

WOMEN'S
SPECIAL

January - March 2020

GREEN PORT

Cochin International Airport Ltd. Magazine

WOMEN CIAL

A special edition to
honour the marvellous
contribution of women working
at Kochi Airport

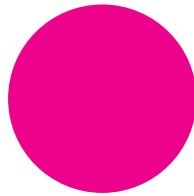


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Cochin International Airport Ltd. Magazine

January - March 2020

Volume - 4 | Issue - 17



Essays. Reports. Anecdotes. Picture stories

A comprehensive coverage on Women
Empowerment at Kochi airport

COCHIN INTERNATIONAL AIRPORT LTD.

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A meaningful participation

On the 8th March – the International Women's Day, we celebrate the power of women and their rights and role in our lives and our society. It is a proven fact that the best way to transform any society, is to channelize the power of women in every walk of life. Kerala has made significant strides in women empowerment compared to the other states in our Country. CIAL also has been nurturing this idea of inclusive growth right from its formative days and has always provided our women employees with equal opportunities to advance along with their fellow employees.

Cochin International Airport Limited is the first airport in India, which was built under the Public-Private Participation mode. As the District Collector of Ernakulam, when I mooted the idea of constructing an International airport under the PPP mode; way back in 1993; it was dismissed as a foolish idea of a Junior IAS Officer which was destined to fail. However, the project was started with an initial capital of Rs. 20,000/- donated by a Non-Resident Indian. The Company was registered in March 1994 and the commercial operations from the airport started from June 1999.

The entire process of the project; financial structuring, land acquisition, resource mobilisation, dealing with regulatory authorities and managing the airport operations in the initial years, proved to be a formidable challenge as well as a rich learning experience to our young employees, both men and women. We had a team of 30 persons of which 10 were ladies, who refused to be bogged down by these huge challenges and through a strong leadership and transparent processes, a firm foundation was set for CIAL to scale greater heights in the later years.

More than 10 million passengers travel through this airport, each year. CIAL has also taken adequate care of the people who had lost their houses during the land acquisition for building the airport. Apart from providing liberal compensation for their financial losses, CIAL has provided employment to at least one member of each family of 820, who lost their houses for the airport project.

CIAL also has taken care of its more than 19,000 shareholders by consistently paying dividend, since 2003-04. The total dividend pay-out touched 255% during the last financial year.

CIAL has embarked on several environmental initiatives. On 18th August, 2015, CIAL became the first airport in the world, which is fully powered by Solar Energy with the commissioning of its 12 MWp solar power plant. The total solar capacity of 40 MWp with a power potential of 60 million units per annum, results in a cost saving of approximately Rs.400 million per annum to the airport, besides drastically reducing CO2 emissions. United Nations recognised CIAL's environmental initiatives to combat climate change and bestowed its highest environmental honour – **Champions of the Earth Award**, during the year 2018. CIAL is also the recipient of Airport Council International's Airport Service Quality Awards in the Asia Pacific Region consecutively for the last three years.

In this Silver Jubilee year, it gives me immense pride to state that more than 12000 persons work within the airport premises, out of which more than 3000 are women and they play a vital role in all

spheres of airport operations including engineering, air traffic control, security etc., to name a few. Ms.Sharmila R Toms is the Chairperson of the Airline Operators Committee while Ms.Kala P Nair heads the Air Traffic Management Wing. Ms.Bini T I was in-charge of the construction of Terminal-1, while Ms.Jessy Paul looked after the construction of Terminal-3.

It is a matter of pride that the very important project of runway resurfacing, which is the most critical work in any airport, involving adherence to strict time schedule, stringent quality control and the highest technical specifications is implemented by seven enthusiastic ladies of our organisation under the leadership of Ms.Ushadevi T P and Ms.Mini Jacob, ably supported by over 20 women apprentice engineers.

By fostering the gender diversity, CIAL promotes a culture of opportunity and fairness which finally leads to equality. It is indeed a great pleasure for me to dedicate the current issue of "Greenport" to the valiant women employees of Cochin International Airport and allied agencies. I salute and thank them for their valuable contributions to this organisation.



V.J. Kurian

ARISE, AWAKE AND STOP NOT...



Jyothi N.
Asst. General Manager
CIAL-HR

When it was suggested by the Editor to write an anchor essay; rather a detailed one, for the special issue of the magazine on women empowerment, what came to my mind instantly is the stature of the womenfolk in CIAL. Having a secure job and being able to stand on one's own feet empower women more than anything else. Being able to work in a non-discriminatory environment is also of utmost importance as far as dignity and self-respect of women are concerned. I hope all my female colleagues in CIAL will

agree with me if I say that we are fortunate enough to work in such an environment.

Let me begin with an experience shared with pride by our young woman Junior Manager during a feedback session with HR. While working in Operations Department, they were placed on shift duty as Terminal Managers. Passengers usually come to TM's cabin with a request to meet the Terminal Manager. Hearing the reply that 'Yes, I am the Terminal



CIAL- HR : Rasheeda, Jyothi, Elizebeth

Manager', they, especially the elderly, react in awe in a very appreciating way 'Oh, we are so happy to see girls like you in this position at such a young age. This is really empowerment of women that your company is doing'. What would be a greater recognition than this for us in CIAL!

Musing over the topic, memories date back to a period prior to commencement of construction work of the airport. After initial two recruitments were over, our Civil Engg team mostly consisted of ladies. I remember Sri.Abraham Joseph, then Project Engineer, complaining to then HR-Head regarding this. Though initially he was sceptical about how he will manage the construction activities with this team of women, later the same person was in full of appreciation of the capability and competence of the team. We were all straight from the college when we joined as the first batch of employees in CIAL. The way we were entrusted with all kinds of tasks, varying from administration, purchases, tendering to legal matters, without any gender discrimination, gave us

confidence to tackle difficult situations independently. When the company was struggling to acquire land for the project, one lady amazed us. From the secure position of a retired Deputy Collector Ms.I.C.Anna joined CIAL's land acquisition team and led from the front. Her perseverance played a decisive role in the project. Another lady who had a pivotal role in the initial year was Ms. Jiji Ramesh. She controlled the administration department and overlooked the recruitment activities. Building self-esteem is truly a kind of empowerment for which we all should be grateful to CIAL. As a person working in HR, I can say for sure that no gender discrimination is done at any stage of the recruitment process in CIAL, whether it is for Engineering wing, Operations, Administration or Finance. All new recruits have to undergo an induction programme covering almost all areas of airport operations. As part of this, they are imparted training on even fire fighting skills irrespective of gender,



IC Anna



Jiji Ramesh

which apart from competency enhancement, helps to instil confidence also.

Not only in CIAL, everywhere in the Airport, we can see women employees working in tandem with their male colleagues and nowhere they are left behind.

The significance of Self esteem

The reason why more and more women prefer to work in the airport sector is the



CIAL- Commercial

Sarakutty, Latha, Jency, Sheela, Shibby, Bindu, Darsana, Rumaija, Savithri, Santha, Seena.

safe and secure environment it provides. It is the place where a woman can move around freely during night hours and also work at night without fear. But, things are not so bright outside. What comes to mind at this point is the "nirbhaya day" observed last month at Cochin. Groups of women got outdoors and participated in the night walk arranged from 11 pm to 1 am by the Women & Child Development Department. The kind of participation showcases how much our women yearn for liberty and equality.

We often speak about the multifaceted role of women, but fail to appreciate their struggle to achieve work-life balance. It is actually managing two lives together, switching between various roles of mother, daughter, wife etc. on the one hand and facing the challenges of professional life on the other. A woman feels empowered only when she is treated with courtesy and respect in the society she lives in. A society is civilized only when it behaves properly and gives due respect to the dignity and individuality of its women. A civilised society can only be able to empower women in the true sense.

We call our planet mother earth and country, mother land. But mothers and daughters of this mother earth and mother land feel marginalised now-a-



Annie (Airport Manager-Air India), Usha Karthik (APM-Srilankan Airlines), Sharmila Toms (APM-Oman Air & Chairperson Airlines Operators Committee)



CIAL Electromechanical : Gayathri, Manju, Feba

days. Even though matriarchal system was prominent in many societies from time immemorial, majority of today's women do not find the space to co-exist peacefully with self-esteem. Women could even ascent the highest throne, that of Pharaoh, during the ancient Egyptian civilisation. In mythology, we have the goddesses, be it the Athena of Greece or Durga or Kali of Indian mythology, they are the embodiment of "shakthi" (in other words strength and power) and worshipped as sustainers of the universe. From ancient to modern civilizations, and from nomadic to post

world which was Volatile, Uncertain, Complex and Ambiguous).

Nevertheless, we should not allow ourselves to be let down and we have to move on whatever be the circumstances. Let us be optimistic about the future. Of late, we can see positive developments happening in and around. Law has become stringent for the culprits. Now, the legislature is also tough on taking action without delay. Acts and Rules have been framed for prevention of atrocities against women as well as redressal of their grievances.

The laws for you at the workplace

The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act & Rules were passed in 2013 to provide protection against harassment of women at workplace and for prevention and redressal of complaints related to harassment. As per the Act, establishments should have an Internal Complaints Committee (ICC) chaired by a senior woman employee, to whom the aggrieved women can submit



APD office : Lija, CS office : Silvi, IT : Hema

modern era, we have had great warriors, rulers, philosophers, writers etc. among women. However, as the wheel of time rolled on, somewhere in between, the value systems depleted and women have become the marginalised lot in the society.

Off the VUCA world

Today, though we call the era as post-modern, the situation on the whole is very depressing. The kind of abuses that modern day women face, viz., acid attacks, rape, murder, domestic violence, work place harassment etc. make one wonder whether we are living in the primeval savagery period. One can only expect that the new generation, the millennials and Gen Z, would bring some positive change in this very VUCA world.(Yes! they are coming out of a



Sudha - Naipunya

the complaint for redressal. In the case of establishments not having an ICC, the Local Complaints Committee (LCC) formed at District level should address the complaint/grievance.

In addition to the rights that our Constitution provides for gender equality, there are many other enactments passed by the Government to prevent discrimination against the fair sex. The Equal Remuneration Act provides for payment of equal remuneration to men and women workers and for the prevention of discrimination on the grounds of sex against women in the matter of employment and for matters connected therewith or incidental thereto. All over

the world, women have become more and more conscious about their rights and they are aggressively involved in social change also. We have so many examples in recent times, the Iranian woman who sacrificed her life for other women in the country to secure the right to see sports matches, Malala Yousafzai who fights for the right to education for the fellow girls in her country and latest among them, the little Greta Thunberg, who dared to challenge the world leaders against their inaction, in the U.N.'s Climate Action Summit.

Coming back to home sector, we can see the legal battle fought by women employees for allowing them to work in night shift as there is ban for women to

work in night shift as per Factories Act. They argued that they were losing opportunities because of this provision. Some days back only, our Chief Minister had announced Kerala Govt's plan for ending the legal ban which prevents women from doing night shifts in factories. He stated that such a move is necessary in our society today to empower women. Education and financial security are the most important things as far as empowerment is concerned. To a great extent, other things will fall in place if we are financially independent. In this aspect, organizations like CIAL and the airport sector play a crucial role as job providers for women.



