



न्यायालय मुख्य आयुक्त दिव्यांगजन

COURT OF THE CHIEF COMMISSIONER FOR PERSONS WITH DISABILITIES(DIVYANGJAN)  
दिव्यांगजन सशक्तिकरण विभाग/Department of Empowerment of Persons with Disabilities (Divyangjan)  
सामाजिक न्याय और अधिकारिता मंत्रालय/Ministry of Social Justice & Empowerment  
भारत सरकार/Government of India  
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**Case No: 14613/1011/2023**

**In the matter of—**

**Mr. Muhammad Ashfaq**

**...Complainant**

**Versus**

**The General Manager, Airport Authority of India ...Respondent**

**Hearing:**

A hearing in hybrid mode (online/offline) was conducted on 29.05.2025. The following parties/representatives were present during the hearing:

| Sl.No. | Name of the parties/Representatives                   | For Complainant/Respondent | Mode of Attendance |
|--------|---|----------------------------|--------------------|
| 1.     | Mr. Muhammad Ashfaq                                   | Complainant                | Online             |
| 2.     | Mr. Murali Dharan, GM HR, Airports Authority of India | For Respondent             | Online             |

### RECORD OF PROCEEDINGS

1. The Complainant applied for the post of Junior Assistant (Office) at the Airports Authority of India (AAI), Southern Region – Chennai. After clearing the written examination, he was called for Document Verification and Typing Test. However, he was not allowed to participate in the Typing Test, being informed that he lacked the required two years of relevant work experience for the post.

2. The Respondent stated that, as per the AAI Recruitment Notification, eligibility for Junior Assistant (Office) requires:

- Graduation,
- Typing speed of 30 wpm in English or 25 wpm in Hindi,
- Two years of relevant experience in the concerned discipline.

3. The Respondent explained that the Document Verification Committee reviewed the Complainant's experience certificates. Only his tenure as Office Assistant Typist at M/s A7 Tickets Tours & Travels (03.12.2015 to 25.05.2017, totalling 1 year, 5 months, 22 days) was deemed relevant. Experience with M/s Magic Tours, M/s T&M Service Consulting Pvt. Ltd., and M/s IndusInd Bank was not considered appropriate. As the Complainant did not meet the two-year relevant experience requirement, his candidature was not regarded as eligible for further stages.

4. After hearing both parties, the Court raised two queries:

- (a) Have any other PwD candidates been appointed under the same advertisement?
- (b) Why was the Complainant not informed of his ineligibility before the written examination, despite uploading documents during application, and why was he called for further stages before being found ineligible?

5. Respondent's Reply:

- (a) One PwD candidate had been appointed under the same recruitment.
- (b) Due to high application volumes, written exams are conducted before document verification; hence, preliminary scrutiny is not done before the test.

6. The Court then asked if the two-year relevant experience requirement for Junior Assistant (Office) at AAI is explicitly stated in the Recruitment Rules. The Respondent was directed to submit:

- (a) Recruitment Notification,
- (b) Applicable Guidelines,
- (c) Certified copy of Recruitment Rules for Junior Assistant (Office), AAI.

7. The Court clarified that upon review of submissions and documents from the Respondent, the Court will issue appropriate recommendations.

8. This is issued with the approval of the Commissioner for Persons with Disabilities.

**(P. P. Ambashta)**  
**Dy. Chief Commissioner**