to the post of Joint General Manager(Arch). Shri T.B. Jumde was not included in the select panel of Joint General Manager (Arch) as he was graded as 'unfit' in terms of the prescribed bench-mark.
2	Representation from Shri R.P. Kaim, Ex General Manager (Cargo), CSI Airport, Mumbai regarding his grievances.	A reply has been sent to Shri Tapir Gao, Hon'ble Member of Parliament (Lok Sabha) Vide D.O. NO. PERS-II/1007/494/82 dated 27-10-2006 stating that while posted as General Manager (Cargo), CSI Airport, Mumbai, Shri R. P Kaim was issued a major penalty charge-sheet in November 2005 after he was caught red-handed by the CBI while demanding and accepting money from a Contractor. One more major penalty charge-sheet was issued to him in January 2006 after detailed investigation into the execution of a contract for security services in which certain irregularities were reported when he was working as GM(Cargo) at IGI Airport, New Delhi. These cases in which serious charges have been levelled against Shri Kaim, are being inquired into and, therefore, some of his payments have been withheld as per rules. However the payment of CPF, Earned Leave, Benevolent Fund, etc. has already been made to him.
3	Representations from General Secretary, AAI SC & ST Employees Welfare Association regarding Action Taken Report (ATR) on Joint Committee Report submitted to National Commission for SC.	A reply has been sent to Shri Devender Vaddeti, Member, National Commission for SC Vide D.O. No. A.60011/10/2005-SCT dated 27-02-2007.intimating status of various issues raised by General Secretary, AAI SC & ST Employees Welfare Association in his letters dated 17-10-2006, 13-12-2006, 22-01-2007 and 24-01-2007.

4.	Grievances of Shri K.L. Kardam, Supdt. (Photo-Printing).	Hon'ble Member National Commission for SC has been apprised of the status of the case of Shri K.L. Kardam, Sudpt. (Photo-Printing) on 15-06-2006. A reply has also been sent to OSD to HMCA vide AAI U.O. No. Pers/RC/8/99/Misc(Pt)/401 dated March 16, 2007 explaining in brief the facts of the case of Shri Kardam.
5.	Representation from General Secretary AAI SC & ST Employees Welfare Association regarding promotion of Shri Raj Kumar Meena, as Asstt. Manager (Engg-Electrical) on regular basis.	Shri Raj Kumar Meena, Sr. Supdt. (Engg-Electrical), IGI Airport has been promoted to the post of Asstt. Manager (Engg-Electrical) in the pay scale of Rs. 10750-300-16750 on adhoc basis due to pending court case and posted to IGI Airport Vide Office Order No. PERS-II/1101/1/7/75/ (PT)/387 dated 03-03-2006.
6	Representation from Shri Sunil Kumar, Sr. Supdt. (Engg-Civil), Cargo Complex , IGI Airport regarding his promotion to the post of Asstt. Manager (Engg-Civil).	Shri Sunil Kumar, Sr. Supdt. (Engg-Civil), IGI Airport Cargo Complex has been promoted as Asstt. Manager (Engg-Civil) in the pay scale of Rs. 10750-300-16750 and retained at IGIA Cargo Complex Vide Office Order No. PERS-II/1101/1/7/75/VIII/1932 dated 14-09-2006.
7	Representation from General Secretary AAI SC & ST Employees Welfare Association regarding promotion of Shri Yogendra Boda, Asstt. Manager (House Keeping) to the post of Manager (House Keeping)/Manager Airport.	As on date there is no vacant post of Manager (House Keeping). A DPC for promotion to the post of Manager (Airport) is being convened shortly wherein the candidature of Shri Yogendra Boda will also be assessed along with others.
8.	Grievances of Shri H.L. Bhatia, Manager (Engg-Civil), IGIA, New Delhi to designate him as Sr. Manager (Engg-Civil) under Assured Career Progression (ACP) Scheme.	A reply has been sent to Ministry of Civil Aviation Vide UO No. PERS-II/1002/1/2006/106 dated 18-01-2007 stating that on account of introduction of Common Recruitment & Promotion Regulations the Assured Career Progression (ACP) Scheme has been discontinued w.e.f. 01-02-2005
9.	Promotion case of Shri G.S. Rathore, Asstt. Manager (Accounts) to the post of Manager (Accounts).	A DPC for Promotion to the post of Manager (F&A) will be convened shortly wherein the candidature of Shri G.S. Rathore will be considered along with other eligible candidates.
10	Suppression case of Shri D.K. Sorte, Sr. Manager (Ops), Mumbai Airport.	For all Group 'A' posts of the level of Rs. 17500-400-22300 and above the 'Benchmark' for promotion is "Very Good". Sr. Managers who have earned 03 out of 05 PARs as "Very Good" have been considered 'FIT' for promotion to the post of Dy. General

