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**COMMITTEE ON EMPOWERMENT OF WOMEN  
(2008-2009)**

**(FOURTEENTH LOK SABHA)**

**‘WORKING CONDITIONS OF WOMEN IN PRASAR BHARATI’**

**MINISTRY OF INFORMATION & BROADCASTING**

**TWENTY SECOND REPORT**



**LOK SABHA SECRETARIAT  
NEW DELHI**

**February, 2009/Magha, 1930 (Saka)**

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**MINISTRY OF INFORMATION & BROADCASTING**

*Presented to Lok Sabha on 18<sup>th</sup> February, 2009*

*Laid in Rajya Sabha on 18<sup>th</sup> February, 2009*



**LOK SABHA SECRETARIAT  
NEW DELHI**

**February, 2009/Magha, 1930 (Saka)**

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## **CONTENTS**

## **PAGE**

### **COMPOSITION OF THE COMMITTEE ON EMPOWERMENT OF WOMEN (2008-2009)**

#### **INTRODUCTION**

#### **PART – I**

#### **REPORT**

- A INTRODUCTORY
- B PRASAR BHARATI – AN OVERVIEW
- C PRASAR BHARATI BOARD
- D STATUS OF PRASAR BHARATI AND ITS EMPLOYEES
- E NUMBER OF EMPLOYEES
- F BACKLOG IN VACANCIES
- G PROMOTION POLICY
- H ENGAGEMENT OF CASUAL EMPLOYEES
- I TRANSFER POLICY
- J AWARDS AND RECOGNITIONS
- K WELFARE MEASURES
- L GRIEVANCE-REDRESSAL MECHANISM
- M COMPASSIONATE APPOINTMENTS
- N GENDER BUDGETING

#### **PART- II**

#### **RECOMMENDATIONS/OBSERVATIONS OF THE COMMITTEE**

#### **ANNEXURES**

- I Minutes of the Fifth sitting of the Committee on Empowerment of Women (2008-2009) held on 05.02.2009.....
- II Minutes of the Eighth sitting of the Committee on Empowerment of Women (2008-2009) held on 16.02.2009 .....

### **COMPOSITION OF THE COMMITTEE ON EMPOWERMENT OF WOMEN (2008-2009)**

**Hon'ble Chairperson - Smt. Krishna Tirath**

**MEMBERS**

**LOK SABHA**

2. Smt. Priya Dutt
3. Smt. Tejaswini Seeramesh Gowda
4. Smt. Jayaprada
5. Smt. Preneet Kaur
6. Smt. Sushila Kerketta
7. Shri Tek Lal Mahato
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10. Smt. K. Rani
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12. Smt. Karuna Shukla
13. Smt. C.S. Sujatha
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25. Smt. Kanimozhi
26. Smt. Brinda Karat
27. Smt. Syeda Anwara Taimur
28. Dr. C.P. Thakur
29. Dr. Prabha Thakur
30. Shri Ambeth Rajan

**SECRETARIAT**

- |    |                           |                 |
|----|---------------------------|-----------------|
| 1. | Shri S. Bal Shekar        | Joint Secretary |
| 2. | Shri C.S. Joon            | Director        |
| 3. | Smt. Reena Gopalakrishnan | Under Secretary |

## **INTRODUCTION**

I, the Chairperson of the Committee on Empowerment of Women present the Twenty Second Report (Fourteenth Lok Sabha) of the Committee, on the subject 'Working Conditions of Women in Prasar Bharati'.

2. The Report is based on the inputs received from the Ministry of Information & Broadcasting and Prasar Bharati as well as impressions gained during on-the-spot study visits of the Committee.

3. The Committee on Empowerment of Women took oral evidence of the representatives of the Ministry of Information & Broadcasting and Prasar Bharati on 5<sup>th</sup> February, 2009 in connection with examination of the subject.

4. The Draft Report was considered and adopted by the Committee on Empowerment of Women (2008-2009) at their sitting held on 16<sup>th</sup> February, 2009.

5. The Committee wish to express their thanks to the Ministry of Information & Broadcasting and Prasar Bharati for placing before them material and information in connection with the examination of the subject and for giving evidence before them.

6. For facility of reference, the Observations and Recommendations of the Committee have been printed in thick type in the body of the Report.

**NEW DELHI;**  
**16<sup>th</sup> February, 2009**  
**27 Magha, 1930 (Saka)**

**KRISHNA TIRATH**  
**CHAIRPERSON**  
**COMMITTEE ON EMPOWERMENT OF WOMEN**

## **PART - I**

### **REPORT**

#### **A. Introductory**

Women constitute about half the population in our country and they play a vital role in the socio-economic and political arenas. However, gender inequalities at various levels hamper their progress in life and working women face more of such hurdles. Overcoming the legacy of deep-rooted inequalities poses immense challenges and political will of a high order is required to address these challenges.

2. Keeping in view the above, the Committee have taken up the subject 'Working Conditions of Women in Prasar Bharati' for detailed Examination. Media being one of the critical areas for the advancement and empowerment of women, the Committee decided to attempt an in-depth understanding of the conditions of women working in media and to begin with the Public Broadcaster. As a part of their examination of the subject, the Committee visited various Doordarshan and Akashvani stations and interacted with the women employees. The Committee also took oral evidence of the Ministry of Information and Broadcasting and Prasar Bharati in this regard.

#### **B. Prasar Bharati - An Overview**

3. Prasar Bharati Broadcasting Corporation of India is the public service broadcaster in the country, with All India Radio and Doordarshan as its two constituents. It was formed under Prasar Bharati (Broadcasting Corporation of India) Act 1990 and came into existence on 23<sup>rd</sup> November, 1997. With a mandate to organize and conduct public broadcasting services, Prasar Bharati's aim is to inform, educate and entertain the public and to ensure a balanced development of broadcasting in the country.

4. Today, Prasar Bharati through All India Radio (AIR) and Doordarshan (DD) provides maximum coverage of the population and is one of the largest terrestrial networks in the world. In a country, where the illiteracy rate is high,

this medium plays a seminal role in informing, educating and entertaining people. The immense social responsibility of the Prasar Bharati-AIR and DD- is in consonance with the potential of the network as it reaches vast masses of the people throughout the country. The future promises to be exciting and challenging for all. With the move into digital age, public broadcasting is in the forefront of using new technology to provide better service and programmes to an even wider and more diverse community. A national service planned, developed and operated by the Prasar Bharati presently touches the lives of millions each and everyday. It provides the highest quality experience in cultural and performing arts, information and public affairs documentaries and educational programming.

5. Prasar Bharati's goal as a Public Service Broadcaster is to make necessary information available at the doorsteps of everyone. It strives to engage all communities through broadcast of thought provoking programmes and outreach projects. It channelises the information and ideas that improve communities socially, culturally and economically.



### **C. Prasar Bharati Board**

6. The Prasar Bharati Corporation is governed by the Prasar Bharati Board, which comprises of a Chairman, an Executive Member (also known as Chief Executive Officer), a Member (Finance), a Member (Personnel), six Part-time Members, a representative of the Ministry of Information & Broadcasting and the Directors General of All India Radio and Doordarshan as ex-officio Members. There is also provision for two elected representatives of the employees of the Corporation in the Board. The Chairman is a part time member with three year tenure, subject to an age limit of seventy years, while the Executive Member is a whole time member with five year tenure, subject to an age limit of sixty-five years. The Member (Finance) and the Member (Personnel) are whole time members with six-year tenure, subject to the age limit of 62 years. The Prasar Bharati Board meets from time to time and deliberates on important policy issues and gives directions for implementing policy guidelines.

