

GOVERNMENT OF INDIA
MINISTRY OF CIVIL AVIATION
RAJYA SABHA
STARRED QUESTION NO : 139
(TO BE ANSWERED ON THE 5th August 2024)

**AFFIRMATIVE ACTION PLAN FOR SCHEDULED CASTES AND
SCHEDULED TRIBES**

*139. SHRI NEERAJ DANGI

Will the Minister of CIVIL AVIATION be pleased to state:-

- (a) whether any 'Affirmative Action' Plan has been formulated to secure the employment and interests of Scheduled Castes (SCs) and Scheduled Tribes (STs) after privatisation of Air India; and
(b) if so, the details thereof?

ANSWER

MINISTER OF CIVIL AVIATION

(Shri Kinjarapu Rammohan Naidu)

(a) and (b): A statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PARTS (A) TO (B) IN RESPECT OF RAJYA SABHA STARRED QUESTION NO. 139 FOR REPLY ON 05.08.2024 REGARDING AFFIRMATIVE ACTION PLAN FOR SCHEDULED CASTES AND SCHEDULED TRIBES.

(a) and (b): The Share Purchase Agreement (SPA) signed amongst Government of India, the Strategic Partner (SP) i.e. M/s Talace Pvt. Ltd. and Air India provides that, the SP shall, for a period of 1 (one) year post the closing date, use its best endeavours to provide adequate job opportunities to scheduled caste / scheduled tribe, persons with disability and socially disadvantaged categories of the society and to ensure that in the event of reduction in the strength of the employees of the company, scheduled castes / scheduled tribes, persons with disability and socially disadvantaged categories of the society, will be retrenched/ terminated last.

The SPA also provides that the company and or AIXL shall not remove or retrench any part of the employees for a period of 1 (one) year from the closing date other than termination or dismissal of the employees for cause in accordance with applicable staff regulations and standing orders or applicable Law.
