

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(2000-2001)**

(THIRTEENTH LOK SABHA)

ELEVENTH REPORT

MINISTRY OF INFORMATION AND BROADCASTING

[Action Taken by the Government on the recommendations contained in the
Eleventh Report (Twelfth Lok Sabha) of the Committee on the Welfare of
Scheduled Castes and Scheduled Tribes—Reservation for and employment
of Scheduled Castes and Scheduled Tribes in All India Radio and
Doordarshan]



*Presented to Lok Sabha on 18.4.2001
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**LOK SABHA SECRETARIAT
NEW DELHI**

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND SCHEDULED TRIBES (2000-2001)**

Shri Kariya Munda—Chairman

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SECRETARIAT

1. Shri B.R. Kanathia — *Joint Secretary*
2. Shri K. Jena — *Committee Officer*

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this Eleventh Report (Thirteenth Lok Sabha) on Action Taken by Government on the recommendations contained in their 8th Report (12th Lok Sabha) on the Ministry of Information and Broadcasting regarding Reservation for and Employment of Scheduled Castes and Scheduled Tribes in All India Radio and Doordarshan.

2. The Draft Report was considered and adopted by the Committee on 08.03.2001.

3. The Report has been divided into the following Chapters:—

CHAPTER I	Report
CHAPTER II	Recommendations/observations which have been accepted by the Government.
CHAPTER III	Recommendations/observations which the Committee do not desire to pursue in view of replies of the Government.
CHAPTER IV	Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.
CHAPTER V	Recommendations/observations in respect of which final replies of the Government have not been received.

4. An analysis of the Action Taken by the Government on the recommendations contained in the 8th Report of the Committee is given in the Appendix. It would be observed therefrom that out of 21 recommendations made in the Report, 13 recommendations *i.e.* 62% have been accepted by the Government. The Committee do not desire to pursue 3 recommendations *i.e.* 14.2% of the total recommendations in view of the Government's replies. There are 5 recommendations *i.e.* 23.8% in respect of which replies of Government have not been accepted by the Committee and required further comment.

NEW DELHI;
10 April, 2001

20 Chaitra, 1923 (Saka)

KARIYA MUNDA,
*Chairman,
Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes.*

CHAPTER I

REPORT

1.1 This Report of the Committee deals with the Action Taken by Government on the recommendations and observations contained in the 8th Report (12th Lok Sabha) of the Committee on Reservations for and Employment of Scheduled Castes and Scheduled Tribes in All India Radio and Doordarshan.

1.2 The 8th Report was presented to Lok Sabha on 21 December, 1998. It contained 21 recommendations. Replies of the Government in respect of these recommendations have been examined and may be categorised as under :—

- (i) Recommendations and observations which have been accepted by Government (Sl. Nos. 1, 3, 4, 5, 8, 9, 10, 11, 12, 13, 14, 15 and 19).
- (ii) Recommendations and observations which the Committee do not desire to pursue in the light of the replies of the Government (Sl. Nos. 18, 20 & 21).
- (iii) Recommendations and observations replies to which have not been accepted by the Committee and which require reiteration (Sl. Nos. 2, 6, 7, 16 & 17).
- (iv) Recommendations and observations in respect of which final reply has not been received—(NIL).

1.3 The Committee will now deal with Action Taken Replies of the Government which need reiteration or merit comments:—

(PART—I)

RECRUITMENT

Recommendation (Sl. No. 2, Para 2.5)

1.4 The Committee have noted that the posts in AIR were civil posts and the recruitment to the Group 'A' posts and certain Group 'B' posts was made through UPSC. The remaining posts were filled either through Staff Selection Commission or recruited locally through Employment Exchange. The Committee also noted that as per the statement of recruitment's made by AIR during the year 1994, 1995 and 1996 certain posts had continued to be carried forward especially in Group C and D categories. The reason for this carry forward of vacancies was stated to be non-availability of suitable candidates from SC/ST communities. The Committee felt that there was no dearth of suitable SC/ST candidates in

the country and as such Ministry's plea was untenable. Had the Ministry of Information and Broadcasting/AIR made serious efforts to fill all these posts, the need for carrying forward the same would not have arisen. The Committee were of the view that unless concerted efforts were made by the AIR the shortfall in the representation of SCs/STs could be wiped out. The Committee had, therefore, urged that the reservation orders should be rigidly followed so that reserved vacancies were filled in at the earliest and shortfalls are obliterated. The Committee had also desired that the Ministry/AIR should again resort to time-bound Special Recruitment Drive to wipe out the shortfall of reserved vacancies. The Government should also consider to appoint SCs/STs on the basis of their minimum Educational Qualifications for a post and impart them in-service training to make them suitable for the post.