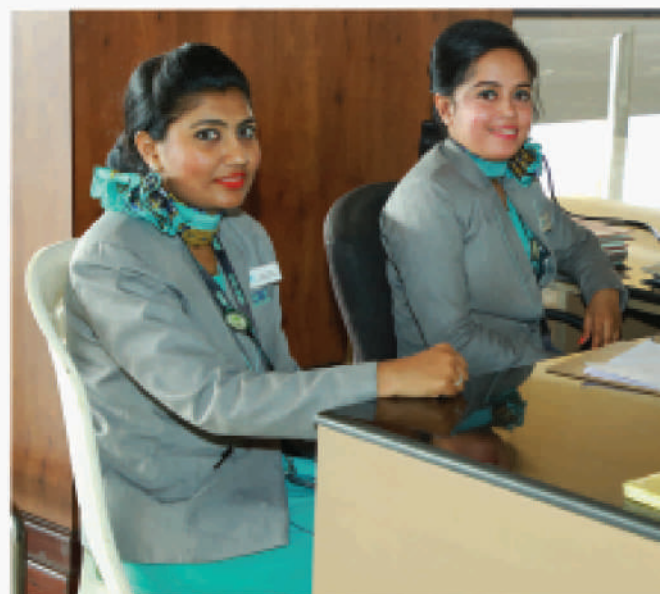
Reception - Studio



CIAL LA office: Sindhu, Rigi



Help Desk



Help Desk



House Keeping - Naipunia Staff



Trolley retrieval service - Anand Industries staff



House keeping - Immanuel staff



The ground handling team - Bird Worldwide Flight Services (BWFS)



The ground handling team - Bird Worldwide Flight Services (BWFS)



Duty Free Warehouse



House keeping - Immanuel staff



The ground handling team - Celebi



Trolley retrieval service - Anand Industries staff



The ground handling team - Celebi



Housekeeping - Naipunia staff



Terminal Management Service - BWFS staff



Housekeeping staff - BCL



Parking agency staff



Parking agency staff



CISF

THE GROUND REALITIES



Pooja T.S
Junior Manager-CIAL Civil

For an airport everything starts at the runway. Closing it for eight hours a day triggers a chain of disruptions. When you are involving in the re surfacing work of the only runway of an airport; a project which is spanning for 140 days by spending around Rs.150 crores, the pressure on you and the expectation about your work and the hope on your professionalism are unimaginable! Days are longer and the weather gets warmer during spring. So is true for all the officers, staff, engineers, supervisors and laborers working at the operational area of Kochi airport.

Resurfacing the only runway of Kochi Airport, which usually happens in a decade, needs relentless planning and diligent execution. It not only includes the overlaying of the existing pavement but also activities related to the upgradation of Airfield Ground Lighting to Category III, construction of new vertical and rapid exit links and side strip drainage works. Upgradation works include groove cutting on runway and taxiway, CCR installation and commissioning, CI box installations, HDPE pipe laying for cables, core cutting after completion of laying etc.

Taking Over procedure

After a quick shower and breakfast, I reach the office on time and grab my RT and rush to the operational area to position at Taxiway by 9:15am. Sending the first communication from the project team to the Alpha Oscar is imperative as per the safety circular and it is crucial for deterring runway incursions. Handling

RT communication with tower has always been a goal for me. This is the time when contractors M/s Tarmat, Honeywell and Poonam will start crowding the taxiway and will gather their team for the safety briefing under the supervision of Bibin, Junior Manager Civil, before entering the operational area.

As soon as the last Air India Express takes off the runway, tower handover the maneuvering area to the project team. Wishing Alpha Oscar a wonderful day, we took over the runway, removed the barricade boards at the taxiway and advanced onto the runway. Everyone part their way to the respective areas of work. Taurus trucks with DBM mix, Dynapac pavers, millers, rollers, broomers, excavators and compressors will slowly march their way in style to the site in the maneuvering area. The marching in of vehicles is indeed a site which is never to be missed. Within 20 minutes to runway takeover, every team will start their day's job with utmost dedication to complete the same within 6 to 7 hours.

The Resurfacing

Everything starts with a planning meeting headed by Shri. A.M. Shabeer, Executive Director-Engineering Services. He heads the project and we a band of Officers and Staffs execute it. By considering the suggestions from the Senior team members like Shri. K.P. Thankachan and Smt. Bini T.I. (General managers) the project team prepares a course of action for each day. A day of runway resurfacing begins at 7 in the morning for the project team with the igniting of bitumen plants which are already loaded with aggregates in the bin and bitumen in the silos, all ready to get started. Humongous Taurus trucks will be lined up to collect the bituminous mix. Smt. Usha Devi, Assistant General Manager (Civil) and my reporting officer



will be closely monitoring the activities in the plant.

As soon as the runway is taken over, at the laying site Treesa Varghese and

degree centigrade and rolled at 115-155 degree centigrade. People at the laying site who started working at 32 degree centigrade in the morning will easily end up working at a soaring 80 - 100 degree



Thomas Jose might have already started with the rectification and overlay works of the existing pavement surface. Smt. Mini Jacob, Assistant General Manager (Civil) and Usha devi keep a close eye on the planning and execution of the resurfacing activity. Resurfacing of the runway and taxiway pavement happens in different layers. The runway for CIAL 09-27 is 3400m long and it has a parallel taxiway of equal length. On runway it is two layers, first layer of DBM (Dense Bituminous Macadam) with VG 30 (Viscosity Grade) 75mm thick and second layer DAC (Dense Asphaltic Concrete) with PMB 40 (Polymer Modified Bitumen) 50mm thick. And on taxiway Charlie it is two layers of DBM 75mm thick each and one layer of DAC 50mm thick. Daily paving area for runway pavement varies from 6750 sq.m to 8550 sq.m (excluding shoulders) with a gross bituminous mix of 1200-1600 tonnes.

The material for DBM and DAC is mixed at a temperature of 150-170 degree centigrade and transported with minimum temperature loss. Laying temperature is kept between 130-160

centigrade. An activity which is as important as laying of a pavement is the quality control and testing. Conducting lab tests, checking its compliance with the required specifications for ensuring high quality work and site supervision are done under Sreekala, Jessy and Jincy - Senior superintendents (Civil).

Vertical and Rapid Exit Link works

Two new links are constructed in between the existing two vertical links Charlie 4 and Charlie 7. The new links are Charlie 5, a rapid exit taxiway and a vertical link Charlie 6, which has got Code F compatibility.

Stone Drain

For proper drainage of the pavement of both runway and taxiway and at its respective side strips, stone drains are laid which are 600mm wide and 1m deep. A total of 40000m of stone drain has been laid in the side strips of the maneuvering area.

Handing Over procedure

Project team starts the technical inspection as soon as the Alpha Oscar appraises them regarding the inspection at 17:15. After the completion of technical inspection, the project team will report the status and safety team will start the safety inspection along with the project team. As soon as the safety team inspects the runway and taxiway surface for FODs and AGL for its serviceability, and the project team confirms that all men and machinery vacated, the maneuvering area is handed over before 18:00 for normal operations.

Being a woman in the team

In the previous company where I worked for 3 years and 6 months, I was given an office design job where I was not given an opportunity to go to site even if I wished to. The real problem was gender and the instruction given to me was to avoid unnecessary site visits. On the contrary, in CIAL gender is not a criteria for entrusting a job, it is purely based on merit and efficiency. I never once, even not in my wildest dreams, I thought would be able to be part of such a crucial and prestigious project with a responsible position. For the simple reason being that a project like runway resurfacing, construction of taxiway links, upgradation of AGL; all these in one package is an opportunity which will be available for too fewer professionals in the industry. I consider this as the finest 140 days in my career till date, with tremendous scope of learning. Projects like these empowers an engineer to be multifaceted and gain multidisciplinary knowledge. Being a next generation officer, I consider myself fortunate to be a member of this elite team and am so grateful for this opportunity that I was provided.

Personal protection and care

Core professional fields like engineering, especially civil engineering is considered a bane for women. And that is especially because of the long hours that they have

to spend in the scorching sun, heat and dust. I was told how often we will feel weak, tired and above all the fear of getting tanned and becoming two tone darker. And of course being a single lady it is a matter of concern. And that is when Bini TI, GM(Civil) came and helped us with the suggestion of using personal protective measures. Layered protection is the cross swords against any adverse weather and atmosphere. Proper hydration by drinking at least 3 litres of water, applying sunscreen with high SPFs daily twice, site shoe, ghouse for the hands, scarf for the face and a UPF plus UV umbrella will ease the work at site. Mode of work at site is always a personal choice. With good personal care comes content and happiness. Being happy when you are working is never a crime.

The change in lighting

During the course of re-carpeting of the runway, the AGL (Airfield Ground Lighting) system will be upgraded to CAT III from Existing CAT I. This will considerably improve the operational efficiency and Aerodrome safety especially during low visibility and adverse weather conditions. As a part of CAT III lighting system the spacing of existing runway centre line lights will be reduced from existing 30 mtrs to 15 Mtrs and Runway of 27 will be provided touch down zone and approach side row lighting. In additions to the above, all the taxiways will be provided with taxiway centre line lights at a spacing of 15 mtrs in straight section and 7.5 mtrs for the curves and stop bar lights will be provided for all runway holding points. In order to obtain continuous guidance from the taxiways to the respective parking bays all contact bays will be provided with amber colour Aircraft stand Maneuvering lights at a spacing of 15 mtrs in straight section and 7.5 mtrs in curve. All together 1500 new inset light will be installed on the runway, taxiways and apron and existing 950 edge lights of runway and taxiways will be modified to suit the increase in height of pavement due to re carpeting. A state of Art ALCMS (Airfield Lighting control and Monitoring system) with 100 % redundancy and with provision for single lamp monitoring will be installed in the ATC tower to control



Mini, Usha



and monitor the Airfield ground lighting system. The challenge in this upgrade is not the installation of 1100 light fittings but also replacing all the existing circuits with a brand new circuit. Tony P J, DGM (Electrical) and Skaria Paracka, SM(Electrical) plan and coordinate all the electrical projects where I look after the groove cutting work in close coordination with the electrical team.

The triumph of a project work is never an achievement which is vested within an individual but its the diligent efforts of a team that has paid off. And that team is always diverse in different aspects; be it age, language or experience. I have had the opportunity to work with a heterogeneous group where I had 17 year old young apprentice to Directors with 30 to 35 years of industry experience, all coming together to achieve a single goal. A goal oriented team can never be stopped from chasing a dream.



Latha



Treesa, Pooja, Mini, Usha, Jincy, Jessy, Sreekala



Bini T.I

General Manager-CIAL Civil

Bini T.I is the most senior lady officer of CIAL. She has been serving the Organization from 1994 and has wielded important roles in almost every civil project and the latest of it was the renovation of terminal 1. She was in charge of the project team and her leadership helped the company to complete the Rs.260 Cr. project in time.

Jessy Paul

Deputy General Manager-CIAL Civil

Jessy Paul, an Engineer by profession is a versatile officer who has been serving the company from 1997. Her interests in varied topics from gardening to housekeeping were utilized by the company for adopting appropriate methodologies in fine-tuning projects. She proved her mettle in co-ordination which helped CIAL completing the project of construction of Terminal-3 in time.

She also holds the post of Working President of CIAL Officers Association consisting of 105 members; 19 of them are women.