		Manager (Airport). Shri D.K. Sorte was not included in the select panel of Dy. General Manager (Airport) since he was graded as 'unfit' in terms of the prescribed bench-mark.
11	Representation from Ms. Kalpanna Kanake, Employee No. 25437 CCTV studio (OPS), Sr. Supdt., IGI Airport, New Delhi regarding promotion.	A reply has been sent to National Commission for Scheduled Tribes vide letter No. PERS-II/115/05/414 dated 14-03-2007 stating that Ms. Kalpana Kanake has been promoted to the post of Sr. Supdt. (Hostess) in the pay scale of Rs. 3450-6100/- (Pre-revised) and Rs. 8000-16340/- (Revised) (NE-9) retrospectively from 01-04-1996. Further Ms. Kalpana Kanake vide IGI Airport Office Order No. AAD/PERS/RC/1167/2005/5088 dated 12-03-2007 has been granted higher pay scale of Rs. 10750-300-16750/- w.e.f. 01-04-2002 under Flexible Complementing Scheme (FCS)- IB

ANNEXURE A2**STATEMENT SHOWING THE SUMMARY OF GRIEVANCES/COMPLAINTS RECEIVED DURING THE LAST TWO YEARS AND ACTION TAKEN BY AAI (NAD) THEREON.**

S.No.	Summary of the Complaints	Action Taken
1.	Representation dated 17-01-2005 from Shri Ramesh Kumar, General Secretary, AAI SC & ST Employees Welfare Association regarding promotion of SC/ST candidates to the Grade of Mgr. (Comm-Ops) against shortfall vacancies. Representation received through National Commission for Scheduled Castes.	A reply has been sent to National Commission for SC vide letter No. A.60011/3/2004-SCT dated 11-03-2005 intimating status of the case.
2.	Representation dated 31-03-2005 from Shri Joy Deep Das regarding non extension of benefit of reservation to SC candidates. Representation received through National Commission for SC.	A reply has been sent to National Commission for SC vide letter No. A.60011/3/2004-SCT dated 03-06-2005.
3.	Representation dated 13-06-2005 from Shri Ramesh Kumar, GS, AAI SC & ST EWA regarding violation of AAI Transfer policy to harass and humiliate SC candidates. Representation received through National Commission for SC.	A reply has been sent to National Commission for SC vide letter No. A. 60011/3/2004-SCT dated 19-09-2005 stating that the transfer of Shri Raj Kunwar AM (Comm-Ops) from Bangalore to Mumbai has been deferred.
4.	Representation from Shri Ramesh Kumar GS, AAI SC/ST EWA regarding extension of reservation benefit to SC/ST candidates for promotion from Manager to Sr. Manager (Tech/Comm/Elex) and Sr. Manager (ATC).	A reply has been sent to General Secretary, AAI SC/ST EWA vide letter No. A. 32010/05/2005-DPC dated 29-08-2005 stating that as per New R&P Guidelines the method of Promotion from Manager to Sr. Manager post is Selection. In the case of promotion on the basis of Selection reservation is restricted up to the lowest rung of Group 'A' posts.
5.	Representation from GS, AAI SC/ST EWA New Delhi regarding Non-Promotion of ST candidates as General Manager (ATC). Representation received through National Commission for SC.	A reply has been sent to National Commission for SC vide letter No. A. 60011/3/2004-SCT dated 16-03-2006 stating that the vacancies in the Grade of GM (ATC) are filled on the basis of Selection and in the case of promotion on the basis of Selection reservation is restricted up to the lowest rung of Group 'A' posts.