Reply of the Ministry

1.5 The Ministry in their reply have stated that Recruitment and promotions to Posts in AIR are now being made in accordance with DoPT instructions, dated 2-7-1997 regarding post-based roster and the vacancies will be filled up by the respective categories only.

Comments of the Committee

1.6 The Committee are not satisfied with the reply of the Government that, as per the post-based roster, vacancies will be filled up by the respective category only. As per the Supreme Court judgement as well as the instructions of DoPT, before switching over to the new post-based roster the earlier vacancies should be filled up. The Committee, therefore, reiterate that, the reserved vacancies should be filled up at the earliest and for that matter the Ministry/AIR should resort to time-bound Special Recruitment Drive to wipe out the shortfall. The Committee also reiterate that in order to minimise the shortfall the Government should appoint SCs/STs on the basis of their Minimum Educational qualifications for a post and impart them in-service training to make them suitable for the post.

STAFF STRENGTH

Recommendation (Sl. No. 6, Para 3.6)

1.7 The Committee were dismayed to note that the number of SCs and STs at Headquarters of AIR in various categories of posts was very low in comparison to others. The Committee had strongly desired that adequate number of SC/ST candidates should be posted at the Headquarters of AIR so that their interests could be looked after in a better way.

Reply of the Ministry

1.8 In their reply the Ministry have stated that there was no standing instructions on reservations for posting of SC/ST candidates at a particular office including Headquarters. However, 9 SC/ST candidates of

Indian Broadcasting (Engineering) Service were already working in AIR Directorate including P & D Unit. There were a few SC/ST officers in other disciplines also at DG-AIR.

Comments of the Committee

1.9 The Committee are not satisfied with the reply of the Government that there is no standing instructions on reservation for posting of SC/ST candidates at a particular office including the Headquarters. The Committee feel that there is definitely discriminatory feeling shown towards SC/ST people as majority of non-SC/ST people are always being posted in the Headquarters of AIR. The Committee, therefore, strongly reiterate that adequate number of SC/ST candidates should be posted at the headquarters of AIR so that their interests could be looked after in a better way.

PROMOTION

Recommendation (Sl. No. 7, Para 4.4)

1.10 The Committee were unhappy to note that during the year 1993, 1994 and 1995 the representation of SCs and STs in promotion to Group A, B, C and D posts in AIR was very low. The Committee had suggested that if requisite number of candidates belonging to SC/ST were not found suitable in the feeder cadre for promotion to the next grade, the Government should fill up the shortfall by diverting the promotional posts to direct recruitment.

Reply of the Ministry

1.11 In their reply the Ministry have stated that most of the posts in Groups A and B, like Announcers, Newsreader-cum-Translators, Assistant Engineers etc., are filled up 100% by promotion from the feeder grades, and as such there is little scope of diverting the promotional posts to direct recruitment even if requisite number of candidates belonging to SC/ST are not available in the feeder cadre for promotion. In case of other posts where there is a provision for promotion as well as direct recruitment, diversion of promotion posts to direct recruitment would deny the benefit of promotion against carry forward of reserved vacancies to the SC/ST candidates when they become eligible for promotion subsequently.

Comments of the Committee

1.12 The Committee feel that the reply of the government is evasive. On one hand they state that the backlog cannot be filled as the post based roster is being introduced. On the other hand it is stated that most of the posts in Group A & B like Announcers, Newsreader-cum-Translators, Asstt. Engineers etc. are filled up 100% by promotion from the feeder grade. The Committee strongly recommend that required number of reserved vacancies in the feeder grade of these posts may be filled up so that there may not be any difficulty in fulfilling the vacancies in promotion to the next grades i.e. Groups A and B.