Team KITCO - CIAL's Consultant



Empowering the cargo handling



Sindhu Santhosh
Sr. Manager
CIAL Cargo

CIAL views Gender diversity as a building block for success and is facilitating the inclusion of women at the cargo department and ensures their retention through mentoring, training and awareness initiatives. CIAL had always been aware of the potential of a gender balanced teams due to its positive impact on performance. The cargo department has policies in place to make it conducive for women. In aviation, Cargo is less glamorous than the passenger segment of the business, gets lower exposure and is considered less attractive. The night working hours may also not be very conducive to many, especially those with young children, but there is no overnight leap to success. A lot of it is sheer hard work, and just the utter joy of seeing an aircraft take wing every night, on time, with the maximum revenue load.

The logistics industry has always been known as a male-dominated industry; also, today in the 21st century, this is one of the only industries where still 70 per cent is dominated by men. The situation at CIAL Cargo is also not different. But, the rest 30 per cent women at CIAL Cargo has a dominating and powerful influence on the Cargo Handling and Warehousing activities. All these women today are at powerful positions and are at par with the men. It is certain that in times to come this percentage will only increase.



Sindhu Santhosh, Kavitha George, Binu K K, Suma Varma, Nisa, Suchitra, Sumitha
Vinumol, Sree P K, Shiby Baby, Subha C, Jisha Xavier, Anju Thomas



Riya Raj
Junior Manager
CIAL Duty Free

A GLOBAL MARKET to perform

Duty Free business is one of the major revenue verticals of an airport operator. Here, in CIAL, it contributes 35 % of the total revenue. CIAL as the holding company promotes CIAL Duty Free and Retail Services Ltd (CDRSL) and provides a global platform for it to perform. Operating Duty Free Business is not every one's cup of tea. It requires acute professionalism, retailing expertise, knowledge of sourcing avenues and marketing skills. We deal with hundreds of products, dozens of suppliers and thousands of customers every day. Ninety five percent of the products are sourced from abroad and which is a thorny issue where you have to be well aware of the global market and consumer demands.

CDRSL provides employment opportunities to more than 200 people directly and indirectly. The Centre for monitoring Indian Economy has recorded that, in the year 2018, women constituted only 20% of the permanent employee workforce in India. But in CDRSL, almost 54% of the permanent employees are women. Considering the permanent and contract workforce - women constitute almost 65% of the same. Women representation is available in all employee groups such as managers, supervisors, staff, team leaders, unskilled workers etc. The active participation of women is ensured in every department - Sales, Purchase, Warehouse, Marketing,

Accounts and Administration. Even complex mechanised operations in warehouse are carried out by our lady staff. The sales team has the highest number of women in the workforce in duty free. Women employees are the backbone of CDRSL.

CIAL started its duty free business in the year 2002. The duty free business has shown an excellent performance since then and Cochin Duty free has become a trend setter in the Indian Duty free business. In the initial days of duty free services, the average sales was about Rs.36,000 per day but now it has grown to Rs.72,00,000 per day. CIAL as a part of its business strategy during 2016, incorporated a wholly owned public limited subsidiary company, "CIAL Duty free and Retail Services Limited" (CDRSL). Our main customers are Non-resident Keralites from Gulf region. We offer a mix of products such as Confectionery, Electronic goods, Liquor, Tobacco, Perfumes, Toys, Supermarket items, Souvenirs etc. Presently the Duty free operates in Terminal 3-International. The Arrival Duty free spans about 25000 square feet and duty free in the departure section spans 7500 square feet. The stock is managed through warehouse with an area of about 4800 metre square, which is situated near the Cargo division. The turnover of CDRSL for the year 2018-19 touched Rs.240 crores.



Duty free packing - Naipunia welfare services staff



Aathira Mohan, Anitha P G, Bindhu P K, Elby Paul, Femy Francis, Gini P M, Jipsy Varghese, Lisha Lakshman, Liji K G
 Manjumol K K, Mary P M, Rajani P M, Ramya Raveendran, Renju Chandran, Renju M G, Saritha Isac, Sheeba John, Simi Kurian
 Sindhu Paul A P, Sreeja Mohan, Susha T, Vinitha P R, Vinu K P, Anitha V N, Bindi K John, Reetha M, Naiby Thomas
 Lisha Lashmanan, Deepa Hariharan, Bitha Jacob, Anju T T, Lisha Varghese, Radha O K, Susheela K P, Riya Raj



Alpha Kreol Brand Ambassadors at Cochin Duty Free

Nothing stops us here



Rajasree T.S.
Superintendent
CIAL Operations

The terminal management is a bustling activity. There are lot of people to be dealt with, lot of things to be coordinated and lot of issues to be sorted out. It's a platform for facilitation. Passengers, visitors, ground handling agencies, cleaning staffs, Airline staffs, security staffs, VIPs...the diversity of the people we deal with will give you a glimpse of responsibilities we assume.

There are around 5-6 sub agencies directly under CIAL ops and we communicate with nearly 8-10 stakeholders on day to day basis for the smooth functioning of the operations in cial. And proudly we can state now that one out of the five people we deal with ,too, are women. CIAL has always been a pioneer to embrace changes as is happening around in the world of aviation and cial operations dept. is never behind. In the past ten years tremendous changes have been seen in the foray of involvement of women in hitherto unheard of territories in otherwise male dominant activities. These changes has been mirrored in the day to day activities of the ops dept of cial too.

The number of the women employed and the responsibilities of the women employed have increased many fold compared to olden times. In fact there is no gender discriminations in the dept when it comes to duties & responsibilities. Women are definitely at

par with their male counterparts while discharging their duties on daily basis.

If we take the terminal into consideration, the terminal manager's office is the pivotal point of action. Lots of decisions regarding the day to day functioning takes place in this room. We three women staff assist the managers in the smooth functioning of the terminals(both international and domestic) .and we are indeed very proud to be a part of it. We never feel a moment of monotony in our duty at the office since we get to deal a whole lot of different situations everyday. We pass through a roller coaster of emotions in the eight hour shift that we do daily but all that we display to the persons approaching us is concern and compassion. All three of us go home and find time to meditate as we need energy to sail through the next shift. People approaching us sometimes thank us, sometimes vent their anger and frustration at us, sometimes bless us, sometimes take time to appreciate us, some might even curse us.. (at one instance ,once a person has cursed one of us that we will end up at hospital when we asked him to pay one hundred rupee as fine for wrong parking of his vehicle). The TMs room is the one point where passenger as well as an outsider can walk in freely and the person first seen in the room is one of us. So we get to deal with the persons problems first. If we feel that the solution is not within our reach, then only we refer the person to the TM.

Ensuring quality of infrastructure, quality of airport service within and outside the terminals, quality behavior of the stakeholders , quality of cleanliness, smooth coordination between the different agencies are all our responsibility. To ensure all these we have various sub-agencies assisting us and most of the employees of these sub agencies are women. Be it housekeeping,

or trolley retrieval or buggy service or cleaning of surface using machines, we have competent women assisting us (which was unthinkable say ten years back). There have been no major complaints or grievances regarding the working strategy of these women. In fact they are more pleasing than their male counterparts as has been voiced by passengers themselves. A few years ago, it was unimaginable that airside vehicles will be driven by women. But now we have women operators for even tractors. Women supervisors of housekeeping agency transport their workers to different bays driving our own vans in as sensitive an area as airside without

creating any major incidents. These women are utmost conscious of the safety aspect.

Here at the TMs office, we do multitasking for which we women generally are well known for. Issuing entry passes, attending to phone calls, ensuring proper handling of VIPs, listening compassionately to visitors grievances, finding out lost items for passengers, all these happens simultaneously most of the days. We have to ensure that all medical cases inflight, within terminal or outside the building are taken care of properly by the medical fraternity. Asset management



CIAL Operations:
Seema, Rajasree, Ganga

and updating of stationaries in the terminal officers is also our forte. We also have a smooth liaison with various stakeholders so that bay allocation, gate changes, baggage belt usage , status updatings in displays and our website all happens without conflicts. When some exasperated passenger threatens to be carrying explosives in his/her baggage or by person, we at the TMs office are informed first. We then inform the



Ground Handling -Air India Air Transport Service Limited (AIATSL)

security agencies related to us and helps the TM in coordinating BTAC to confirm whether the threat is specific or not. This might happen in the wee hours of morning in a night shift, when all the senses are about to be in a dizzy mode. But we remain alert and goes around inspecting to make sure that the sub-agency staff too are alert. While dealing with close relatives of immediately deceased persons whose body has to be cleared through our airport, we have to keep our emotions under check and show our calm exterior. In times like when parents accompany body of their infant, is very trying for us. Of course as a woman, we can easily understand their position then, and we can act accordingly. Up keeping of reserve lounges, Up keeping of mechanical assets, periodical inspection of these are also in our interest.

Hilarious moments caused by drunken passengers sometimes provide us with entertainment. We do our own charity services sometimes when some woman

expatriate on the way to some northern state lands at our airport without any cash for further travel or food, we then collects money from among ourselves and sometimes with the help of police personnel makes sure that the lady is dropped off at the nearest railway station. Some of the days, reuniting mentally disarranged persons found wandering aimlessly in the terminals with their family will require utmost patience and some detective work too on our part. Which we women are certainly very capable of. The satisfaction of reuniting forgotten children at the terminal with their parents who are contacted after a bit of our detective work is quite rewarding. We get a chance to counsel the parents on parenting which we consider ourselves to be experts at these times.

Inspections by DGCA and BCAS periodically leads to a flurry of activity from our part. We have to maintain the records, keep files etc updated, keep every sub agency alert and ensure a

flawless inspection.

Despite a tight juggling of duty hours, household works and looking after our family, we have to keep ourselves updated by attending all the classes conducted at CIAL, be it for aep, adp, dg, whatever. We get to play a vital part in mock drills related to aircraft emergencies, which we take part enthusiastically and enjoy thoroughly. Monthly meeting held by our senior officers keeps us abreast of the developments in the department.

Being women we have our mood swings, health issues .But being in an important office which is also a front office, we have to keep a smiling face and alert eye, which we are well capable of. We are wonderfully supported by our immediate terminal managers, under any circumstances or issues. We three are proud to be part of Operations dept, where we are well supported by all our senior officers.



Bureau of Immigration staff



Organic farming contract labourers

Prepaid Taxi



Prepaid taxi society staff

Chilli RESTAURANT

- FAHAM *



The Red Chilli canteen staff



Mini Joseph

Deputy General Manager
CIAL Infra

India Inc. - An Inclusive thinking

With the advent of globalisation, the corporate world in India has been changing. New concepts like Gender diversity, which were inconsiderate till then in the country's corporate anthems began to find their spaces. India Inc. started to incorporate such thoughts to share shoulder with its global competitors.

Research indicates that gender diverse companies deliver better returns with lower volatility for investors. Efforts to

reduce gender inequality in the workplace are important for another reason - as more women participate in the workforce, the quality of output and decisions improve. More female executives could transform the industry because they will bring new perspectives and turn old investment strategies inside out. Innovative thinking will spark new and unique solutions. Gender diversity will directly impact investor outcomes.

The world of finance used to be seen as

an industry for men for the longest time. However, that has changed in India in the last two decades. Today, there are a number of successful women professionals in the country who are playing key roles in shaping India's financial sector, inspiring others to follow them. Last two decades saw many women professionals coming to the helm of affairs in Indian banking sector. Right from Arundhati Bhattacharya, who became the first woman to be the chairman of State Bank of India in its 207



CIAL Finance - Asha, Anju, Hema, Aswathi with apprentice trainees

year history, the glass ceiling has been broken so many times in this sector that it has now become common to see women in the top most position of various leading banks in our country. Few others who reached this top notch position are, Naina Lal Kidwai heading HSBC India, Shikha Sharma who was heading Axis Bank and Chanda Kochhar who was the MD of India's largest private sector bank, ie, ICICI Bank. Indian banking sector has set a great example for women empowerment in the country.