6	Representation from Shri Bharat Bhushan, Secretary AAI SC & ST Employees Welfare Association regarding non extension of benefit filling Jr. Executive Trainee (ATC). Representation received through National Commission for SC.	A reply has been sent to National Commission for SC vide letter No. A 12024/23/2003-HR (Pt. IV) dated 16-09-2005 stating that AAI would never be found wanting in implementing the Govt. Policies on reservation.
7	Representation from GS, AAI SC/ST EWA regarding Caste based discrimination in promotion. Representation received through National Commission for SC.	A reply has been sent to Member, National Commission for SC vide letter No. A. 32010/03/2006-DPC dated 17-01-2006 stating that due to acute shortage of ATCO' additional posts were created and due to immediate requirement of filling the posts as a one time measure Sr. Supdt. (ATC) were considered eligible for promotion they had not passed the eligibility course. Among 77 candidates promoted, 20 belong to SC & 11 belong to ST category. Hence no discrimination.
8	Representation from Shri S.L. Meena, Manager (Equip). Jaipur regarding Promotion. Representation received through National Commission for ST.	A reply has been sent to National Commission for ST vide letter No. A. 60011/10/2004-SCT dated 16-03-2006 stating that in the case of promotion on the basis of Selection reservation is restricted up to the lowest rung of Group 'A' posts.
9.	Representation from Shri Dhan Raj Meena, Asstt. Manager (ATC) Varanasi regarding discrepancy in promotion in reserved category. Representation received through National Commission for ST.	A reply has been sent to National Commission for ST vide letter No. A.32014/01/05- dated 29-06-2005 stating that the case of Shri Dhan Raj Meena has been examined. He was appointed in 1994 as a Sr. Supdt. (ATC) and was deputed for the ADC/Approach Control Course in Jan 2000. He qualified in the course on 09-06-2000. The Crucial date for Determining eligibility being 1 st January, 2000 Shri Meena was not found eligible for promotion.
10	Representation from Shri R.S. Meena, Sr. Manager (Engg-Civil) regarding Promotion.	He was not meeting the eligibility criteria. The position has been clarified to him.
11	Representation from Shri Sanjib Mondal, Manager (Civil) regarding exemption from transfer due to mentally retarded child.	He has been exempted from transfer according to rule.
12	Representation from Shri J.L. Marandi, Sr. Supdt. (Civil) regarding promotion to the grade of Asstt. Manager (Engg-Civil) under reservation quota.	He was informed about the factual position.

13	Representation of Shri Rakesh Kumar, Sr. Manager (Engg-Civil) regarding discrepancy in seniority list.	The case has been reviewed and intimated to the officer concerned.
14	Representation of Shri D. Raja, Supdt. (Stores), Chennai Airport, regarding Promotion with retrospective effect.	Shri D. Raja has been promoted as Supdt. (Stores) w.e.f 01-04-1996 and he is drawing AM scale w.e.f. 01-04-2004.
15	The case of transfer of S/Sh. A Nagarajan, T.P Technician from Calicut to Chennai.	The officials have since been transferred to Chennai w.e.f. 01-07-2005.
	The case of Shri Ganesan, Asstt. (MTD), Chennai Airport.	Shri Ganesan has been re-mustered to the Ministerial cadre viz. Jr. Asstt. (Office). He has not yet taken over charge of the post.
17	General Secretary, AAI SC/ST EWA regarding installation of Tele-fax machine in Association Office in INA.	Tele-fax Machine has been provided to the office of the AAI SC/ST EWA, T/3 I.N.A Colony New Delhi.
18	The case of Shri P.K. Hazari, DGM (ATC) regarding his promotion to the grade of Jt. GM (ATC).	Shri P.K. Hazari has been promoted as Jt. GM (ATC) vide No. 32013/1/48/2005-DPC dated 20-10-2006.