7. The Committee find that at present there is only one women representative in the Prasar Bharati Board. She is one among the part-time members.

8. When the Committee expressed their displeasure over vacancies in Prasar Bharati and desired to know why the post of ex-officio members in the Board (DG,AIR and DG, Doordarshan) as well as the posts of two elected representatives of the employees are lying vacant, it has been submitted by the Additional Secretary, Ministry of Information and Broadcasting during oral evidence as below:

“Four vacancies exist as on today. Two on account of elected representatives of the employees. As the statute provides for Corporation employees and since yet they are not Corporate employees it is vacant. The candidates for DG (AIR) and DG (DD) posts have been selected by the Board and the matter is referred to ACC and we are awaiting ACC approval”.

9. Replying to a query as to how long have these posts been vacant, CEO , Prasar Bharati, replied:

“The post of DG (AIR) is vacant since June or July, 2007 and the post of DG (DD) is vacant since 2006”.

#### **D. Status of Prasar Bharati and its Employees**

10. Ever since the inception of Prasar Bharati on 23.11.1997, its status as an autonomous body and the status of its employees were in troubled waters. Under Section 11 of the Prasar Bharati (Broadcasting Corporation) Act, it was provided that the central Government may transfer by order with effect from such date or dates as may be specified in the order, to the Corporation any of the officers or other employees serving in the Akashvani or Doordarshan and engaged in the performance of those functions. However, the services of the employees of AIR and Doordarshan could not be transferred to the Corporation due to the opposition from the employees. As such they continued to be Government servants on “deemed deputation” to Prasar Bharati. However, since they were working in an autonomous organization into which they were eventually to be absorbed, there was uncertainty regarding their status. They were encountering difficulties in getting CGHS facilities, General Pool Accommodation and admission of their wards to Kendriya Vidyalayas as they were not treated as Government servants but as employees of an autonomous organization. The employees had been agitating for an early decision regarding their status. Accordingly, the matter was under the consideration of the Group of Ministers (GoM) and the decision taken by them at their special meeting held on 26.9.08 got the approval of the cabinet recently.

11. During the oral evidence of the Ministry of Information and Broadcasting and Prasar Bharati, the Additional Secretary of the Ministry briefed the Committee about the cabinet decision :

“The Cabinet in its meeting held on 28<sup>th</sup> January have taken the following decisions based on the recommendation of the Group of Ministers (GoM):

Firstly, all Central Government employees, recruited for the purposes of and working in Akashvani or Doordarsha, as on the appointed date are on deemed deputation to the Corporation w.e.f. 1.4.2000 and will continue on deemed deputation till the time of their retirement.

Secondly, all employees, recruited for the purpose of and working in Akashvani or Doordarshan, as on the 5<sup>th</sup> October, 2007 (i.e. the date on which the GOM on Prasar Bharati took the decision in this regard) on vacant Government posts and recruited as per government rules, shall enjoy status equivalent to employees serving on “deemed deputation” as above from the date of their joining service under Akashvani and Doordarshan till the time of their retirement. They will be eligible for all facilities available to Central Government employees (including general pool accommodation, CGHS and Kendriya Vidyalaya) and all retirement and pensionary benefits also irrespective of whether Prasar Bharati is considered to be Autonomous organisation. However, the employees recruited between 1.1.2004 and 5.10.2007 shall be covered by the new Pension Scheme made effective by the Central Government w.e.f. 1.1.2004.

Thirdly, all the employees referred to in (i) & (ii) above shall be entitled to the pay scales and all other benefits as per their entitlement as Central Government employees. However they shall not be entitled to any deputation allowance.

Fourthly, notwithstanding anything contained in any other law for the time being in force, the Corporation shall have the complete disciplinary and supervisory power and full control over such employees including the power to transfer them from one place, post or media to another, and to suspend them or initiate all disciplinary proceedings and impose major and minor penalties provided that the Central Government alone shall have the powers to impose the major penalties of compulsory retirement; removal from services; and dismissal from service.

Fifthly, with effect from 6<sup>th</sup> October, 2007, all existing vacant Government posts stand transferred to Prasar Bharati and all persons recruited against those posts or who actually join service in Prasar Bharati after the said date (even though recruitment process or the appointment letter may have been issued prior to 5<sup>th</sup> October, 2007) shall be Prasar Bharati employees and subject to such rules and regulations governing their employment as may be approved by the Prasar Bharati Board.

Amendments may be made in Section 11 of the Prasar Bharati Board, and such consequential amendments as may be necessary based on the above decisions. This, in effect, means that all those employees who were virtually working till 5<sup>th</sup> October, 2007 will enjoy the deemed deputation status, and will enjoy all the privileges of a regular Government employee. Therefore, this is the decision as far as the status of employees is concerned”

12. Adding to the above CEO , Prasar Bharati submitted:

“The Group of Ministers is two-and-a-half years old and has taken this vital decision, as the Additional Secretary has just mentioned. They have taken one decision and it has the approval of the Cabinet. It is a Government decision now. This

decision will bring in a certain element of clarity. Even though it is not a perfect solution, it is far from that – I am putting my personal opinion forward that it is far from that – but at least there is some element of clarity on this now that a large number of people till the cut off date, that is, 5<sup>th</sup> October, 2007, would be considered as people working on deemed deputation with Prasar Bharati and they were to get all the salaries, allowances and perks, etc., that go with it. Now that this decision has come, it is time for Prasar Bharati to organize itself and think of alternatives. I can only think aloud because this happened just two or three weeks ago. We will have to engage ourselves in a very long exercise and try to untangle the problems”.

13. When the Committee expressed its concern about the level of autonomy enjoyed by Prasar Bharati and its mandate and right as an autonomous organization, CEO , Prasar Bharati opened up:

“It is stating the obvious – the kind of autonomy which ought to have been there is not there”.

#### **E. Number of Employees**

14. Prasar Bharati under its two wings All India Radio and Doordarshan has about 40000 employees. Details in this regard is as under:

“Doordarshan

Group	Sanctioned Strength	In Position	No. of Women Employees	Percentage
Group A	1116	616	155	25%
Group B	2116	1274	245	19%
Group B (NG)	2067	1500	220	14%
Group C	12035	10513	620	5%
Group D	4374	3176	113	3%
Total	21708	17079	1353	8%

All India Radio

	Sanctioned strength	In position	No. of women Employees	Percentage
Group A	2010	827	115	14%
Group B	8604	7094	1084	15%

Group C	13656	10275	655	6%
Group D	5359	4100		
Total	29629	22296		

15. The Committee during the course of evidence expressed their concern about the lesser number of women in group C and D though they were relatively happy about the proportion of women working in Group A and B.

16. It has further been submitted by the Ministry that there are 4714 SC/ST employees in Doordarshan, which include 203 SC women and 101 ST women. As far as AIR is concerned there are 5402 SC/ST employees.