Indian women are breaking down societal barriers and have become pioneers across industries. The finance sector hasn't been left untouched by this wave either. Although sexism in our workplaces still leaves a lot to be desired, various women in India have risen from the ranks based on their talent, hard work and intelligence. Now India has a woman finance minister, which is truly a feather in the cap for the idea of gender diversity in finance profession in India.

But there are certain sectors in finance

where women participation is dismal, for example Investment banking. Diversification is the cornerstone of sound investment management, yet gender diversity remains largely absent from the investment industry in India. Women investment professionals hold a mere 11% of C-suite positions according to a recent study made by CFA Institute in India. In most investment firms, women are a minority of employees and that's bad for customers because women make excellent investors. Despite diversity making headlines across industries globally, the Indian investment sector remains stubbornly impervious.

Institutions need to join hands to create an enabling environment that allows women to explore their true potential, and this is especially true for a

country like India. India's workforce must be reflective of the diversity that exists within its population. Fast-growing industry segments such as finance are a storehouse of opportunities. Only when women take their place in the economy will the true potential of the country be unleashed.



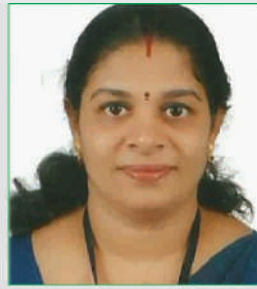
CIAL INFRA : Mini Joseph, Mary



CIAL Golf - Contract labourers



Rincy Thomas (CARGO)



Amritha Balachandran (CARGO)



Pallavi S (IT)



Vinju Kaladharan (DFS)



Kavitha M K (DFS)



Jitty (Security)



Remya Renjith (Security)



Geethamma (Secretarial)



Karuna, Cini in an AVSEC training session



CIAL Security team



Global Airport & Ground Services Pvt Ltd



Ground handling equipment operators - BWFS



Ground handling equipment operators - BWFS



Civil apprentice trainees



Karuna P.
Asst. Manager
CIAL Security

The women face of surveillance

CIAL security wields a major role in the screening of hold baggage at both international and domestic terminals. The department consists of two lady officers and twenty five women employees who are wonderful decision makers in the field of aviation security.

All our women employees are well trained and experienced in different aspects of aviation security. All are Bureau of Civil Aviation Security (BCAS) certified screeners and are exemplary in areas of aviation security like cargo screening , flight security and inline hold baggage screening .

All our women screeners are experts in image interpretation skills and many of them have been awarded commendation certificates by senior officials of CIAL , customs officials and narcotics control bureau (NCB) officials for the detection of explosives, narcotics and currencies.

They were given training in the latest screening technologies viz; Explosive Detection Tomography Systems (Edts) and Computed Tomography X-ray (CTX) . CTX was first installed at CIAL in India on April 2017.

The women of our department are working in three shift patterns. In addition to the family responsibility all are very efficiently doing the security functions without facing any gender issues. A woman screener is mandatory

in a shift as per the BCAS rule 'frisking and physical check of baggage of a female passenger shall be done by female staff only. Some of the shift are supervised by lady officers and lady superintendents. The two lady officers of our department have overall twenty years of experience in different fields of aviation security and are BCAS certified instructors. They are imparting various aviation security courses as per BCAS regulations at the Aviation Security Training Institute, (ASTI) of CIAL.

Another major work dealt by our department is issuance of AEP (Aerodrome Entry Permit) which is excellently completed on time under woman leadership.

Former US first lady Michelle Obama said "There is no limit to what we, as women can accomplish". Similarly we also believe that we can accomplish. CIAL security is empowered by women.



Smitha, Lakshmi with apprentice trainees at security pass section



Subha Thomas, Babitha V.Madhu, Cini Chacko, Somi, Rethi K.A., Thushara, Smrithy M.B, Anusree N.S., Divyamol, Nirmala Thomas



Waija William, Jwala Mohan, Nimmy Baby, Parvathy, Reshmi S. Nair
Sreeja P.R, Honey, LakshmiPriya, Reshma, Soorya, Divya, Neenu, Nicy Joby



Kala P. Nair

Joint General Manager

Air Traffic Management AAI

When the Sky of challenges beckons

Working with the Airports Authority of India (AAI) is indeed a proud engagement. AAI, which controls the Indian air space and assist thousands of airplanes to operate safely in Indian sky, has been acclaimed as one of the most professional Government establishments of the country. It manages a total of 126 Airports, including 11 International Airports, 11 Customs Airports, 89 Domestic Airports and 26 Civil enclaves at Military Airfields. At Cochin International Airport, It is entrusted with the responsibility of providing Air Navigation Services in the Airspace under the jurisdiction of Cochin Lower Area Control Centre (LCI). The AAI also creates, upgrades and maintains the Air navigational infrastructure necessary for the safe operation of aircraft flying in and out of Cochin and also those aircraft overflying the airspace. Various departments of AAI - Air Traffic Control (ATC), Communication Navigation Surveillance (CNS), Human Resources (HR), Finance—function at Cochin.

The Air traffic Control units at Cochin serve the aircraft operating in and out of various airports like Cochin, Calicut, Coimbatore, Mysore, Madurai, Cochin Naval airfield, Sullur Airforce station; and to helicopters operating to/from various helipads located in and around Cochin. The Air Traffic Control at Cochin provide services with the help of RADAR. CNS department at Cochin is responsible for providing Navigational Infrastructure for aircraft operating to/from Cochin and also for overflying aircraft. Cochin International Airport is supported by

Navigational aids like VOR, NDB, ILS, RADAR and ADS B are installed and maintained by CNS. The equipment for radio transmission between aircraft and Ground are installed and maintained by CNS department.

Out of the total 130 employees of AAI posted at Cochin; 28% are women. The women officers hold major responsibilities in the fields of ATC, CNS, HR and Finance and many of them head their respective sections. Most of them are Engineers with post graduate degrees in Management and in other fields. The Air Traffic Control department has 17 women officers who work side by side with their male counterparts, and take split second decisions to keep the aircraft safe and separated. Everyday nearly 350 aircraft are passing through the airspace under Cochin LCI. These Air Traffic Control officers guide the aircraft in the sky and on the ground safely, through day and night. In addition to controlling the aircraft, the ATC officers simultaneously carry out many other functions like co-ordinating with neighbouring ATC units, assisting organizations in search and rescue

activities, coordinating with airlines/ CIAL/ Air force/Navy units etc. These air traffic Controllers are trained to handle aircraft with any kind of emergencies, and to assist the pilots with suitable instructions for a safe landing. The ATCOs guide the aircraft to circumnavigate weather patches, and assist the pilot for a quick landing in case of a technical failure. Through years of experience; punctuality, efficiency, quick decision making, team work and multitasking has become a part of their Personality.

The CNS department at Cochin has 9 women officers. Many of them have played a major role in the installation and commissioning of the various Navigational Aids at Cochin. Their duties include maintaining the functioning of various equipment within their tolerance limit. The fact that, these navigational facilities are placed around the wide area of the airport and are networked, shows

the complexity of the trouble shooting required to find the faults. These women CNS officers work in shifts, often in hot sun and in rain, to ensure that all the navigational facilities are functioning round the clock. These women officers also control the messaging of vital information like Flight plans between various airports. Women employees working in HR and Finance departments also contribute to the day to day functioning of AAI unit at Cochin.

Gone are the days, when the responsibilities of women used to be just confined to the kitchen and to the four walls of the house. Airports Authority of India can proudly say that the women employees have contributed to place AAI in tune with the seamless skies as defined by ICAO. Their dedication and expertise have definitely contributed to the high safety standards and growth attained by Cochin International Airport.



AAI women staff

Team Air Asia



Team Customs





Team Creche



Medical inspection room domestic terminal - Team Little Flower Hospital



Team Spicejet



Team Vistara



Team Air India



Team Air India Express



Team Emirates



Team Malindo



Team Go Air

Team Indigo





Team Indigo



Anjali Hotels Pvt. Ltd - CAFS (lounge & food outlet)



Anjali Hotels Pvt. Ltd - CAFS (lounge & food outlet)



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Commercial outlet staff



Commercial outlet staff



CIAL pays ₹ 33.49 Cr. dividend to Kerala Government

Cochin International Airport Ltd (CIAL) handed over ₹33.49 crore as dividend for the financial year 2018-19 to the Kerala government. Chief Minister Pinarayi Vijayan received the cheque from VJ Kurian, Managing Director, CIAL.

CIAL registered a net profit of ₹ 166.92 crore on a turnover of ₹ 650.34 crore during FY 2018-19. The consolidated turnover achieved by CIAL and its fully owned subsidiary, CIAL Duty Free and Retail Services Ltd (CDRSL), stands at ₹807.36 crore. The consolidated profit of CIAL and its subsidiary for the accounting year is ₹184.77 crore. The company had declared a dividend of 27% for 2018-19 and as the State government holds a share of 32.42 per cent, it got ₹33.49 crore as dividend.

CIAL, which pioneered the idea of PPP model in airport infrastructure development, enjoys a base of more than 19,000 investors from 30 countries and has been paying dividend from 2003-04 and with the last fiscal the total dividend pay-out touched 255 %. CIAL today stands fourth in the country in terms of international traffic and seventh in total traffic. The airport handled 10 million passengers during the last two financial years.

The dividend cheque was handed over during the director board meeting of the company. Chief Minister Pinarayi Vijayan who is also the chairman of the company chaired the meeting. CIAL directors Dr.Thomas Isaac- Minister, Roy K.Paul, A.K.Ramani, N.V.George,V.J.Kurian and Company Secretary Saji K.George were present.



Chief Minister Pinarayi Vijayan receives a cheque of ₹ 33.49 Cr. from V.J.Kurian, MD, CIAL as dividend from CIAL to Kerala Government

Special postal cover and stamp

Commemorating CIAL's silver jubilee

India Post has launched Special postal cover and stamp in commemoration of the 25th year of Cochin International Airport Limited. The postal articles were launched by Archana Gopinath, Senior superintendent, India Post by handing over a copy to V.J.Kurian, Managing Director CIAL

CIAL, the company which had proposed and successfully implemented idea of building an airport in PPP model was incorporated in 1994 and it could make the airport operational on the fifth year. India Post releases a special stamp and postal cover featuring CIAL's achievements at a function held at Kochi airport. A.C.K.Nair, airport Director, A.M.Shabeer, Executive Directro, Sunil Chacko, Chief Financial Officer were also participated at the function.



Special postal cover commemorating the silver jubilee of CIAL is being launched by Ms. Archana Gopinath, Senior Superintendent, India Post by handing over the first copy to Mr. V.J.Kurian, Managing Director, CIAL

Formidable challenges ahead for domestic aviation sector: V.J.Kurian

CIAL Managing Director V.J.Kurian has said that formidable challenges await Indian aviation sector and all stake holders should resort to more brain-storming to work out new non-aero verticals to sustain the industry. He was inaugurating a workshop titled 'Beyond Skilling' conducted by IATA- India at Kochi on 28th November 2019.