APPENDIX-I**MINUTES****COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(2007-2008)****(FOURTEENTH LOK SABHA)****SIXTEENTH SITTING
(19.03.2008)**

The Committee sat from 1500 to 1700 hrs.

PRESENT

Shri Ratilal Kalidas Varma - Chairman

MEMBERS**LOK SABHA**

2. Shri Anandrao Vithoba Adsul
3. Dr. Tushar A. Chaudhary
4. Shri Virchandra Paswan
5. Shri E. Ponnuswamy
6. Shri Bajju Ban Riyan
7. Shri Sugrib Singh
8. Shri Vanlalawma

RAJYA SABHA

9. Shri Sharad Anantrao Joshi
10. Shri Lalhming Liana
11. Dr. Radhakant Nayak
12. Shri Mahendra Sahni
13. Miss Anusuiya Ukey

SECRETARIAT

1. Shri Gopal Singh, Director
2. Ms. J.C. Namchyo, Deputy Secretary
3. Smt. Maya Lingi, Under Secretary

WITNESSES

**REPRESENTATIVES OF THE MINISTRY OF FINANCE, DEPARTMENT OF
FINANCIAL SERVICES (BANKING DIVISION)**

1. Shri Arun Ramanathan, Secretary
2. Ms. Vinita Kumar, Economic Advisor

PUNJAB AND SIND BANK

1. Shri R.P. Singh, CMD
2. Shri G.S. Rekhi, General Manager
3. Shri Virender Singh, General Manager
4. Shri K.S. Sadar, General Manager

At the outset, the Hon'ble Chairman welcomed the Hon'ble Members of the Committee. The Committee then considered the draft Action Taken Report on the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Airports Authority of India" and adopted the same with some minor modifications.

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

3. Thereafter the representatives of the Ministry of Finance, Department of Financial Services (Banking Division) and Punjab and Sind Bank were called before the Committee. The Chairman welcomed the representatives of the Ministry of Finance, Department of Financial Services (Banking Division) and Punjab and Sind Bank. The Committee then held discussion with them regarding dismissal of Shri P.N. Chaudhary, General Secretary, All India Punjab and Sind Bank SC/ST Employees Welfare Council allegedly since he put forward the grievances of SC/ST Employees before the Committee during their tour to Mumbai on 22.01.2007. The Committee also sought clarification from the Management of the Bank as to why the proceedings of the discussion of the Committee with the SC/ST Employees Welfare Council were being recorded. The representatives of the Ministry/Bank clarified the position and replied to the queries raised by the Members.

4. The discussion was completed.

(The witnesses then withdrew)

5. A verbatim record of the proceedings was kept.

The Committee then adjourned.

APPENDIX – II
(Vide para 4 of Introduction)

Analysis of Action Taken by the Government on the recommendations contained in the Fifteenth Report (Fourteenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

1.	Total number of recommendations	25
2.	Recommendations/Observations which have been accepted by the Government (vide recommendations at Sl. Nos. 4, 6, 7, 8, 9, 10, 13, 15, 17, 18, 19 and 21)	
	Number	12
	Percentage to the total	48%
3.	Recommendations/Observations which the Committee do not desire to pursue in view of the replies of the Government (vide recommendations at Sl. Nos. 11, 12, 16, 20, 22, 23, 24 and 25)	
	Number	8
	Percentage to the total	32%
4.	Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration (vide recommendations at Sl. Nos. 1, 2, 3, 5 and 14)	
	Number	5
	Percentage to the total	20%
5.	Recommendations/Observations in respect of which final replies of the Government have not been received.	Nil