#### **F. Backlog in Vacancies**

17. As per a written reply furnished by the Ministry of Information and Broadcasting, the details of the posts lying vacant in All India Radio and Doordarshan is as below:

“Summary of Vacant posts, category wise in Doordarshan

S. No.	Group	No. of Vacant posts
1	Group A	500
2	Group B	842
3	Group B(NG)	567
4	Group C	1522
5	Group D	1198
	Total	4629”

18. As far as All India Radio is concerned, the total number of vacancies is slated to be about 7333. This include:-

Senior Time Scale (Programme Officers-)	-	207	
Senior time Scale (Engineering Officers)	-	101	
Junior Time Scale (Programme Officers-)	-	262	
Junior Time Scale (Engineering Officers)	-	248	
Programme Executives	-	342	
Transmission executives	-	922	
Engineering assistant	-	415	
Technician	-	147	
Upper Division clerk/ Store Keeper	-	435	-
Stenographer III	-	228	
Motor Driver	-	192	
Peon / Messenger	-	178	

19. Giving the details of the last recruitment made in AIR it has been informed in a written reply as below:

“Sl. No.	Name of Post	The year of last recruitment made
1.	JTS (Prog.)	1990
2.	PEX	1991
3.	JTS (Engg.)	1997
4.	Engg. Asstt.	2007
5.	Tech.	2003
6.	Mast Tech.	1998
7.	Helper	2007
8.	DED	2007
9.	Peon	2004
10.	Security Guard	2006
11.	Sweeper	2006
12.	TREX	2007
13.	LIA	2007
14.	Announcer Gr. IV	2008
15.	ARO	1999
16.	Investigator Gr. I	1999
17.	Draftsman Gr. III	2006”

20. Delving into the reasons behind such a huge backlog in vacancies, CEO, Prasar Bharati submitted before the Committee as below:

“Yes, there are a very large number of vacancies. This, again, is true that recruitment to some major positions has not taken place for a very long time – in one service, since 1991; in another, since 1997. There are many reasons for this. Without going into too much of details, essentially, the short point is that the legislative scheme that the law-makers evolved could not be implemented. The cardinal point in the legislative scheme was that under section 11 of the Act, the existing number of employees were to be given the ‘letter of option’ by the Ministry of Information and Broadcasting as to whether they would like to be absorbed in Prasar Bharati or otherwise. This could not be done for one reason or the other. So, the problem persisted, and because an autonomous body created by a statute of the Parliament came into being, the UPSC and the Staff Selection Commission all over the country distanced themselves from the recruitment process because they are only supposed to serve organizations which are within the umbrella of the Government. So, vacancies carried on.

There is another thing which happened – retirements, of course, took place; recruitment did not take place. So, the situation became worse. Secondly, during the Ninth Plan and the Tenth Plan – currently, we are in the Eleventh Plan -- a lot of projects were sanctioned by the

Government under the Plan schemes, but the manpower which was required to get the work done and operate those installations was not provided. Only in a few cases, partial manpower was sanctioned. Otherwise, manpower as per the fixed norms at that point of time was not given. These all led to the situation becoming worse everyday. This has had terrible implications in the organization which deals with broadcasting. It is extremely important to ensure that the experience of the veterans gets transferred to the younger people. It is a creative field. The older people went away because of retirements, and newer people were not recruited. So, this dilemma or this dichotomy, as a matter of fact, has become worse from day-to-day”.

21. When the committee desired to know the reason for total stalemate in recruitment to IBP(S) since its inception in 1990, it has been replied as below:

“IB(P)S Rules were notified on 5.11.1990. Direct Recruitment is only prescribed in JTS grade of IB(P)S. There was an inbuilt provision in the IB(P)S Rules that for two years, all the posts falling in the direct recruitment quota would be filled by promotion quota. This provision was further extended for four years with the approval of competent authority. Hence as per provisions of RRs, direct recruitment up to 4.11.1996 was not needed. After formation of Prasar Bharati in the year 1997, UPSC has dissociated itself from making direct recruitment for Prasar Bharati posts. Hence direct recruitment could not take place”.

22. Regarding backlog in SC/ST vacancies, the representative of the Prasar Bharati submitted:

“There are direct SC/ST vacancies. There was a one time drive and we filled up as many vacancies as we could fill at that time. We did it in 2005. It was a drive of the Government of India in which all the departments were asked to fill up SC/ST vacancies”.

23. The details of backlog in SC/ST vacancies in Doordarshan and AIR are given as under:-

“Doordarshan

“Sl. No.	Category	Group	Sanctioned strength	vacancy	SC in Position	ST in Position	Back log for SC	Back log for ST

1	Video Executive	A	17	4	2	1	0	0
2	Cameraman Grade-I	B	93	5	13	4	0	2
3	Cameraman Grade-II	B	512	217	31	0	45	38
4	Graphic Supervisor	B	13	0	2	1	0	0
5	Make-up-Artist	B	10	0	1	-	0	0
6	Presentation announcer (Sr.)*	B						
7	Presentation Announcer (Jr.)*	B						
8	Instrumentalist*	C						
9	Sound Recordist*	C						
10	Cameraman Grade-III	C	131	50	10	4	9	5
11	Music Composer*	C						
12	Graphic Artist	C	102	26	13	3	2	4
13	Make-up-Assistant	C	73	17	11	7	0	0
14	Lighting Assistant*	C						
15	Lab. Assistant*	C						“

\* Dying Cadre.

### All India Radio

1. DIRECT RECRUITMENT QUOTA							
Sl. No.	Name of the Post	Number of backlog reserved vacancies			Subsequently filled		Remarks
		SC	ST	Total	SC	ST	
<u>Group-A</u>		Nil	Nil				
<u>Group-B</u>		6	3	9			
1	NRT Grade III	6	3	9			Special dispensation for following the notified RRs of PB sought from the Ministry vide Ir. No.4/2/2005-SVIII, dt. 6.6.2007, is still awaited. As desired by the Ministry, the matter was discussed in Nov. 2007 and the proposal re-submitted to Ministry in Jan, 2008. There is no change in the position.
<u>Group-C</u>		112	107	219	12	9	



1	TREX (Transmission Executive)*	98	77	175	11	4	Respective Regional SSCs were requested by the concerned zonal capital stations of AIR to fill up these identified backlog vacancies reserved for SC/ST under Special Recruitment Drive. Out of 109 vacancies reserved for SCs and 81 vacancies reserved for STs, 11 vacancies for SCs and 4 vacancies for ST have already been filled up. Filling up of the remaining vacancies are at various stages of consideration. Interview held on 28.5.08 for 7 vacancies for ST at Gujrat Zone & nomination of the candidates is still awaited.
2	LIA (Library & Information Assistant)#	1	6	7	1	2	Out of 2 vacancies reserved for SC and 8 reserved for ST, 1 post for SC and 2 posts for ST respectively have been filled up so far, on the recommendations made by the concerned regional SSCs. Filling up of the remaining vacancies are at various stages of consideration.
3	LDC (Lower division Clerk)	10	16	26	0	2	
4	Hindi Typist	0	0	0	0	1	
5	Hindi Translator	1	1	2			
6	Hindi Clerk	1	0	1			
7	Steno Gr-III	1	0	1			
8	Steno Gr-IV	0	4	4			
9	Statistical Computer	0	1	1			
10	Draftsman Gr-II	0	1	1			Proposal sent to MIB on 29.9.06. Approval for amended RRs is awaited from PBS. Last reminder was sent on 18.01.08. There is no change in the position.
11	Ferro Printer	0	1	1			Proposal for phasing out the posts was sent to PBS on 10.7.2007. last reminder was sent on 18.01.08. There is no change in the position.
<u>Group-D</u>							
1	Security Guard	0	0		0	1	1 vacancy at AIR, Gwalior has been filled.
2. PROMOTION QUOTA							