"We need to lure more passengers at the same time the operational cost has to be kept at minimum, that too without doing compromises on safety and convenience"- said Mr.Kurian. "I went through the latest global passenger traffic result published by IATA itself, . Some of the figures shown in the report give a real illustration of the aviation market. Let me say, the health indicators are really unexciting for Indian domestic aviation market. With a billion people around, Indian share of the world domestic traffic is just 1.6 %. Our contribution of the revenue passenger kilometre or RPK to the domestic global traffic also stands below 2% . As you know RPK is a clear measure which shows the health of the aviation market. At the same time, the capacity of the Indian domestic airlines, in terms of available seat kilometres or ASK has been showing a downward trend.

Indian domestic market is the only major market in the report that shows a negative growth in ASK. This is really a confusing situation. Decreased ASK means, you need more planes to fly. But when the current market shows no significant growth in RPK means that, even with increased demand, you generate a lesser income or a meagre profit. This shows that Indian traveller loves to fly; but, certainly with a low-priced ticket. This is going to be a formidable challenge for all of us. We, as an airport operator need to generate more non-aero revenue. And the airlines have to do more brain-storming to slash the price of ticket.

Even the figures for the global aviation market is not that sound. The total global revenue generated by the aviation market for the financial year 2018-19 is 865 billion US dollars. The expense is 822 billion US dollars. Which means the operating profit is just 43 billion US dollars and your profit margin is 5 %. The return on invested capital is 7.4 % which is a moderate figure as far as the global financials are concerned. The global average of profit per departing passenger is 6 dollars. But where in India, it shows a negative figure for the last few quarters. We have already lost some of the major airlines. The safety issues raised by the regulators are looming over some other airlines. Making a good profit from flying planes is becoming a herculean task. The airlines have to cut the operational cost. At the same time, they need to nurture quality manpower to

handle the business. So, how we are going to address the issue is important. I hope AITA's skilling endeavours are dressed up in this direction.

The CIAL's contribution here is that, we always believe in minimalism. For us, minimalism is fait accompli. I, as the founder managing director of the company had to start the project with a meagre capital of Rs.20,000. CIAL commissioned the airport in the fifth year. No other way. Again minimalism. Because extension of the project tenure would have made you bankrupt. Then the concept of minimalism has slowly become the philosophy of our work culture. Today I can say that, CIAL is the only major airport in the country which does not charge a user development fee from the passenger. As per definition a major airport should handle above 3.5 million passengers annually. And we handle 10 million a year. The profit per employee of CIAL is also one of the highest in the industry. In the formative years, we had to give employment to a lot of people. There were compromises. Because the completion of the project in time, was important. But now we have adopted a stringent recruitment policy. There are bench marks, tests and interviews. We assure that only the most eligible employee will be selected.

I think, skilling is important. But more important is that, to whom you are skilling. Finding appropriate people to deliver your mission is the utmost thing an organization should do-added Mr.Kurian.

Mr. Amitabh Khosla, Country Director – India, IATA, Ms.Sharmilla R Toms, Chairperson, Airline Operators Committee (AOC),Cochin , Mr.Conrad Clifford, Regional Vice President – Asia, IATA, K.Shyam Sundar, Chief Executive Officer, Air India Express were present



V.J.Kurian, Managing Director, CIAL inaugurates the IATA workshop; Beyond skilling



Shri. V.J. Kurian, Managing Director, CIAL, hands over the key of the brand new MG Hector-The Internet Car- to Shri. Jestin Jos, the winner of 'Drive Home the Magic' shopping campaign.



Shri. Vasanthgeshan, Joint Commissioner, Customs picks the lot to decide the winner of Cochin Duty Free's Drive Home the Magic shopping campaign. Shri. Romy Painadathu, Shri. Hajong, Asst. Customs Commissioners, Shri. Jacob T. Abraham, DGM, CIAL duty Free, Shri. Sreejith, SM, CIAL Duty Free are also seen.

Boeing's new 777X makes first flight

Boeing's new long-haul 777X airliner made its first flight on Saturday, a step forward for the company whose broader prospects remain clouded by the 737 MAX crisis. The world's largest twin-engine aircraft landed at Boeing Field near Seattle after approximately four hours in the air, following months of delays and erratic weather in recent days. High winds led to the maiden flight's postponement on Friday, and the company blamed weather for an earlier delay on Thursday, which was rainy. A few minutes after 10:00 am local time (1800 GMT), the plane took off from the rainslicked runway at Paine Field in Everett, Washington, home to Boeing's northwest US manufacturing site. "Yes!" Boeing spokesman Josh Green shouted as the plane's wheels finally lifted off the tarmac. Just minutes earlier, the pilots deployed the plane's winglets — folding wing tips — designed to improve the craft's fuel efficiency and make it possible for the plane, with the widest wing span ever from Boeing, to be accommodated at more airports.

@AFP



Andaman and Nicobar to get India's first three water aerodromes

In a major air connectivity boost for Andaman and Nicobar, the Airports Authority of India (AAI) has initiated the process to build India's first three water aerodromes in these islands. These three water aerodromes will come up in Swaraj Island, Shaheed Island, and Long Island. The water aerodromes will be built at a cost of Rs 50 crore. The AAI has started the process of seeking environmental clearance from the Ministry of Environment, Forest and Climate Change. Ministry of Civil Aviation in a report stated that three Airports or Airstrips and 6 water aerodromes in Andaman and Nicobar would come for Bidding under UDAN 4.0. The Ministry of Civil Aviation also released a list of Water Aerodromes. As per the list, water aerodromes were proposed in Hutbay, Long Island, Neil Island, Havelock, Minicoy, and Kavaratti.

Prime Minister Narendra Modi in 2018 renamed Neil Island as 'Shaheed Dweep' and the Havelock Island as 'Swaraj Dweep'.

@PTI



Why Is The Indian Aviation Industry So Unprofitable?

India is the world's 3rd largest aviation market for domestic traffic. Its rapid growth driven by strong demand results in load factors reaching 90%. The international market is also growing, which provides opportunities for airlines to thrive. The market is expected to further develop and, according to IATA's report, it is set to reach 520 million passengers by 2037.

A key issue driving the lack of profitability in the market is the cutthroat competition which comes as a result of the extreme dominance of the low-cost carriers in India. In 2019 (excluding December) IndiGo had 47% of domestic market share, SpiceJet 14.8 %, Go Air 10.7%, Air Asia 6.2% and Vistara 5.1%.

The only remaining traditional airline now is Air India, whose domestic market share equaled 12.8% in that time period. Essentially, over 87% of domestic market share belongs to the low-cost carriers. For comparison, in the US the LCC share is around 38%, while in Europe it is at 36.3%. Such extreme downward pressure on fare prices has to lead to airlines offering extremely low fares as they compete for passengers, often selling tickets at a loss.

However, the low-cost dominance itself does not provide a full explanation and the question that arises is: What has fuelled the rapid expansion and dominance of the low costs in India? It remains intriguing to understand the causes of the overly competitive nature of the market.

Flying in India is expensive

The average hourly wage in the US is around \$23.83, while an average airfare in 2018 was at \$346. This means that an average American needs to work 14.5 hours in order to afford a flight. In India, however, the average domestic airfare in 2018 was 3,292INR (\$45.74), while the average wage is 42.62INR (\$0.59) per hour. This means that an average worker needs to work for 77.5hrs to take an average trip by plane, which is over five times more than in the US.

It should come as no surprise that people are choosing low-cost over traditional carriers. That, in turn, allows them to further extend their market shares, fuelling the self-propelling machine of the expansion of low-cost carriers in India.

The underlying reason for the unprofitability of the Indian aviation industry is the low incomes of its citizens. That drives demand for low-cost travel, increases its market share and further increases the competition, keeping the fares low.

Furthermore, despite the extremely low fares, airlines in India face the same costs as airlines operating in any other market. They pay the same amounts for the aircraft they operate, for the fuel and for the maintenance.

In the end, the nature of the aviation market makes adjusting fixed and variable costs to the price levels of the fares impossible. That is the real issue leading to the competitiveness and unprofitability of the market in India (and to some extent, all of Asia).

@www.simpleflying.com



Hyundai Kona - Emission Impossible

Text & Snaps :



Jacob Babu



Vishnu Vasudev

The first electric car in India was Reva launched way back in 2001 !! Even after 19 years since its launch, India only has 3-4 electric cars to choose from. So it is a very potential segment that the Hyundai trying to capitalise and establish its product, that too an International one, unlike the other electric cars which are India specific. Kona is globally modern; both in design and in driving. No other electric car has garnered as much as attention as the Kona.

Exterior

With dimension of 4180 X 1800 X 1570 (mm, L X W X H) and Wheel base of 2600 mm Hyundai Kona is sized between i20 and Creta. Following the ongoing trend for C-SUV, Hyundai has given it a Crossover Hatch design (Hatchback + Compact SUV). The distinguishing exterior feature is the sealed off grille, which is only possible in an electric car. However, this gives the Kona an unconventional look from the front. The

conventional headlamp position is taken over by the DRL module and the LED projector headlamps are placed below them. However, the ground clearance is no match for an SUV. The wheel size is 215/55 R17 with special aerodynamic alloys.

Interior

For this five seat vehicle, the interiors are given black theme. All the buttons are soft touch including the hand brake and the transmission buttons. The 17.7 cm infotainment touchscreen is Apple CarPlay and Android Auto compatible with Bluetooth and USB connectivity and 4 speaker, 2 tweeter setup for the music. The floating infotainment screen also displays Vehicle information and the reverse camera view. There is also sunroof that can be tilted or slid open completely.

The driver seat is 10-way electrically adjustable with lumbar support. The rear seats are best suited for two adults. The middle seat is useful for children only





because of the floor hump. Further, the battery pack is placed below the rear floor. This results in an unusually high rear floor, and the seating position is bit knee-up.

Powertrain

This is where the crust of the matter lies. Driving an electric car is altogether a different experience. To begin with, there are no such things as idle rpm, tachometer, gears, engine noise, turbo lag etc. Switch on the vehicle, press the brake pedal and touch the D button. The vehicle is ready to move, without making any of the familiar IC engine rattles / noise. The powerhouse is 39.2 kWh battery pack, which drives a 100kW motor. This translates into a 134 BHP of power, and 395 Nm of torque. This torque is available right from 0 rpm, unlike in IC engines, where the peak torque comes only after certain rpm is attained. This means the car can literally fly from a standstill on flooring the A-pedal. This is really handy when executing quick overtakes and in city traffic. No IC engine cars can match this.

Another major difference is in the gearing system. The electric cars have a single speed gearing system, which means there are no annoying gearshifts for the passengers, no matter what speed you are in. The brutal acceleration helps the Kona to attain 0-100 km/h in 9.7 sec and the top speed is 155 km/h. You

can get to the top speed without breaking a sweat in this car, thanks to the linear torque delivery from the electric motor.

Behind the steering wheel, there are paddle shifters provided. However, these are not the typical gear shifters. This is used to set the regenerative braking levels of the car. There are 4 levels from 0 to 3. At level 0, there is no regenerative braking and car simply coasts on taking the leg off the A-pedal. At level 3, the regen is maximum and braking can be immediately felt on taking the leg off. These pedals can be used wisely for modulating the braking action, without really having to use the actual brake pedal, especially in city driving.

Overall, Kona gives you a very different and enjoyable driving experience from the usual IC engine cars.