(PART—II)**Recommendation (Sl. No. 16, Para 1.4)**

1.13 The Committee had noted that in Doordarshan recruitment to Group A post and certain Group B posts were made through UPSC and the remaining posts were filled up either through Staff Selection Commission or recruited locally. The Committee had also noted that during 1994, 1995 the number of carry forward vacancies of SCs and STs in Group C posts was 47-44, 34-29 respectively. The Committee also noted that in order to minimise the carry forward vacancies special recruitment drive to recruit SCs/STs had been conducted during 1989, 1993-94 and 1995-96. The Committee were dismayed to note that the reasons for carrying forward of the vacancies reserved for SCs/STs even after the Special Recruitment Drive were stated to be, as usual, the non-availability of suitable candidates from these categories. The Committee felt that the Ministry/Doordarshan had not made any serious efforts to fill up those posts. The Committee were of the view that unless concerted efforts were made by Ministry/Doordarshan, the shortfall would continue to occur and could not be wiped out. The Committee had, therefore, suggested that the reservation orders should be strictly followed and reserved vacancies be actually filled up. The Committee had also recommended that the Ministry/Doordarshan should continue to resort to Special Recruitment Drives till the shortfall was wiped out. The Committee had also desired that if suitable candidates were not readily available from these communities, the best among the available candidates should be selected to fill up the reserved vacancies and special training be imparted to them to make them suitable for the posts

Reply of the Ministry

1.14 In their action taken reply the Ministry have stated that as per the letter No. 36012/5/97-Estt. (Res) dated 29.8.97 of DOP&T, the special recruitment drive to fill up the backlog vacancies had been discontinued in view of the judgement of the Supreme Court in the case of Indira Sawheny vs. Union of India. In this case, the judgement laid down that the number of vacancies to be filled on the basis of reservation in year, including carried forward reservation, should in no case exceed the 50% limit. As such, the current and backlog reservation are no longer treated on separate footings in a manner contemplated in DOP&T's O.M. No. 360126/88-Estt. (SCT) dated 25.4.89. It is, however, submitted that the matter relating to recruitment promotions, preference is given to SC/ST candidates as per the extant rules of DOP&T. It is also submitted that recruitment and promotions to posts in Government, including Doordarshan are not being made in accordance with DOP&T's instructions dated 2.7.97 wherein the reserved vacancies are to be filled following the post-based roster as against the vacancy-based roster in order to ensure that SC/ST candidates are represented as per the vacancies reserved for SC/ST candidate.

Comments of the Committee

1.15 The Committee are not satisfied with the reply of the Ministry. The vacancies mentioned in the recommendation were pertaining to the year 1993,94,95 and 96 whereas the DOPT orders were introduced in the year 1997. The carry forward vacancies were in category C for which the recruitment is done either through Staff Selection Commission or made locally. The carry forward vacancies could have been filled long before the introduction of the DOPT orders dated 2.7.97. Moreover, it is written in the DOPT order as well as Supreme Court judgement that the post based roster can be introduced only after completing the prescribed percentage prevailing in the old vacancy based roster which seems to have been ignored by the Ministry. Besides that, as per the recent DOPT order No. 26012/S/97-Estt. (RES) Vol. II Dt. 20.7.2000 the ceiling of 50% on filling up reserved vacancies would apply only on the reserved vacancies arising in the current year and the backlog/carried forward reserved vacancies for SCs/STs of earlier year would be treated as a separate and distinct group and would not be subject to any ceiling. Therefore, reservation can be extended beyond 50% limit to fill up the backlog vacancies. The Committee are therefore, of the strong view that the backlog vacancies which have been carried forward for years together should be filled up in Doordarshan urgently.

STAFF STRENGTH IN DOORDARSHAN

Recommendation (Sl. No. 17 Para 3.4)

1.16 The Committee had noted that the number of officers belonging to SCs and STs posted at headquarters of Doordarshan was very low in comparison to others. In certain disciplines like Engineering, not even a single officer from ST category had been posted. Similarly, in "News" and "Audience Research Disciplines," there was none from SC category. The Committee had, therefore, recommended that adequate number of SC/ST persons in all disciplines should be posted at the Headquarters of Doordarshan so that their interest could be looked after in a better way.

Reply of the Ministry

1.17 In their reply the Ministry have stated that there are no standing instructions on reservation for posting of SC/ST candidates at a particular office including Headquarters. However, Doordarshan have issued suitable instructions to the concerned administrative sections to ensure posting of sufficient number of SC/ST persons in all disciplines in the Headquarter of Doordarshan.