Sl. No.	Name of the Post	Number of backlog reserved vacancies			Subsequently filled		Remarks
		SC	ST	Total	SC	ST	
Group-A		13	6	19	0	0	
1	IB(E)S JTS (Asstt. Stn. Engr.)	4	4	8			The backlog vacancies reserved for SCs/STs in JTS of IB(E)S have been reported to the Ministry while sending the DPC proposal for the years 2004-05 to 2006-07.
2	IB(E)S STS (Stn. Engr.)	1	2	3			In STS grade of IB(E)S, all officers in the feeder grade i.e. JTS are short of qualifying service as prescribed in RRs.
3	NRT Gr.I (Gp-A)	3	0	3			Wrongly identified. Reservation rules are not applicable, as the promotion is within Group A posts.
4	NRT Gr.II (Gp-A)	2	0	2			Seniority list finalised. The Proposal for filling up of vacancies including the backlog vacancies reserved for SC will be sent to Ministry on or before 7th July, 2008.
5	Announcer Gr.I (Gp-A)	3	0	3			Seniority list of Announcer Grade II has already been circulated. DPC Meeting for considering promotion of the eligible Announcers Grade-II for filling up of 19 vacancies including the backlog vacancies reserved for SC/ST, will be held on or before 20.07.2008
Group-B		1	43	44	0	0	
1	Announcer Gr.II	1	0	1			Wrongly identified. As such there is no backlog vacancy reserved for SC/ST in any of the 18 Zones.
2	Sr. Engg. Asstt.	0	43	43			DPC calendar is now scheduled for September, 2008
Group-C		23	11	34	3	0	
1	LDC	0	1	1			For 29 (20-SC & 9-ST) vacancies, no suitable candidates were found even in the extended zone of consideration. For the remaining 5 vacancies, STI(P) conducted Exams for Head Clerk-1 and LDC-1. The result is pending with Directorate. For UDC-3 posts no exam has been held. The request of STI(P) for entrusting the task of holding Departmental Exam to some other Agency of DG:AIR, is pending with Directorate.
2	UDC	2	1	3			
3	Head Clerk	1	0	1			
4	TREX (Delhi Zone)	5	8	13			
5	Steno Gr-II (NSD, Delhi)	10	1	11			
6	UDC (Kerala)	4	0	4			
7	Announcer Gr-III (Bihar)	1	0	1	2	0	2 backlog vacancies have already been filled up. The remaining vacancy will be filled up on availability of suitable candidate in the feeder cadre.
8	Announcer Gr-III (Maharashtra)	0	0	0	1	0	The backlog vacancy has been filled.

Group-D		Nil	Nil				
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## **G. Promotion Policy**

24. As regards promotion of employees in Prasar Bharati, it has been informed that even when the matter regarding the status of employees of Prasar Bharati was under consideration of Group of Ministers, the promotion to all the employees, including women employees was being given as per existing promotion policy and the officers were getting their promotion on completion of the qualifying service.

25. To the contrary, the Committee have observed from the written replies and statistical data furnished to them that none of the UPSC recruited Programme Executives has been promoted on a regular basis though they have rendered a minimum of seventeen years of service and a maximum of twenty years of service. Promotions in higher grades like JTS grade of IB (P)S, JAG to SAG, STS to JAG too have been delayed for years.

26. Stating the reason for the delay, it has been submitted as under:

“The DPC for promotion in the JTS grade of IB (P)S cadre could not be held due to various pending court cases which are filed by various Staff Associations and person concerned etc.

Proposals for convening DPCs from JAG to SAG for the years 2007-08 and 2008-09, from STS to JAG for the year 2003-04 onwards and from PEX to JTS for review DPC from 1-1-90 to 1993 and fresh DPC from 1-1-90 to 1-1-97 have already been sent to the Ministry. However, the Ministry vide their letter dated 19.09.2008, in response to O.A. No. 871/2008 filed by Smt. Bodhisri Shastri in CAT, Principal Bench. New Delhi has given the direction to Prasar Bharati Secretariat to ensure that no DPC is convened for the higher post of IB (P) S till the stay is vacated on the above-mentioned CAT case”.

27. Replying to a query in this regard ,Additional. Secretary, Ministry of Information & Broadcasting stated:

“It is true that none of the UPSC-recruited Programme Executives has been promoted on a regular basis. Of course, 124 of them have been promoted on an ad hoc basis. But the major reason has been – I also wanted to explain it in the other context – that there are a huge number of court cases filed by various kinds of employees and several stays have been granted in this. I would say here that very sincere efforts are being made. It is also being monitored in a court case. There was some problem about the seniority list. That is being sorted out depending on what information is made available. We are taking up the matter with the UPSC”.

28. Regarding the promotions done by Prasar Bharati, the Additional secretary added:

“The DPCs for the regular promotion from the grade of TREX, Production Assistant were conducted after a lapse of 11 years. About 280 TREX were promoted to the grade of PEX. About 262 TREX and Production Assistants are working on an ad hoc basis pending regular promotion to the post of PEX. Approval has been granted to the TREX for extension of ad hoc promotion also. They have been regularised and ad hoc promotions have been extended. Therefore, at each level, there has been improvement”.

29. During their study visits the Committee have been informed that there is acute stagnation in the engineering and administration cadres also. It has been brought to the notice of the Committee that in the case of Assistant Engineers (Diploma holders) there exists acute stagnation for 20 to 30 years. Promotional avenues are not opened to them and as of now, only degree holders are promoted to Junior Time Scale.

#### **H. Engagement of Casual Employees**

30. The Committee have found that to cope up with the man power shortage, both All India Radio and Doordarshan have been resorting to the services of casual employees in large numbers. They have also been acquiring services of professionals through Indian Institute of Mass

Communication (IIMC) & Broadcast Engineering Consultants India Limited (BECIL). Services of some retired persons and other computer personnel are being utilized on contract basis.

31. Regarding the engagement of casual employees, CEO, Prasar Bharati, during evidence said:

“There are a very large number of casual employees who work both in All India Radio and in Doordarshan; many more in All India Radio which is a bigger organization and slightly or somewhat less in Doordarshan. This, again, has a history. My information is that this started in 1965. In 1965, a scheme was initiated for what was called ‘talent booking’. So, these casual people, whether they were artists or they were people associated with the production activities in the studios, were supposed to be assigned certain specific assignments by the Station Director. It was not visualized in that scheme at that point of time that these people would carry on working for years and years in one centre or more than one centre. They were supposed to give the job to people with tested talent. They thought they would come, do the work and then go away. This, unfortunately, did not happen. Then, there was another aspect, a scheme called ‘staff artist people’. Eminent artists like Pandit Ravi Shankar, Ustad Vilayat Khan and even the renowned Melville DeMello were all staff artists. Essentially, they were all engaged as casual employees and then became contract employees. Over the years, this was carried on, and there were certain number of posts which were sanctioned by the Ministry to the two Directorates, and then some of these staff artists became contract employees. However, the casual artists, people with production and casual labour carried on over the years. What has happened is now there is no parity between Doordarshan and All India Radio. In AIR, a person who is a casual works only for six days a month; in Doordarshan, it is 19 days in a month. There is no parity between the two outfits. This has been going on. These people were not supposed to have a stable, secure job because the scheme itself visualized contract assignments given from time to time”

32. In a note submitted to the Committee about engaging casual employees in the day-to-day functioning of these organizations, it has, inter-alia, been stated as below:

“Doordarshan

In a meeting of “Committee on Non-Plan Expenditure (CNPE)” held on 26.09.2003 chaired by Finance Secretary, comprising of Secretary Expenditure, Secretary I&B, CEO, PB and Director, Planning Commission, it was decided to utilize the services of the professional nature by engaging the persons from the open market on casual basis to maintain the essentiality of the

services. Accordingly, 202 Casuals are being presently booked in DD News H.Q. Besides 175 casuals stand recommended for engagement in RNUs to cater to their staff requirements.