Battery, Charging

The battery is Lithium polymer-ion and is liquid cooled with a capacity of 39.2 kWh. For comparison, the Tigor EV has a max battery capacity of 21.5 kWh. The ARAI-approved range for the 39.2 kWh Kona is 452 km, which obviously is "under standard testing conditions". The real life range that can be expected is around 300 km. Also, the buyers must be aware that battery is the single most expensive part in an EV. Hyundai offers 8 Year / 1,60,000 km battery warranty, which is good. For

other parts including the motor, it is 3 year standard warranty, which can be extended upto 5 years.

The Kona can be charged with 3 different chargers:

1) Fast Charger : DC Quick Charger (50 kW): This will be the one will find in commercial charging stations. This charger can charge the car from 0-80% in just 57 minutes. Its not meant for domestic use as it is very expensive.

2) Normal Charger : AC Wall Station Charger (7.2 kW): This wall-mounted charger comes free with Kona, and can be installed at your home parking space. It takes 6 hrs 10 mins to fully charge the car. If you charge for just 1 hour, you'll get roughly 50 km of range.

3) Slow Charger : Portable Charger (2.8 kW): A portable charger is provided free with every Kona. This charger can be connected to any 15 Amp and takes 19 hours to fully charge the car. For 50 km range, you need to plug in for about 3 hours.

Our Impression

The Hyundai Kona is priced at 23.75 lacs Ex-Showroom, which translates to 29 lakhs on-road price in Kerala. For a car that is little bigger than an i20, this might seem to be ridiculous pricing. But this is



the premium we need to pay for an EV with a practical 300 km range. The other EVs in the market might be one-third of its price, but they are no match for the practicality and experience Kona offers. As of today, there is no car that can directly compete with Kona in the Indian EV space. Also, this is a step closer towards a greener planet. Hence, the premium pricing can be justified.

Courtesy for test drive:
Popular Hyundai
Vyttla
Mob - 7356693555

Pros

- Full fledged safety features
- Practical range of 300 km
- Extremely low running and maintenance cost
- Good Warranty coverage for the batteries
- Additional income tax deduction of Rs. 1.5 lakh on interest paid on loans taken for the purchase of electric vehicles.
- Some states like Maharashtra, Karnataka, Rajasthan & Goa don't levy any road tax while registering Evs.
- Peace of mind from ever increasing fossil fuel prices

Cons

- Interiors are not comparable to similarly priced IC engine cars
- Stiff suspension which is uncomfortable over bad roads
- Rear seat seating comfort and lack of rear AC Vents
- EV charging stations are practically non-existent in India , except for few metro cities



(Photo by special arrangement)

മലയാളവിഭാഗം





ജെയ്ൻ പി. ജോസഫ്
ജൂനിയർ മാനേജർ
സിയാൽ ഓപ്പറേഷൻസ്

മരതക ദ്വീപിലെ മായക്കാഴ്ചകൾ

കേരളത്തിന് പടിഞ്ഞാറായി അറബിക്കടലിൽ പൊട്ടു പോലുള്ള 36 ദ്വീപുകളും അതിൽ പത്തെണ്ണത്തിലായി ചിതറി പാർക്കുന്ന അറുപത്തി അയ്യായിരത്തോളം മനുഷ്യരും നിറഞ്ഞതാണ് ലക്ഷദ്വീപ് ദ്വീപ സമൂഹം. പ്രളയകാലത്തു സ്വന്തം കടയിലെ പുത്തൻ വസ്ത്രങ്ങൾ യാതൊരു സങ്കോചവും കൂടാതെ നൽകി, “നാട്ടുകാരെ സഹായിക്കുന്നതാണ് എന്റെ ലാഭം” എന്ന് പറഞ്ഞ കൊച്ചിയിലെ നൗഷാദിക്കയെ ഓർക്കുന്നുണ്ടെങ്കിൽ, ഇതുപോലുള്ള നൗഷാദിക്കാമാരുടെ ഒരു ജനസമൂഹമെന്നു വേണമെങ്കിൽ ഇവിടുത്തെ ദ്വീപ് നിവാസികളെ ചുരുക്കി വിശേഷിപ്പിക്കാം.

കവരത്തിയാണ് തലസ്ഥാനമെങ്കിലും അഗത്തിയിലാണ് ഏക വിമാനത്താവളമുള്ളത്. അഗത്തിയിൽ നിന്ന് കൊച്ചിയിലേക്കുള്ള വിമാന ദൂരം ഏകദേശം ഒന്നേ കാൽ മണിക്കൂറാണ്. കൊച്ചിയിൽ നിന്ന് രാവിലെ പുറപ്പെടുന്ന വിമാനം അഗത്തിയോടടുക്കുമ്പോൾ കടലിനു കുറുകെ പൊങ്ങി കിടക്കുന്ന ഒരു വാഴത്തണ്ടു പോലെ അധികം നീളമില്ലാതെ കടലിലേക്കിറങ്ങി കിടക്കുന്ന കര കാണാം. ഇളം പച്ചനിറത്തിൽ ഓളം തള്ളുന്ന കടലിനു മുകളിൽ അധികം ഉയരത്തിലല്ലാതെ ചരിഞ്ഞു തിരിഞ്ഞു തിരമാലകളെ തൊട്ടു തൊട്ടില്ല എന്ന മട്ടിലുള്ള വിമാനത്തിന്റെ ലാൻഡിംഗ് ഒരു പ്രത്യേക അനുഭവമാണ്.

ഡിപ്പാർച്ചറും അറൈവലും ഫയർ സ്റ്റേഷനും എല്ലാം കൂടി ഒരു മൂന്നു മുറി കെട്ടിത്തടത്തിന്റെ വലിപ്പമേ ഉള്ളൂ അഗത്തി എയർപോർട്ടിന്. അഗത്തിയിലെത്തിയാലുടൻ പോലീസ് സ്റ്റേഷനിൽ എൻട്രി രേഖപ്പെടുത്തേണ്ടത് നിർബന്ധമാണ്. ഇവിടുത്തെ ജനങ്ങളെ കുറിച്ച റിയണമെങ്കിൽ പോലീസ് സ്റ്റേഷൻ കണ്ടാൽ മതിയെന്ന് ഒരു ദ്വീപ് നിവാസി പറഞ്ഞത് അക്ഷരാർത്ഥത്തിൽ ശരിവെക്കുന്നതായിരുന്നു പോലീസ് സ്റ്റേഷൻ അനുഭവങ്ങൾ. പതിവ് പോലീസ് സ്റ്റേഷനുകൾക്ക് വിപരീതമായി പരാതിക്കാർ തീരെ ഇല്ലാത്ത റജിസ്ട്രേഷൻ വേണ്ടി വരുന്ന ടൂറിസ്റ്റുകളെ മാത്രം കാണാവുന്ന വളരെ സൗഹൃദപരമായ ഒരു അന്തരീക്ഷം. സ്റ്റേഷനിലെ മാറമ്പൽ പിടിച്ച സെല്ലുകൾ പഴയ സാധനങ്ങൾ അടുക്കി വെക്കാനുള്ള സ്റ്റോർ റൂം ആയി ഉപയോഗിച്ചിരിക്കുന്നു.

മത്സ്യബന്ധനമാണു ഇവിടുത്തെ പ്രധാന ഉപജീവന മാർഗ്ഗം. തെങ്ങുകൾ തിങ്ങി നിറഞ്ഞിരിക്കുന്ന ദ്വീപിൽ തേങ്ങയ്ക്കും മീനിനുമൊഴികെ ബാക്കിയുള്ളതിനെല്ലാം ഇവർക്ക് കേരളത്തെ ആശ്രയിക്കേണ്ടിയിരിക്കുന്നു. ദ്വീപ് കാഴ്ചകൾ പത്തോ പതിനഞ്ചോ അതിൽ കൂടുതലോ മുൻപുള്ള കേരളത്തിലേക്ക് ഗൃഹാതുരത്വമുണർത്തുന്നു. മതിലുകളാൽ വേർതിരിക്കപ്പെടാത്ത വീടുകളും മനുഷ്യരും, പ്ലാസ്റ്റിക് കുമ്പാരങ്ങൾ കാണാത്ത വഴിയോരങ്ങൾ, പേർ പറഞ്ഞാൽ തന്നെ ആരെയും തിരിച്ചറിയത്തക്കവിധം പരസ്പരം ബന്ധപ്പെട്ടുള്ള സാമൂഹിക ജീവിതം, സുതാര്യമായ കടലും തുവെള്ള കടൽ തീരവും, വൈകുന്നേരങ്ങളിലെ സൊറ പറഞ്ഞിരിക്കലും ഫുട്ബോൾ കളിയും





ഇവയ്ക്കെല്ലാം പുറമെ വിനോദസഞ്ചാരികളെ വിരുന്നു കാരായി കാണാനുള്ള മനസ്സും. (മൊബൈലിലേക്കും തന്നിലേക്ക് തന്നെയുമായി കുമ്പിട്ടിരിക്കുന്ന ആരെയും ഇവിടെ കണ്ടില്ല) ഞാൻ ജീവിക്കുന്ന എന്റെ നാട് എന്റെ ഉത്തരവാദിത്വമാണെന്ന ചിന്താഗതി ഇവിടെയുള്ളവരുടെ പ്രവർത്തികളിൽ ഉടനീളം കാണാം.

ബങ്കാരവും തിന്നകരയും

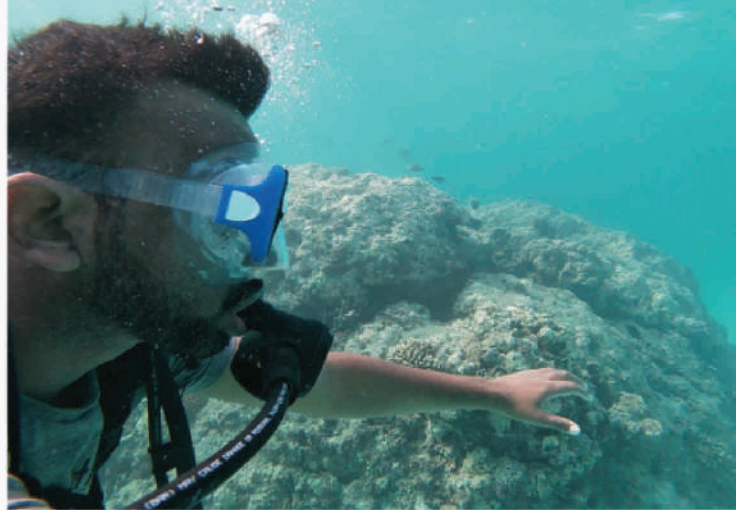
അഗത്തിയിലേക്കുള്ള പെർമിറ്റ് വെച്ച് തന്നെ പ്രവേശനാനുമതി ലഭിക്കുന്ന മനോഹരങ്ങളായ രണ്ടു ദ്വീപുകളാണ് ബങ്കാരവും തിന്നകരയും. അഗത്തിയിൽ നിന്ന് കടലിലൂടെ ബോട്ടിൽ ഏകദേശം ഒന്നര മണിക്കൂർ എടുക്കും ഈ രണ്ടു സ്ഥലങ്ങളിലും