Comments of the Committee

1.18 The Committee are not satisfied with the reply of the Government that there is no standing instructions on reservation for posting of SC/ST candidates at a particular office including Headquarters. The Committee feel that in the absence of any standing instructions of posting, there is definitely discrimination in posting of SC/ST people as majority of non SC/ST people are always being posted in the Headquarters of Doordarshan. The Committee, therefore, strongly reiterate that adequate number of SC/ST candidates should be posted at the Headquarters of Doordarshan so that their interest can be looked after in a better way.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. No 1, Para 1.6)

The Committee note that All India Radio is headed by a Director General who is assisted by Senior Officers in the field of Programme, Engineering, News and Administration. The Committee appreciate that out of these senior officers who are directly assisting the Director General, two officers belong to Scheduled Caste community and three officers belong to Scheduled Tribe community. One SC officer in the feeder cadre of Senior Administrative Grade is eligible for consideration for promotion to the post of Director General. The Committee hope that the Ministry will continue to keep up this spirit in future also in order to maintain the adequate representation of SCs/STs in the senior level officer in the Directorate of AIR.

Reply of the Government

The policy of the Government relating to reservation for SCs/STs/OBCs etc. from time to time would continue to be scrupulously followed.

Recommendation (Sl. No. 3, Para 2.7)

Government AIR is not interviewing the SC/ST candidates on separate dates and in separate blocks other than the days on which general candidates are interviewed. The Committee also note that when the matter was under their consideration the Director General, AIR has issued instructions on 8.8.97 to all its Zonal Heads/Heads of Offices to invariably follow the instructions issued by the Ministry of Home Affairs and DOP&T with regard to the holding of separate interviews of SC/ST candidates. The Committee desire that in all future recruitments, SC/ST candidates even though their number if very few be interviewed on separate dates and in separate blocks so that the candidates belonging to these communities are not adjudged in proper prospective.

Reply of the Government

Most of the AIR Stations/Officers are following the instructions dated 8.8.97 issued by DG, AIR regarding interviewing of SC/ST candidates on separate dates and separate blocks, while others have noted this for strict compliance as and when recruitment is made in future.

Recommendation (Sl. No. 4, Para 2.9)

The Committee note that out of 40 persons employed on casual basis during the last three years, 10 persons belong to SC category and none from ST category has been taken in. There are specific ordres on the subject that reservations are applicable in case of casual vacancies also when the duration of employment is more than 45 days. The Committee desire that AIR should strictly implement the directives of the Government and under serious efforts to employ ST candidates also on casual basis.

Reply of the Government

At present, there is a ban on engagement of casual employees and accordingly casual employments are not encouraged and are kept to the barest minimum in AIR. But whenever this ban is lifted and casuals are recruited for more than 45 days in AIR, Government orders regarding reservation of SCs/STs would be scrupulously followed.

Recommendation (Sl. No. 5, Para 3.5)

The Committee regret to note that the representation of SCs and STs in Group A and Group B posts (also discipline wise) in AIR are much below the prescribed quota. The Committee are not convinced with the plea of the Ministry of non-availability of suitable SC/ST candidates and strongly recommend that shortfall in all the categories of posts should be wiped out by resorting to special recruitment drives as assured by representatives of the Ministry.

Reply of the Government

Vacancies relating to SC/ST categories in AIR would be filled in accordance with extant ordres of the Government issued by DOP&T from time to time.

Recommendation (Sl. No. 8, Para 4.7)

The Committee regret to note that during 1992 and 1993 one Administrative Officer, in each year from ST category and two Administrative Officers from that category in 1996-97 were superseded in promotion by general candidates. The Committee desire that the supersession of SC/ST candidates by general candidates be stopped immediately in AIR. The cases of supersession should be rectified at the earliest. The Committee also recommend that necessary preventive measures should be taken up by the Ministry of Information and Broadcasting/All India Radio to prevent such supersession in future.

Reply of the Government

There were no cases of supersession as such. But they were declared "Unfit" by the duly constituted DPC. The mention of supersession in the earlier reply was of general usage and therefore, no corrective measure for review DPC etc. is needed because the affected candidates were adjudged 'Unfit'.

Recommendation (Sl. No. 9, Para 4.9)

The Committee note that during the years 1993, 94 and 95 the number of officers belonging to SCs and STs who were given extension in service is negligible as compared to others. As a result some of the officers belonging to SC/ST categories retired from service without any promotion. The Committee feel that giving extension in service to officers beyond the age of superannuation is not a healthy practice as it makes the chances of promotion of those officers who are eligible for promotion to the next higher grade. The Committee, therefore, desire that the practice of giving extension in service should be discontinued immediately so that the promotional chances of eligible SC/ST employees are protected.