Besides DD News, 306 casual employees have been engaged in various major DDKs. 103 of them are women.

#### All India Radio

To cope up with day to day requirement in All India Radio, the Casual Employees are being engaged in the various Cadres as mentioned below:

(I)	Announcer / Compere	:	4271
(II)	Music Composer	:	94
(III)	Instrumentalists	:	1773
(IV)	News Reader – cum – Translator	:	611
(V)	Production Assistant / OAC	:	1134
(VI)	Transmission Executive	:	369
	(majority of them are retired TREXs of AIR)		
(VIII)	Library Information Assistant	:	4
(IX)	General Assistant	:	34
(X)	Casual workers / Laborers	:	2200”

In All India Radio there are 2098 Women Casual Employees which is 20% of Casual Employees”.

33. During the study visits the committee have come to know that many casual employees have been working in AIR & Doordarshan in various categories for over 10 to 15 years and have made many requests/ representations for absorption/ permanent employment. In this regard it has been submitted as under:

#### “Doordarshan

Requests have been received regarding regularization of casual employees. However, no approved scheme exists in Doordarshan for regularization of casual employees since 1993 (when a regularization scheme was formulated as per court direction) and as such the requests received have been regretted. No record is kept for requests received from casual employees to regulate them.

#### All India Radio

About 1707 casual employees have submitted their request/representations for regularization of their services against the available vacancies. Whereas the request of casual Production Assistants and casual General Assistants are considered on the basis of the scheme for regularization of casual Production Assistants and casual General Assistants introduced by AIR in 1991, request of other casual employees cannot be considered in absence of any scheme of regularization of their services.”

34. The Committee, during evidence, desired to know the number of casual employees regularised under the old schemes in Doordarshan and AIR. Through the replies of the representatives of PrasarBharati, it has been apprised that 16 Group D employees and 3 casual Production Assistants/ General Assistants have been absorbed in AIR in 1991. Doordarshan in a one time regularisation scheme of 1992 &1994 regularised 1079 eligible casual staff artists.

35. On being asked about the problems being faced by the casual employees in AIR and Doordarshan, CEO, Prasar Bharati stated:

“Now we are actually working on coming up with a paper on what to do with these employees. We will have some arrangement for some of these people who are currently working as casual employees in various Kendras to get to work with us on a more stable basis. I think it should happen in the next about within six months”.

36. However, the Additional Secretary, Ministry of Information and Broadcasting referred to the issue as below:

“All casual workers were recruited by Prasar Bharati in their own right. The Government has absolutely no role to play in that. How they were employed, who employed them and on what conditions, it was entirely Prasar Bharati’s decision, in fact, DD’s and Akashwani’s decision. A scheme of regularisation of casual workers, an omnibus scheme covering all Government departments and autonomous bodies was in existence and perhaps Prasar Bharati was taking recourse to that. Under that they have regularised some people. We do not have any proposal as of today from Prasar Bharati saying that we actually have a scheme of regularising these people and if it were there with us, we actually would be taking up the matter with DoPT and find the way out. But casual workers have been employed entirely by the Prasar Bharati”.

37. The committee during their study visits and through representations have also been informed that these casual assignees, the majority of them being women, have been working as news casters, news production assistants, news monitors, news translators, make up artists, anchors, production assistants, etc. in Doordarshan and casual news reader cum translator in the regional news division of All India Radio without adequate remuneration. It has also come to the notice of the Committee that there exists a lot of disparity in the fee given to the regional language assignees and English newsreaders. The Committee have also come across grievances of casual employees in respect of the total number of days of assignment permitted to them and the maximum ceiling of annual payment given to them.

#### **I. Transfer Policy**

38. Most of the posts in Group 'A' & 'B' have all India transfer liability. As per Prasar Bharati, women are generally not posted to difficult stations or far flung areas and while transferring them, apart from the exigencies of service, other factors such as family and health, educational commitment of the children are taken into consideration. Also, wherever possible, the policy that husband and wife should be posted at same station is followed. Further, tenure policy is followed judiciously to the extent possible, keeping in view exigencies of public service.

39. According to Prasar Bharati, the following tenure policy has been prescribed for the purpose of transfer:

"Jammu and Kashmir	One year
Other difficult stations	Two years
Other stations	Four years "

40. However, the Committee find from the replies furnished that there are cases in AIR and Doordarshan where the officials have to wait for years even after completion of their tenure in difficult stations. At the same time, a large number of officials continue for years in their choice station irrespective of all India transfer liability.

#### **J. Awards and Recognitions**



41. With a view to promoting professional excellence and bringing out the best in the staff working at various Radio Stations and in Directorate's various wings, Akashvani Annual Awards were initiated in 1974. Doordarshan, on the lines of Akashvani Annual Awards also initiated the Doordarshan Awards in 2001 in various categories. When the Committee desired to know the number of women who have got the awards so far, it was replied as below:

"The year-wise number of women programme officers who won the awards is given below:-

Doordarshan

S. No.	Year	No. of women awardees
1.	2005	7
2.	2006	5
3.	2007	6

During the year 2006-07, one woman was awarded UNFPA-LPAADLI Media Award for Gender Sensitivity.

All India Radio

S. No.	Year	No. of women awardees
1.	2005	7
2.	2006	9
3.	2007	10 "

## **K. Welfare Measures**

42. It has been submitted that various welfare activities have been undertaken for women employees in AIR & Doordarshan. This includes recreation clubs, canteen facilities and ladies special rooms in so many DDKs. Elaborating this, it has , inter-alia, been stated as under:

"Departmental Canteens are functioning at many offices of Doordarshan. At stations there are facilities to prepare tea/coffee by the employees themselves, where catering is not available.

Space for common rooms for women employees in various offices of Doordarshan is being provided.

A number of the offices of AIR are located in the buildings owned by Prasar Bharati. There is adequate arrangement for their sitting, drinking water etc. The work place is adequately illuminated. Proper toilets are available to the staff, with a provision for separate toilet for women employees, where necessary.

At places where Central Government Health Scheme is working, AIR & DDn employees are entitled to obtain its services. At

other places, these employees are given the benefit of Central Services (Medical Attendance) Rules. Under these Rules even Private Medical Practitioners are appointed as Authorized Medical Attendants for the employees and their families. Wherever requested separate Authorized Medical Attendants are appointed for women.”

43. The committee during their study visits have observed that in many Doordarshan Kendras and All India Radio stations, the toilets are not maintained properly and in many stations separate rest rooms for ladies are not available.

44. With respect to official accommodation to the employees of Prasar Bharati, the Committee has been informed at the time of their study visit as below:

“At many places Prasar Bharati has its own staff quarters. These are allotted to the staff as per All India Radio (Allotment of Residential Quarters) Rules. The staff of Prasar Bharati is also eligible for allotment of the Government accommodation by Directorate of Estates. However, there is no provision for ladies pool under All India Radio (Allotment of Residential Quarters) Rules, 1986 which are also followed in Doordarshan. Lady employees are being allotted accommodation as per normal rules by Directorate of Estates.”