എത്താൻ. അഗത്തിയിലെ ഇളം പച്ച നിറത്തിലുള്ള കടലിന്റെ നിറം ബങ്കാരത്തേക്കുള്ള യാത്രയിൽ കടലിന്റെ ആഴം കൂടുന്നതിനനുസരിച്ചു കടും നീല കളരിലേക്കു മാറി വരുന്നു. (സിനിമകളിൽ മാത്രമേ ഇത്ര മനോഹരമായ കടുംനീല നിറത്തിലുള്ള കടൽ കണ്ടിട്ടുള്ളൂ). ബോട്ടിനെ എടുത്തുയർത്തി താഴേക്കിടുന്ന തിരമാലകളും കടും നീല കളരിൽ ചായം കലർത്തിയപോലെ ബോട്ടിന്റെ ഇരുവശങ്ങളിലും നിന്നും പതഞ്ഞു പൊങ്ങുന്ന പാൽപതകളും കൂടെ നീന്തുന്ന കടലാമകളും ഇടക്ക് രൗദ്രഭാവമേറുന്ന കടൽ കാറ്റും യാത്രയെ കൂടുതൽ കൂടുതൽ മനോഹരമാക്കുന്നു. കടലിൽ നിന്നുള്ള തിണ്ണുകൾ ദ്വീപിന്റെ കാഴ്ച ആരെയും ഒരു നിമിഷം സ്തബ്ധനാക്കുന്നതാണ്. വെള്ളാരമണലു കൊണ്ടൊരു ദ്വീപും അതിനെ തഴുകുന്ന കണ്ണാടി പോലൊരു കടലും വിവരണാതീതമാണ്. ബങ്കാരത്തിന്റെ കാര്യവും ഇതിൽ നിന്നും ഒട്ടും വ്യത്യസ്തമല്ല. ബംഗാരത്തു സർക്കാർ ഉടമസ്ഥതയിലുള്ള റിസോർട്ടുണ്ടെങ്കിലും താമസച്ചിലവ് അഗത്തിയിലേതിനേക്കാൾ നാലിരട്ടിയോ അതിൽ കൂടുതലോവരും. ബംഗാരത്തെ മഞ്ഞുപോലെ വെളുത്ത കടൽത്തീരത്ത് നിന്ന് ഇളംപച്ചനിറത്തിലുള്ള സുതാര്യമായ കടലിൽ കുളിക്കാനിറങ്ങുന്നത് വിനോദസഞ്ചാരികളുടെ പ്രധാന വിനോദങ്ങളിൽ ഒന്നാണ്. ബംഗാരത്തേക്കുള്ള യാത്ര കിടക്കു ചൂണ്ടയിട്ട് കിട്ടുന്ന വലിയ മത്സ്യങ്ങളെ ബോട്ടിൽ വെച്ചുതന്നെ കറിവെച്ചു, ഉച്ചഭക്ഷണം കടലിന്റെ ഓളങ്ങൾ കൊപ്പം ബോട്ടിൽ വെച്ച് കഴിക്കുന്നതും വ്യത്യസ്തമായ ഒരനുഭവമായിരിക്കും.

വാട്ടർ സ്പോർട്സ്

അഗത്തിയിലുള്ളത് പോലെത്തന്നെ എല്ലാത്തരം വാട്ടർ



സ്പോർട്സുകളും ചെയ്യാനുള്ള സൗകര്യം ഈ രണ്ടു ദ്വീപുകളിലുമുണ്ട്. അഗത്തിയിൽ ഉള്ളതിനേക്കാൾ കുറച്ചു ചിലവേറുമെന്നു മാത്രം. ഇതിൽ ഏറ്റവും വ്യത്യസ്തത ഉള്ള ഒന്നാണ് തിണ്ണുകരയിലെ ഷിപ്പ് റെക്സ് നോർക്കലിംഗ്. കുറെ കാലങ്ങൾക്കു മുൻപെന്നോ കടലിൽ താഴ്ന്നു പോയി ദ്രവിച്ചു കൊണ്ടിരിക്കുന്ന കപ്പലിന് മുകളിലൂടെയുള്ള സ്നോർക്കലിംഗാണിത്. കടലിന്റെ അടിത്തട്ടിൽ ഉറച്ചിരിക്കുന്ന ഈ കപ്പൽ വൈവിധ്യമാർന്ന മത്സ്യങ്ങളുടെ ആവാസകേന്ദ്രമാണിത്. സ്നോർക്കലിംഗിനിടെ കാണാവുന്ന കൂട്ടമായി നീങ്ങുന്ന മീനുകളും ഒളിഞ്ഞു മാറുന്ന മീനുകളും കൂട്ട് കൂടാൻ വരുന്ന മീനുകളും എല്ലാം തന്നെ finding nemo എന്ന സിനിമയിലെ കാഴ്ചകളെ ഓർ



മയിൽ കൊണ്ട് വരും. ഏകദേശം 45 മിനുട്ടോളം നീളുന്ന ദൃശ്യവിസ്മയമായിരുന്നെങ്കിലും ഷിപ്പ് റെക് സ്നോർക്കലിംഗ് എന്ന കാര്യത്തിൽ യാതൊരു സംശയവുമില്ല.

മറ്റൊരു വിനോദമായ DSD (Discover Scuba Diving) സാഹസികത നിറഞ്ഞതും എന്നാൽ അതിലേറെ ആസ്വാദ്യകരവുമാണ്. ഏകദേശം അരമണിക്കൂർ നീണ്ട തിയറി ക്ലാസ്സിനും തീരത്തെ ബ്രീത്തിങ് പ്രാക്ടീസിനും ശേഷം ബോട്ടിൽ കടലിന്റെ ആഴമുള്ള പവിഴപുറ്റുകൾ നിറഞ്ഞ ഭാഗത്തേക്ക് കൊണ്ട് പോകുന്നു. ബ്രീത്തിങ് അപ്പാരേറ്റ് ധരിച്ച ശേഷം ബോട്ടിൽ നിന്ന് പുറം തിരിഞ്ഞു കടലിലേക്കു വീഴുകയാണ് ആദ്യം ചെയ്യേണ്ടത്. മൂക്ക് മാസ്ക് കൊണ്ട് അടച്ചതിനാൽ വായ കൊണ്ട് ശ്വാസോച്ഛാസം ചെയ്യേണ്ടി വരുന്നതും ആഴത്തിലേക്ക് പോകുമ്പോഴുള്ള സമ്മർദ്ദ വ്യത്യാസവും തുടക്കത്തിൽ ചെറിയ ബുദ്ധിമുട്ടുകൾ ഉണ്ടാകുമെങ്കിലും ആഴങ്ങളിലേക്ക് ഇറങ്ങും തോറും കടലിന്റെ വിശാലമായ അടിത്തട്ടും തിളങ്ങുന്ന പവിഴ പുറ്റുകളും അവയ്ക്കിടയിലൂടെ നീന്തിമറയുന്ന വൈവിധ്യമാർന്ന മത്സ്യക്കൂട്ടങ്ങളും ഈ അസന്മതകളെ മറന്നുപോകും വിധം കാഴ്ചയുടെ മായാലോകത്തേക്ക് നമ്മെ കുട്ടികൊണ്ടു പോവും.

കപ്പൽ യാത്ര

18 മണിക്കൂറാണ് അഗത്തിയിൽ നിന്ന് കൊച്ചിയിലേക്ക് കപ്പലിലെത്താൻ വേണ്ടത്. അഗത്തിയോടടുപ്പിക്കാൻ വേണ്ടത്ര ആഴമില്ലാത്തതിനാൽ കുറച്ചകലെ നങ്കൂരമിട്ട കപ്പലിലേക്ക് ചെറിയ ബോട്ടിലാണ് യാത്രക്കാരെ കൊണ്ട് പോകുന്നത്. തിരമാലകൾക്കൊപ്പം ഉയർന്നു പൊങ്ങുകയും താഴുകയും ചെയ്യുന്ന ബോട്ടിൽ നിന്ന് കപ്പലിലേക്ക് ലഗേജുമായി കയറുക എന്നത് തികച്ചും

ശ്രമകരമാണ്. ദ്വീപ് നിവാസികളായ കപ്പൽ യാത്രക്കാർ സ്വയം പോർട്ടർമാരും വോളന്റിയർമാരുമായി വിനോദ സഞ്ചാരികളെ കപ്പലിലേക്ക് കയറാൻ സഹായിക്കുന്നു. അഗത്തിയിൽ നിന്നും പുറപ്പെടുന്ന കപ്പൽ കവരത്തിയിലെ യാത്രക്കാരെ കൂടി കയറ്റിയ ശേഷമാണു കൊച്ചിയിലേക്ക് തിരികുന്നത്.

കപ്പലിന്റെ വേഗത്തോടൊപ്പം അലയടിക്കുന്ന തിരയും ഓപ്പൺ ടെറസിലെ കസേരയെ പൊതിയുന്ന വശ്യമായ ശീതക്കാറ്റും ഇയർഫോണിൽ ജോൺസൺ മാഷിന്റെ ദേവാങ്കണങ്ങളും.. അനുരാഗിണിയും... രാജഹംസവുംഓർമകൾക്ക് ചിറകുമുളച്ചു കാല്പനികതകളിലേക്ക് പറന്നുയരാൻ ഇതിലപ്പുറമെന്തു വേണം. കൊച്ചി യോടടുക്കുമ്പോഴുള്ള കറുത്ത് കലങ്ങി യൗവനം നശിച്ചു വർധകൃത്തിലെത്തി നിൽക്കുന്ന കടലിനെ 'കൊച്ചിയെത്തി'യെന്ന സലിം കുമാറിന്റെ അർത്ഥഗർഭമായ വാക്കുകളോട് ചേർത്തെടുക്കുമ്പോൾ 'അറിയുന്നു ഞാനെന്നിവിട നിറയുന്നു നീയെന്റെ അമൃത മീനിന് സ്മൃതികൾ മാത്രം!' എന്ന ഒൻ വി വരികൾ പോലെ കഴിഞ്ഞ ദിവസങ്ങളിലെ മനോഹര പ്രകൃതിയിൽ നിന്ന് വീണ്ടും തിരക്കിന്റെ നാഗരിക വിപ്ലവങ്ങളിലേക്കു വലിച്ചെറിയപ്പെടുന്നെന്ന് തിരിച്ചറിയലുണ്ടാകുന്നു.

ലക്ഷദ്വീപിൽ നിന്ന് മടങ്ങുന്ന ഓരോ സഞ്ചാരിയുടെയും മനസ്സിൽ നിറഞ്ഞു നിൽക്കുന്നത് ദ്വീപിലെ സൗന്ദര്യങ്ങൾക്കപ്പുറം ഇവിടുത്തെ മനുഷ്യരും അവരുടെ മനസ്സു തുറന്നുള്ള സംസാരവും അകമഴിഞ്ഞ സ്നേഹ പരിചരണങ്ങളുമായിരിക്കുമെന്നു നിസംശയം പറയാം. കള്ളവുമില്ല ചതിയുമില്ലാത്ത കഥകളിൽ മാത്രം കേട്ടറിഞ്ഞ മാവേലി നാടിനെ നേരിട്ട് കണ്ടു അനുഭവിച്ചറിഞ്ഞു മനസ്സ് നിറയ്ക്കാൻ ധൈര്യമായി ലക്ഷദ്വീപിലേക്കു തിരിക്കാം. ടിക്കറ്റ് എടുക്കുക തീർത്തും ശ്രമകരമാണ്. നാലുപേർക്ക് ഒരുമിച്ചു താമസിക്കാവുന്ന സെക്കന്റ് ക്ലാസ് ടിക്കറ്റിന് ഒരാൾക്ക് 1350 രൂപയും രണ്ടുപേർക്ക് ഒരുമിച്ചു താമസിക്കാവുന്ന ഫസ്റ്റ് ക്ലാസ് ടിക്കറ്റിന് 4240 രൂപയുമാണ്.