Reply of the Government

The suggestion of the Committee regarding discontinuance of extension in service has been noted for future guidance.

Recommendation (Sl. No. 10, Para 5.3)

The Committee note that some discrepancies were found in maintenance of rosters as the same were prepared hurriedly. The Committee also note that the roster are scrutinised by the Ministry at the time of examining dereservation proposals. The Committee recommend that the roster should be maintained properly and the same should also be inspected by the Ministry periodically/regularly.

Reply of the Government

Reservation rosters are maintained properly according to the instructions issued by the Government from time to time. At present, post based reservation rosters are being maintained according to DOP&T's O.M. No. 36012/2/96-Estt.(Res.) dated 2.7.97. In DG:AIR and the Ministry, the reservation rosters are scrutinised by the Liaison Officers for SC/ST matters regularly.

Recommendation (Sl. No. 11, Para 5.6)

The Committee note that the number of SC/ST persons sent abroad for training to attend seminars is very low. In this connection the Government have issued a number of instructions for sponsoring the SCs/STs for training, seminars and conferences abroad. The Committee desire that due opportunity should be given to the SCST candidates while sending people abroad for training/seminar or on deputation; so that it will enhance their chance for promotion to higher posts in the organisation.

Reply of the Government

Suggestion of the Committee would be duly kept in view while sending officer abroad for training/conferences/seminars.

Recommendation (Sl. No. 12, Para 5.9)

The Committee note that in All India Radio as many as 6 cases are reported where persons have obtained employment on the basis of false caste certificate and out of these 2 cases are sub-judice and in another two cases proceedings against the concerned officials have been initiated. The Committee urge that, earnest efforts should be made by AIR to complete and finalise these cases at the earliest. The Committee would like to be apprised of the final action taken in each of these cases. To obtain employment on a false caste certificate is a criminal offence. Therefore, if any person is found guilty, necessary criminal proceedings should be initiated against him. The Committee also observe that at present there is no specific provisions under the existing instructions to get caste certificate verified from the issuing authorities before actual appointment. Only on receipt of any complaint to that effect that is being resorted to. The Committee recommend that the Government should make a provision in the rules for verification of caste certificate alongwith the verification of character and antecedent at the time of entry in Government service.

Reply of the Government

Present position of the six cases mentioned above is given below:—

- (i) AIR Jalandhar : The case of false SC certificate is still under investigation.
- (ii) AIR Rajkot : One case of Engineering Assistant is with Industrial Tribunal, Rajkot, Earnest efforts to complete and finalise this case is being made.
- (iii) AIR Baroda : Defaulter was dismissed from the services of AIR. No information about initiation of criminal proceedings against the erring employee has been received.
- (iv) AIR Tirunelveli : Smt. K. Suganthi was appointed as TRES in ST quota as per the direction of Hon'ble High Court, Chennai. Effort is being made to vacate the stay order *vide* W.A. No. 141298.

Regarding the two cases relating to AIR, Ahmedabad and AIR, Chennai, latest information is being collected and would be furnished to the Committee shortly.

While giving approval of DG: AIR to selection proceedings, AIR stations are always advised to verify the original caste certificate before offering appointment.

Recommendation (Sl. No. 13, Para 5.12)

The Committee note that AIR has built some residential quarters at some of their Kendras/Stations and the same are allotted to the employees in accordance with the provisions of AIR (Allotment of residential quarters) rules. The Committee also note that at present there is no

provision in the rules for reservation of residential quarters for allotment of SC/ST employees and a proposal to provide reservation for SCs/STs in allotment of residential quarters is at advance stage of consideration in consultation with Ministry of Law. The Committee urge that the Ministry of I&B/AIR should finalise the proposal expeditiously in consultation with the Ministry of Law etc. and necessary provision for reservation of residential quarters be incorporated in their allotment rules and the Committee be apprised of the latest position.