#### **L. Grievance Redressal Mechanism**

45. Regarding the mechanism that is currently available for the redressal of grievances of women employees in AIR and Doordarshan, it has been submitted that there are two types of grievance redressal mechanism in Doordarshan. One is Grievance Redressal Mechanism headed by DDG(A) and the other is ‘Women’s Cell’. The Women’s Cell is the nodal agency in respect of the complaints of sexual harassment of woman employees of Doordarshan. Both the mechanisms are available at Head Quarters level. In Doordarshan, DDG (Admn.) has been nominated as the Director of Public Grievances as well as Staff Grievance Redressal Officer. Grievances Officer have also been nominated on Programme and Engineering Division and Grievance Committee have been put in place to meet every quarter. Women employees can send their complaints to: (i) the grievances committee, in the Doordarshan (ii) the Head of the Office, nominated as Grievance Officer

where they are working and (iii) the Department of Administrative Reforms and Public Grievances.

46. The details of the grievance redressal mechanism in All India Radio is as below:

“In pursuance of the judgement dated 14.08.97, passed by the Supreme Court in Writ Petition (Criminal) No. 666-70/92, Directorate General: All India Radio had set up a Complaints Committee in 1998. This Committee functioned as the nodal agency in respect of the complaints of sexual harassment of women employees of AIR. This committee was reconstituted from time to time. It was last reconstituted by the Directorate’s circular No. 1/29/2008-WC/WL, dated 23.09.2008. It is designated as Women Cell. It is headed by an officer of the level of Deputy Secretary. Similar committees have been functioning at station level, which are headed by lady Officers.

Women employees can send their complaints to :

- a) the Head of the Office, where they are working
- b) the Grievance Officer, in Director General: AIR
- c) the Ministry of Personnel, Public Grievances and Pensions”.

47. It has further been submitted that the complaints received in the Headquarter from women employees regarding sexual harassment at the work place are taken promptly and redressal is made in accordance with the individual requirement of each case.

48. When the Committee desired to know the number of complaints on sexual harassment received in the last 3 years, the following reply has been furnished:

“Doordarshan

One (complaint against Sh. R.S. Bhandari, Admn. Officer DD News made by Smt. Sujata Chadda, LDC in August, 2007. The person concerned has since been transferred.

All India Radio

The details of the complaints of sexual harassment during the last 3 years is given as under:-

Year 2006	2
Year 2007	2
Year 2008	2

49. The Committee find from the replies furnished that out of 6 cases, 3 were disposed of, one case is under consideration of Hon’ble High Court and

two cases have been forwarded to DDG (SR-I&II) and DDG(i/c WR I & II) for necessary action.

50. During oral evidence, the Committee observed that any delay in settling the issues or effecting mindless transfers to the complainants also might result in losing the faith in the mechanism.

#### **M. Compassionate Appointments**

51. The Committee have been informed that compassionate appointments are made in AIR and Doordarshan as per relevant rules. The details of the compassionate appointments during the last 5 years are given as under:

##### “ Doordarshan

2004 - 02  
2005 - 06  
2006- Nil\*  
2007- Nil\*  
2008 – 02 (under ADRP approved by Ministry).

\*due to various court cases pending in the different Hon'ble CAT, High Court & Supreme Court no offer of appointment issued in the year 2006 and 2007. Recently, on the basis of an interim judgement of Hon'ble Supreme Court 15 persons have been recommended for compassionate appointment. Under ADRP 3 No. of posts have been cleared for appointments out of which 2 posts have been filled in 2008.

##### All India Radio

2003 -nil  
2004 -2,  
2005 -2,  
2006 -1  
2007 -8  
2008 -3

Under ADRP 2006 seven (7) number of posts have been cleared for compassionate appointment, which are under process”.

#### **N. Gender Budgeting**

52. Though gender perspective on public expenditure has been gaining ground, the Committee have been told that the Directorate General of Doordarshan and All India Radio has not incorporated the concept of Gender

Budgeting in its budget proposals. However, it has been submitted that a number of programmes generated and broadcast by DD and AIR are specifically meant for women. DD Kendras and AIR stations broadcast programmes for rural as well as urban women at the time convenient for listening by the respective target groups.

## **PART - II**

### **RECOMMENDATIONS/OBSERVATIONS OF THE COMMITTEE**

#### **Recommendation No. 1**

#### **Representation of Women in Prasar Bharati Board**

53. Prasar Bharati is the Public Broadcaster in the country with All India Radio and Doordarshan as its two constituents. It was formed under Prasar Bharati (Broadcasting Corporation of India) Act 1990 and came into force on 23<sup>rd</sup> November, 1997. As per the provisions of the Act, a 15-Member Board has been constituted for Prasar Bharati with a Chairman; six part-time members; three whole-time members consisting of an Executive Member, a Member (Personnel) and a Member (Finance); two Ex-Officio Members, viz. DG, Doordarshan and DG, AIR; one representative of the Ministry of Information and Broadcasting and two elected representatives of the employees of the Corporation. Looking at the current composition of the Board, the Committee note with disappointment that there is only one woman representative in it. Creating a media environment more responsive to women is the need of the hour and added participation of women in decision making bodies is a pre-requisite for that. Since the Committee strongly feel that inequality in women's access to and participation in decision making bodies, especially that of media, will lead to misrepresentation of their concerns, the Committee desire to see more women in the Prasar Bharati Board and hence, recommend that the Government should incorporate mandatory provisions in the Act to ensure the presence of more women in Prasar Bharati Board. The Committee also desire that two Members of the Board should be from SC/ST. The Committee are also astonished to note that some important posts in the Board viz. DG, Doordarshan and DG, AIR are lying vacant for about two years. They desire that these vacancies be filled without any further delay.

#### **Recommendation No. 2**

#### **Status of Employees in Prasar Bharati**

54. The Committee note that since inception of Prasar Bharati in 1997, the status of its employees was in a state of limbo. When Prasar Bharati was formed, the services of those employees who were working with AIR and Doordarshan were placed on deemed deputation to Prasar Bharati. Thereafter for over a decade, their status remained ambiguous. Recently, the Government has taken a final decision to grant them the status of Government employees on deemed deputation to the Corporation till the time of their retirement. Only those who are recruited on or after 6<sup>th</sup> October, 2007 will be Prasar Bharati employees. Though this decision seems to have put an end to the long stalemate that had crippled the organization, the Committee could not absolve the Government of the delay in taking a final decision in the matter. The Committee also find that the kind of autonomy which ought to have been there is not there in Prasar Bharati. However, the Committee hope that the Government and Prasar Bharati would move ahead from this point and work in harmony to strengthen the institution. They also recommend that the recruitment rules and service conditions of the own employees of Prasar Bharati should be finalized and the confusions, if any, pertaining to the Government employees on deemed deputation to the Corporation be sorted out within three months under intimation to the Committee.

### **Recommendation No. 3**

#### **Number of Women working in All India Radio and Doordarshan**

55. The Committee find that Prasar Bharati under its two wings – Doordarshan and All India Radio (AIR) has about 40,000 employees. At present Doordarshan has about 17079 and AIR, about 22296 employees. In Doordarshan a total of 1353 women are working in various categories. 1854 women work in AIR from Group ‘A’ to ‘C’. The percentage of women in Group ‘A’ and Group ‘B’ is found to be 25% and 19% in Doordarshan while it is 14% and 15% in AIR. Though the

Committee is comparatively satisfied with the representation of women in higher posts in both the organisations, they are quite unhappy to see their dwindling numbers in lower categories. The Committee believe that there is a strong connection between women in media and issue of empowerment of women. Moreover, it is an accepted fact that women are better communicators than men. The Committee look forward to Prasar Bharati, the National Broadcaster becoming a model institution as far as the employment of women are concerned. The Committee, therefore, recommend that the organization should take appropriate measures to create more job opportunities for women and enhance their representation in its workforce.