വാൽക്കഷ്ണം

സർക്കാർ നിയന്ത്രണങ്ങളുള്ളതിനാൽ പെട്ടെന്നൊരു ദിവസം ടിക്കറ്റെടുത്ത് ലക്ഷദ്വീപിലേക്കു പോകാനാകില്ല. നിർദ്ദിഷ്ട ഫോർമാറ്റിലുള്ള Entry പാസ് അപ്ലിക്കേഷൻ ഫോം ലോക്കൽ പോലീസ് സ്റ്റേഷൻ ക്ലിയറൻസ് സർട്ടിഫിക്കറ്റും ദ്വീപിലുള്ള ഒരാളുടെ അഡ്രസ്സും മറ്റു ബന്ധ രേഖകളുമടക്കം വില്ലിങ്ടൺ ഐൻഡിലുള്ള അഡ്മിനിസ്ട്രേറ്റീവ് ഓഫീസറുടെ കാര്യാലയത്തിൽ സമർപ്പിക്കണം. വെരിഫിക്കേഷൻ ശേഷം 15 ദിവസം കാലാവധിയുള്ള എൻട്രി പെർമിറ്റ് ഓഫീസിൽ നിന്നും വിതരണം ചെയ്യും

ട്രെയിനിലെ തത്കാൽ ടിക്കറ്റ് പോലെ ടിക്കറ്റ് ഓപ്പൺ ആയി അഞ്ചു മിനിറ്റിനുള്ളിൽ ടിക്കറ്റ് തീരുമെന്നതിനാൽ ഷിപ്പ് ടിക്കറ്റ് എടുക്കുക തീർത്തും ശ്രമകരമാണ്. നാലുപേർക്ക് ഒരുമിച്ചു താമസിക്കാവുന്ന സെക്കന്റ് ക്ലാസ് ടിക്കറ്റിന് ഒരാൾക്ക് 1350 രൂപയും രണ്ടുപേർക്ക് ഒരുമിച്ചു താമസിക്കാവുന്ന ഫസ്റ്റ് ക്ലാസ് ടിക്കറ്റിന് 4240 രൂപയുമാണ്.



യാത്രയയപ്പ്



സിയാൽ കൊമേഴ്സ്യൽ വിഭാഗത്തിൽ നിന്ന് വിരമിച്ച ദിനേശ് കുമാർ എം.ആറും കുടുംബവും യാത്രയയപ്പ് വേളയിൽ സിയാൽ മാനേജിങ് ഡയറക്ടർ വി.ജെ. കുര്യനൊപ്പം



ദിനേശ് കുമാർ യാത്രയയപ്പ് വേളയിൽ സഹപ്രവർത്തകർക്കൊപ്പം

സിയാൽ വിശേഷം



ഡോ. ശാരിമോൾ
(W/O കമൽബാബു,
സിയാൽ സെക്യൂരിറ്റി)
കേരള ആരോഗ്യ സർവകലാശാല
എം.എസ്- ഇ.എൻ.ടി പരീക്ഷയിൽ
മൂന്നാം റാങ്ക്



ഇരുപത്തിയഞ്ചാം വിവാഹവാർഷികം:
റഷീദ (എച്ച്.ആർ ഡിപ്പാർട്ട്മെന്റ്)
ഫൈസൽ കെ.എച്ച്



വിവാഹം:
വൈശാഖ് (സിയാൽ ഓപ്പറേഷൻസ്)
& ഗായത്രി



ജന്മദിനാശംസ:
കൈലാസ് കമൽ
ബാബു (S/o കമൽബാബു,
സിയാൽ സെക്യൂരിറ്റി)



ജന്മദിനാശംസ:
അമർവ് ആർ.
(S/o രാകേഷ് കുമാർ ആർ,
സിയാൽ സിവിൽ)



ജന്മദിനാശംസ:
അർവികാ പി.എസ്.
(D/o പ്രമോദ് സി.നായർ,
മാനേജർ- സിയാൽ ഓപ്പറേഷൻസ്)



ജന്മദിനാശംസ:
പ്രകൃതി അനൂപ്
(D/O അനൂപ് കെ. എസ്,
സിയാൽ സെക്യൂരിറ്റി)



ചിത്ര രചന
അൽഫോൺസ്
വർക്കി വിനോദ്
(S/o അഞ്ജു,
സിയാൽ
ഡ്യൂട്ടിഫ്രീ)



ആയിരം ആദരം

സെമിനാറുകൾക്കും ശില്പശാലകൾക്കും ഇഷ്ടവിഷയമാണ് സത്രീ സമത്വം. ആചാരങ്ങൾക്കും അധികാരങ്ങൾക്കും അനിഷ്ട വിഷയവും. സെമിനാറുകളിൽ സമത്വം ചർച്ച ചെയ്യുക, ശേഷം അധികാരത്തിന്റെ ശീതളച്ചായയിൽ അമർന്നിരിക്കുക! ആണിന് ഇഷ്ടം അതാണ്. ഇനി ആചാരമാണ് വിഷയമെങ്കിൽ അവിടെ സ്വയം വിധേയപ്പെടാൻ പലപ്പോഴും സ്ത്രീകൾ തന്നെ മുന്നിലെത്തും. എല്ലാ നവോത്ഥാന പ്രസ്ഥാനങ്ങളും അനുഭവിച്ച പ്രശ്നമാണിത്. ആചാരം മാറ്റാം നിങ്ങൾക്ക് മുന്നോട്ടു വരാം എന്ന് അപൂർവമായെങ്കിലും ഭരണകൂടം പറയുമ്പോഴും ഇല്ലാത്തതാണ് ആചാരമാണ് മുഖ്യം എന്ന് പറഞ്ഞ് പിന്നാക്കം പോയവരെ ഈയടുത്തകാലത്തും കേരളം കണ്ടു.

സ്ത്രീകൾക്ക് തുല്യപദവി നൽകുക എന്നത് ആചാര സംരക്ഷകർക്ക് പൊതുവെ പഥ്യമുള്ള കാര്യമല്ല. സതി നിർത്തിലാക്കിയതും ശൈശവ വിവാഹം അവസാനിപ്പിച്ചതും വോട്ടവകാശം നൽകിയതുമെല്ലാം ഭരണകൂടങ്ങളോ സാമൂഹിക നവോത്ഥാന പ്രസ്ഥാനങ്ങളോ ആണ്, ആചാരസംരക്ഷകരല്ല. അല്ലെങ്കിലും സംരക്ഷണപട്ടം അണിയുന്നവർ എന്നും സ്ത്രീകൾക്ക് ബാധ്യതയായിട്ടേയുള്ളൂ. ചേട്ടനായും മേലുദ്യോഗസ്ഥനായും കരപ്രമാണിയായും ആണുങ്ങൾ സ്ത്രീകളെ സംരക്ഷിച്ചുകൂടെയെന്നും സംരക്ഷണം നൽകാൻ നിയമപരമായ ബാധ്യതയുള്ളവരെ ചിലപ്പോൾ ജില്ലയിലേ കാണില്ല. വിദ്യാഭ്യാസം, സ്വയംപര്യാപ്തത ഇവയാണ് ആദ്യമായി സ്ത്രീകൾക്ക് ഉണ്ടാകേണ്ടത്. ഇവ രണ്ടും സംരക്ഷിക്കുകയാണ് സ്ത്രീസമത്വം എന്ന ആശയം പ്രാവർത്തികമാക്കേണ്ടതിന്റെ ആദ്യഘട്ടങ്ങൾ. സ്ത്രീകളെ നേരിട്ടിറങ്ങി സംരക്ഷിക്കുന്നതിനുപകരം അവർക്ക് മികച്ച വിദ്യാഭ്യാസം ലഭിക്കാനും അന്തസ്സോടെ ജോലിചെയ്യാനും അവസരമൊരുക്കുക!

സ്ത്രീശാക്തീകരണത്തിനായി അന്താരാഷ്ട്രതലത്തിൽ പ്രവർത്തിക്കുന്ന ഐക്യരാഷ്ട്രസഭയുടെ സ്ഥാപനമാണ് യു.എൻ വിമെൻ. തൊഴിലിടങ്ങളിൽ തുല്യമായ ഫ

ലങ്ങൾ സൃഷ്ടിക്കാൻ സ്ത്രീകൾക്ക് അവസരവും അഭിലാഷണീയമായ സാഹചര്യവും ഒരുക്കണമെന്നാണ് യു.എൻ വിമെൻ പറയുന്നത്. എന്തെന്നാൽ ഇപ്പോഴും തൊഴിൽ മേഖലയിൽ സ്ത്രീകളുടെ പങ്കാളിത്തം പരിതോവസ്ഥയിലാണ്. 2018-ലെ യു.എൻ വിമെൻ സർവ്വേ ഇതുമായി ബന്ധപ്പെട്ട ചില കാര്യങ്ങൾ പറയുന്നുണ്ട്. ലോകത്ത് 200 കോടിയിലേറെ സ്ത്രീകൾക്ക് തൊഴിൽ ചെയ്യുന്നതിൽ വിലക്കുണ്ട്. 189 രാജ്യങ്ങളിൽ 104 എണ്ണത്തിലും സ്ത്രീകളെ ഭൂരിഭാഗം തൊഴിലുകളിൽ നിന്നും വിലക്കിയിട്ടുണ്ട്. തൊഴിലിടത്തെ ലൈംഗികാതിക്രമങ്ങൾ തടയാൻ പ്രത്യേക നിയമമില്ലാത്ത രാജ്യങ്ങൾ 59 എണ്ണമാണ്. 18 രാജ്യങ്ങളിൽ സ്ത്രീകൾ സ്വയംപര്യാപ്തത നേടുന്നത് തടയാൻ ഭർത്താക്കൻമാർക്ക് നിയമപരമായ അവകാശങ്ങളുണ്ട്. ഇവിടെയാണ് സ്ത്രീശാക്തീകരണത്തിന്റെ പ്രായോഗികമായ പ്രസക്തി. സ്ത്രീയ്ക്ക് സ്വന്തം ശരീരത്തിലും ജീവിതത്തിലും തീരുമാനത്തിലും സ്വയംപ്രസക്തിയുണ്ടാക്കുകയും അവിടെ ആണധികാരം മാറിനിൽക്കട്ടെ എന്നതാണ് ഐക്യരാഷ്ട്രസഭ വ്യക്തമാക്കുന്നത്.

ഒരു തൊഴിൽദാതാവ് എന്ന നിലയിൽ സിയാൽ മേൽപ്പറഞ്ഞ കാര്യങ്ങളിൽ പരമാവധി ശ്രദ്ധ പുലർത്തുന്നുണ്ട്. അതിന്റെ അടയാളപ്പെടുത്തലാണ് മുൻ പേജുകളിൽ നിങ്ങൾ കണ്ടത്. സിയാലിലെ സ്ത്രീശാക്തീകരണത്തിന്റെ ഒരു സാക്ഷ്യപ്പെടുത്തൽ. ആയിരത്തിലേറെ പേരുടെ ചിത്രങ്ങൾ സഹിതമാണ് ലേഖനങ്ങൾ തയ്യാറാക്കിയത്. ആയിരം ചിത്രങ്ങൾ മാത്രമല്ല അവ. അന്തസ്സോടെ ജോലിചെയ്യുന്ന ആയിരം വ്യക്തികളാണ്. അവർക്ക് ആദരം.



പി.എസ്. ജയൻ