

**GOVERNMENT OF INDIA  
MINISTRY OF CIVIL AVIATION  
RAJYA SABHA  
STARRED QUESTION NO : 89  
(TO BE ANSWERED ON THE 8<sup>th</sup> December 2025)**

**MEASURES TO ADDRESS MANPOWER SHORTAGE AND  
STRENGTHEN STAFFING IN DGCA**

**\*89. SMT JEBI MATHER HISHAM**

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

(a) whether Government has taken effective steps to address the acute manpower shortage in the DGCA, where nearly half the posts remain vacant despite repeated warnings, if so, the details thereof, and if not, the reasons therefor;

(b) whether Government has overhauled the outdated and slow recruitment model that continues to delay essential hiring in DGCA, the details thereof;

(c) whether Government has assessed the impact of air traffic controller shortages and inadequate training on aviation safety, the corrective actions that have been taken, the details thereof; and

(d) the additional staffing that has been estimated, the measures underway to scale up Flying Training Organisations, the details thereof?

**ANSWER**

**MINISTER OF CIVIL AVIATION**

**(Shri Kinjarapu Rammohan Naidu)**

(a) to (d): A statement is laid on the table of House.

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STATEMENT REFERRED TO IN REPLY TO PARTS (A) TO (D) IN RESPECT OF RAJYA SABHA STARRED QUESTION NO. 89 FOR REPLY ON 08.12.2025 REGARDING "MEASURES TO ADDRESS MANPOWER SHORTAGE AND STRENGTHEN STAFFING IN DGCA" BY SMT. JEBI MATHER HISHAM".

(a) & (b): Keeping in view of current and future expansion of civil aviation sector, effective supervision and enhanced role of the Directorate General of Civil Aviation (DGCA) as safety regulator, 441 posts have been created during last 3 years as part of DGCA restructuring. Out of total 1630 sanctioned strength of DGCA, 836 posts are currently filled.

In the last 4 months, following steps have been taken to strengthen manpower in DGCA:-

- i. 22 Officers have joined.
- ii. Departmental Promotion Committee (DPC) for 42 officers completed.
- iii. 62 Technical Officers, 5 Flight Operations Inspectors (FOIs) and 8 Stenographers have been selected to join.
- iv. Examination for 121 Operations Officers has been conducted.

The shortfall has not impacted functioning of DGCA. Recruitment of Group 'A' officials is done through Union Public Service Commission (UPSC) and of Group 'B' and 'C' through Staff Service Commission (SSC). Further, all methods of recruitment are pursued vigorously in order to ensure timely and continuous availability of requisite manpower. In situations where the posts remain vacant due to various reasons like inadequate response to the advertisements, non-joining of selected candidates, persons with insufficient service in the feeder cadre for promotion, insufficient response to deputation posts etc. and to meet the requirement in the interregnum, efforts are made to recruit persons through short term contractual hiring. Regular efforts are made to address and augment technical manpower shortage, enhanced training and succession planning.

(c): The recruitment of Air Traffic Controllers (ATCO) is a continuous process which is undertaken by Airports Authority of India (AAI) for smooth Air Traffic Management (ATM), in line with the guidelines prescribed by DGCA based on the requirements arising from time to time, which helps in maintaining the optimum air traffic management staffing levels for smooth functioning of the airports/establishments.

The existing vacancies of ATCOs has not impacted the Aviation Safety, which is maintained through the planned and optimal deployment of trained and experienced ATCOs.

(d): Recognizing the increasing demand for skilled pilots, DGCA has approved two Flying Training Organizations (FTOs) in 2025 to enhance pilot training opportunities for acquiring licenses and ratings.

To address the shortage of instructors and examiners in FTOs, Civil Aviation Requirements (CAR), Section 7, Series I, Part V has been revised in the year 2025, ensuring a more expeditious training framework.

DGCA facilitated the induction of 61 aircraft by FTOs in 2025 for promoting the expansion of FTOs and pilot training across the country, bringing the total aircraft tally to 379 in FTOs in year 2025 (as on Nov 2025).

There has been a 73% increase in number of trainer aircraft at FTOs in 2025 as compared to year 2021. To complement this growth, there has been an increase of 23.8% in number of DGCA approved Chief Flying Instructor (CFI)/Deputy CFI and examiners in F.Y. 2024-25 in comparison to F.Y. 2023-24.

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