#### **Recommendation No. 4**

##### **Filling up of vacant posts in All India Radio and Doordarshan**

56. The Committee observe that a large number of posts in Doordarshan and AIR are lying vacant. As per the information furnished to the Committee as many as 4629 posts in Doordarshan and 6433 posts in AIR remain unfilled. The Committee are astonished to see that this implies a shortage of 44.8% of the sanctioned strength in Group 'A' and about 40% in Group 'B' in Doordarshan. In AIR 58.8% of Group 'A' posts are vacant. At the same time, the Committee find that no recruitment has ever been made in IB(P)S since its inception in 1990. Recruitment to the post of Programme Executives was last made in 1991. The case is no different in various other categories in AIR and Doordarshan. Though there were legal and administrative constraints behind this state of affairs, the Committee are extremely unhappy that a large number of creative young women and men are denied the chance to be a part of the public broadcasting service in the country. To make up for the long recruitment delay, the Committee want Prasar Bharati to pull up its socks and start the recruitment process at the earliest. When recruitments are made for a specific grade, the selected candidates should be appointed to that very grade and no administrative discretion



should be exercised to offer posts in a lower grade to the successful candidates. If it becomes unavoidable to make such appointments, adequate and sufficient reasons for offering a lower post should be communicated to the candidate in writing. In all cases where such appointments have already taken place, the question of appointing those candidates to the higher posts for which they have originally applied should be taken up and they should be appointed to the higher posts within a period of three months from the date of appointment. The Ministry should issue suitable directives immediately in this regard to the Prasar Bharati with a view to ending exploitation of the hapless employees.

**Recommendation No. 5**  
**Filling up of backlog in SCs/STs vacancies**

57. The Committee also find backlog in SC/ST vacancies. Though there was a one-time drive in 2005 to fill up SC/ST vacancies, a good number of posts could not be filled due to various reasons. From the data furnished to the Committee it is observed that there are still 105 SC/ST vacancies in Doordarshan and 289 in All India Radio. This is a matter of serious concern and anxiety. The Committee, therefore recommend that Prasar Bharati should take immediate steps to fill up the backlog SC/ST vacancies.

**Recommendation No. 6**  
**Status of promotions in AIR and Doordarshan**

58. With regard to promotions in All India Radio and Doordarshan, it is disheartening to note that some categories of employees, especially the UPSC recruited Programme Executives, have been found languishing in the same post without a single promotion for over 20 years. Promotions in higher grades too have been delayed for years. This is, perhaps, something unheard of in a Government set up. The Committee are not satisfied with the reply of the Government that the root cause of the problem is court cases, stays etc. During their study visits, the Committee have been informed that there is acute stagnation in the engineering and administration cadres also. It has been brought to the notice of the Committee that promotional avenues are not opened to Assistant Engineers (Diploma holders) and they have been stagnating for over 20 years. The Committee are extremely disappointed about the sorry state of affairs in the organisation which has hampered the career prospects of a large number of talented people in it. At the same time a ray of hope is seen in the recent promotions in some grades and the proposals made for convening DPCs. The Committee recommend that special efforts should be made to finalise promotions in all grades at the earliest. The Committee feel that women employees are discriminated against in terms of their promotions and hence recommend that their claims should be adequately addressed at the time of finalising promotions. Constitutional provisions for reservation should also be followed in promotions. They also desire that the Prasar Bharati should work out proper and adequate promotional avenues for the Diploma Engineers in the organisation.

**Recommendation No. 7**  
**Regularisation of Casual Employees**

59. The Committee find that to cope up with the man power shortage, both All India Radio and Doordarshan have been resorting to the engagement of services of casual employees in large numbers. About 680 casual assignees are at present engaged in Doordarshan and 2200 in AIR. A large number of them are women. The committee are distressed to note that many of them are working in AIR & Doordarshan as production assistants, anchors, news readers, news translators, news monitors, make-up artists etc. for over 10 to 15 years and have made many requests for regularization but to no avail. During the evidence, it has been submitted that such requests cannot be considered in the absence of any regularization scheme. The Committee, however, are of the view that the organization is guilty of unfair labour practices as these employees are kept as casual workers against jobs which are of permanent nature. The Committee, therefore, recommend that a policy on regularization of casual employees in Prasar Bharati, especially women employees, be finalized and put into operation immediately. Since a large number of women are engaged as contractual and casual employees in various grades, especially in Group 'D', their regularisation should be taken up on priority.

**Recommendation No.8**  
**Remuneration offered to Casual Employees**

60. The Committee during their study visits and through representations have also been informed that these casual assignees who have been working in various categories in Doordarshan and casual news reader cum translator in the regional news division of All India Radio are not given adequate remuneration. It has also come to the notice of the Committee that there exists a lot of disparity in the fee given to the regional language assignees and English news readers. The Committee have also come across grievances in respect of the total number of days of assignment permitted to them and the maximum ceiling of annual payment given to them. Adequate and prompt remuneration is the minimum that should be ensured to the casual

employees whose services are invaluable in the day to day functioning of these organizations. The Committee, therefore, recommend that the fees given to various categories should be revised , existing anomalies resolved, total number of assignments per month increased and the ceiling on annual payment enhanced at the earliest under intimation to the Committee.

**Recommendation No. 9**  
**Transfer Policy**

61. The Committee understand that most of the posts in Group 'A' & 'B' in Prasar Bharati have all India transfer liability . As per Prasar Bharati, women are generally not posted to difficult stations or far flung areas and while transferring them, apart from the exigencies of service, other factors such as family and health, educational commitment of the children are taken into consideration. The Committee are happy to hear that to the extent possible, the policy that the husband and the wife should be posted at same station is followed. Further, it has been submitted that tenure policy is followed judiciously . However, the Committee find from the replies furnished that there are cases in AIR and Doordarshan where the officials have to wait for transfer for years together even after completion of their tenure in difficult stations. At the same time, a large number of officials continue in one station for years together irrespective of all India transfer liability. The Committee, therefore recommend that the tenure policy should be strictly adhered to while effecting transfers and those who had completed their tenure in difficult stations should be given posting to the station of their choice without any delay, especially in the case of women.

**Recommendation No. 10**  
**Awards and Recognitions**

62. With a view to promoting professional excellence and to bring out the best in the staff working in Akashvani and Doordarshan, these organisations have instituted Annual Awards in various categories. Programming and technical excellence are rewarded through these

awards. The Committee are happy to see that 18 women in Doordarshan and 26 women in Akashvani have been recognised through these awards in the last three years. Awards are important because they make people feel special. Awards make people feel that their efforts are important, valued and appreciated. Above all, Awards connect people to what is important in the organization. The Committee, while appreciating the record of Prasar Bharati in this regard also recommend that special awards should also be instituted for the best women programmer and engineer zone-wise.

**Recommendation No. 11**  
**Welfare measures for Women Employees**

63. The Committee note that various welfare measures have been undertaken for women employees in AIR and Doordarshan. This includes recreation clubs, canteen facilities, ladies special rooms, pick up and drop facilities during odd hours, health care facilities, separate toilets, office accommodation, etc. However, the Committee during their study visits have observed that in many Doordarshan Kendras and All India Radio stations, the toilets are not maintained properly and in many stations separate rest rooms for ladies are not available. They desire that such complaints may be addressed promptly and directions to this effect may be given to all station heads. With respect to official accommodation, the Committee recommend that provision for ladies pool, with sub quota for single lady and married ladies, should be incorporated in the allotment rules of residential quarters of AIR and DD on the lines of the rules being followed by the Directorate of Estates.

**Recommendation No. 12**  
**Grievance-Redressal Mechanism**

64. Regarding the mechanism that is currently available for the redressal of grievances of women employees in AIR and Doordarshan, it is observed that there are two types of facilities which are available in Doordarshan. One is Grievance Redressal Mechanism headed by

DDG(A) and the other is Women's Cell. The Women's Cell is the nodal agency in respect of the complaints of sexual harassment of woman employees of Doordarshan. Both the mechanisms are available at the Head Quarters level. In All India Radio, in pursuance of the Supreme Court verdict, a Complaints Committee was set up in 1998. This Committee functioned as the nodal agency in respect of the complaints of sexual harassment of women employees of AIR. This committee was reconstituted from time to time and designated as Women's Cell. An officer of the level of Deputy Secretary heads it. Similar committees have been functioning at the station level, which are headed by lady Officers. The Committee find that in the last three years, only one complaint has been registered in Doordarshan and six in All India Radio. Going by these numbers, the Committee feel that the lady employees are not aware of their rights and privileges. The Committee, therefore, desire that the provisions for grievance redressal should be brought to the notice of all women working in Prasar Bharati including casual employees through repeated circulars. Since casual women employees are more prone to harassment at workplace, the Committee recommend that their grievances should also be addressed by the Women's Cell. The Committee also recommend that the complaints pertaining to sexual harassment should be addressed with greater gender sensitivity and settled without delay, without giving any chance to the employees lose faith in the system.

**Recommendation No. 13**  
**Compassionate appointments**

65. The Committee have been informed that compassionate appointments are made in AIR and Doordarshan as per relevant rules. The Committee find from the replies furnished that in the last five years 9 compassionate appointments in Doordarshan and 16 in AIR have been given. Here again the Committee find court cases coming in the way. Since the objective of the very scheme is to grant appointment on compassionate grounds to a dependent family member of a

Government servant dying in harness leaving his family in penury and without any means of livelihood, the Committee are of the opinion that no such request should remain ignored. The Committee, therefore, recommend that all pending requests for compassionate appointments should be considered at the earliest and the Committee may be apprised of the action taken in this regard within six months.

**Recommendation No. 14**  
**Gender Budgeting**

66. Though gender perspective on public expenditure has been gaining ground, the Committee have been told that the Directorate General of Doordarshan and All India Radio have not incorporated the concept of Gender Budgeting in its budget proposals. However, it has been submitted that a number of programmes generated and broadcast by DD and AIR are specifically meant for women. Gender Budgeting is not a separate budget for women: it is rather an approach, which translates gender commitments into budgetary commitments. The Committee firmly believe that every organisation should have a 'Women Component Plan' in its proposals. The Committee, therefore, urge upon the Ministry of Information and Broadcasting and Prasar Bharati to incorporate the concept of Gender Budgeting in its budget proposals and keep a vigil to ensure that the flow of funds brings forth a holistic approach towards empowering women.

NEW DELHI  
16<sup>th</sup> February, 2009  
27 Magha, 1930 (Saka)

KRISHNA TIRATH  
CHAIRPERSON  
COMMITTEE ON EMPOWERMENT OF WOMEN





**MINUTES  
COMMITTEE ON EMPOWERMENT OF WOMEN (2008-2009)**

**Fifth Sitting  
(05.2.2009)**

The Committee sat on Thursday, the 5<sup>th</sup> February, 2009 from 1500 hrs. to 1700 hrs. in Committee Room 'C', Parliament House Annexe, New Delhi.

**PRESENT**

**Smt. Krishna Tirath** - **Hon'ble Chairperson**

**MEMBERS**

**LOK SABHA**

2. Smt. Tejaswini Seeramesh Gowda
3. Smt. Minati Sen
4. Smt. Karuna Shukla
5. Shri P. C. Thomas
6. Shri M.P. Veerendrakumar
7. Shri Kiren Rijju

**RAJYA SABHA**

8. Shri Jabir Hussain
9. Smt. Brinda Karat
10. Shri Ambeth Rajan

**WITNESSES**

**REPRESENTATIVES OF THE MINISTRY OF INFORMATION & BROADCASTING  
AND PRASAR BHARATI**

- |    |                       |                       |
|----|-----------------------|-----------------------|
| 1. | Shri Uday Kumar Varma | Additional Secretary, |
| 2. | Shri B.S. Lalli       | CEO, Prasar Bharati   |
| 4. | Ms. Noreen Naqvi      | DG, Doordarshan       |
| 5. | Shri G. Jayalal       | DG, All India Radio   |
| 3. | Smt. Zohra Chatterji  | Joint Secretary       |

**SECRETARIAT**

- |    |                    |                       |
|----|--------------------|-----------------------|
| 1. | Shri S. Bal Shekar | Joint Secretary       |
| 2. | Shri C.S. Joon     | Director              |
| 3. | Smt. Mamta Kemwal  | Deputy Secretary – II |

2. At the outset, the Chairperson welcomed the representatives of the Ministry of Information & Broadcasting and Prasar Bharati to the sitting of the Committee.

3. Thereafter, the witnesses tendered oral evidence on the subject 'Working Conditions of Women in Prasar Bharati' before the Committee. The main issues which came up for discussion during the course of evidence included composition of Prasar Bharati Board, status of Prasar Bharati and its employees, backlog of vacancies including SC/STs vacancies, policy of permanent absorption of casual employees, promotion to employees, grievance redressal etc. The representatives of the Ministry/Prasar Bharati replied to the queries raised by the Members.

4. A verbatim record of the proceedings has been kept.

The Committee then adjourned.

**MINUTES  
COMMITTEE ON EMPOWERMENT OF WOMEN (2008-2009)**

**Eighth Sitting  
(16.02.2009)**

The Committee sat on Monday, the 16<sup>th</sup> February, 2009 from 1500 hrs. to 1630 hrs. in the Chamber of Hon'ble Chairperson, EWC (Room No.130), First Floor, Parliament House Annexe, New Delhi.

**PRESENT**

**Smt. Krishna Tirath - Hon'ble Chairperson**

**MEMBERS**

**LOK SABHA**

2. Smt. Preneet Kaur
3. Shri Tek Lal Mahato
4. Shri Rajesh Kumar Manjhi
5. Smt. K. Rani
6. Smt. Karuna Shukla
7. Shri M.P. Veerendrakumar
8. Shri Kinjarapu Yerrannaidu
9. Shri Kiren Rijiju

**RAJYA SABHA**

10. Shri Banwari Lal Kanchhal
11. Smt. Kanimozhi
12. Smt. Brinda Karat
13. Dr. C.P. Thakur
14. Shri Ambeth Rajan

**SECRETARIAT**

- |    |                           |                     |
|----|---------------------------|---------------------|
| 1. | Shri S. Bal Shekar        | Joint Secretary     |
| 2. | Shri C.S. Joon            | Director            |
| 3. | Smt. Mamta Kemwal         | Deputy Secretary-II |
| 3. | Smt. Reena Gopalakrishnan | Under Secretary     |

2. At the outset, Chairperson welcomed the Members to the sitting of the Committee.

3. The Committee then took up for consideration the draft Report on the subject '**Working Conditions of Women in Prasar Bharati**'. After some deliberations, the Committee adopted the draft Report with some changes and authorised the Chairperson to finalise the Report and present the same to Parliament.

*The Committee then adjourned.*