Reply of the Government

Consequent on formation of Prasar Bharati, it has been decided to frame fresh rules for allotment of AIR staff quarters. In the draft of fresh Allotment Rules, necessary clause for providing for reservation to SCs and STs employees in AIR Staff Quarters has been proposed. The draft allotment rules are being finalised by AIR to be put up to Prasar Bharati Board for approval

Recommendation (Sl. No. 14, Para 5.15)

The Committee feel that the complaints/grievances of SCST employees should be considered on top priority and disposed of at the earliest. Committee also desire that Director General should also meet the representatives of SCST employees once or twice a year to sort out their complaints/grievances.

Reply of the Government

Complaints/grievances of SC/ST employees are being looked into on top priority in all AIR Stations/Offices and also in AIR Directorate. Head of AIR Stations/Offices generally meet representatives of SCST employees to sort out their complaints/grievances. In most of the AIR Stations/Offices, a Liaison Officer has been nominated to look into the grievances of SCST employees. A separate cell has also been established in AIR Directorate to look into the grievances of SCST employees.

Recommendation (Sl. No. 15, Para 1.4, Part II)

The Committee note that the Directorate of Doordarshan is headed by a Director General who is assisted by senior officers in the field of Programme, Engineering, News and Administration. The Committee are happy to note that out of these senior officers who are directly assisting the Director General in the fields of Programme, Engineering, News and Administration one officer belong to SC and two officers are from STs communities. The Committee hope that in future also the Ministry will take adequate number of persons belonging to these categories giving them due representation in the Directorate of Doordarshan.

Reply of the Government

The observation of the Committee has been noted.

Recommendation (Sl. No. 19, Para 3.10, Part II)

The Committee are dismayed to note that during the last five years out of 284 candidates sent abroad for training/to attend seminar by Doordarshan 29 persons belonging to SC and ST categories. The Committee also note that during the year 1994, 95 and 96 only 9 SC officers and none from ST category was sent for training abroad. The Committee feel that in Doordarshan the opportunity to participate in the foreign training and to attend seminars is denied to the SC/ST employees. In this connection Government have issued a number of instructions for sponsoring the SCs/STs for training, seminars and conferences abroad. The Committee, therefore, recommend that while sending persons for training, seminars and conferences abroad preference should be given to SCs/STs as it will enable their personal staff.

Reply of the Government

The recommendations of the Committee have been noted and suitable instructions have been issued by Doordarshan in this regard.

CHAPTER III

RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN LIGHT OF THE REPLIES OF THE GOVERNMENT

Recommendation (Sl. No. 18, Para 3.7, Part II)

The Committee note that during the year 1993, 94 and 95 no SC/ST employees from Group B posts was promoted. Even in Group C and D posts also the promotions made in respect of SCs and STs categories are not satisfactory. The Committee desire that all promotional vacancies reserved for SCs and STs should be filled up urgently. The Committee are dismayed to note that some promotional posts reserved for SCs and STs were dereserved during 1993-94 and 1994-95. The Committee recommend that if adequate number of SCs and STs candidates are not available in the eligibility zone, they should be promoted either by extending the existing zone of consideration or even by having separate zone of consideration to these categories.

Reply of the Government

The consideration of SC/ST candidates for promotions is finalised as per the instruction of DOP&T. As per these instructions where adequate number of SC/ST candidates are not available within the normal field of choice, the zone of consideration is extended to 5 times the number of vacancies and SC/ST candidates (and not any other) coming within the extended field of choice are considered against the vacancies reserved for them. Besides, dereservation of reserved vacancies is done after following the procedure laid down by DOP&T in their O.M. Nos. 36013/5/78-Estt.(SCT) dated 19.12.78, 36011/15/79-Estt.(SCT) dated 6.1.81 and 36012/6/88-Estt. (SCT)dated 25.4.89.

Recommendation (Sl. No. 20, Para 4.5, Part II)

The Committee note that in tribal areas and Scheduled Areas 10 Studios, 18 HPTs, 236 LPTs, 42 VLPTs and 4 Transmitters have been set up. The Committee also note that there are 9 TV Towers/Stations in the country which are in Tribal areas are non-functional. The Committee also note that Government policy is to give priority to tribal areas/scheduled areas for the installation of T.V. Towers/Stations, T.V. Transmitters etc. But the non-functioning of these Stations/Towers in these areas is contrary to the instructions of the Government. The Committee note that recruitment/deployment of staff is being made to make these transmitters functional. The Committee recommend that

adequate number of staff be recruited/deployed and other facilities be provided so that the non-functional TV Towers/Stations in Tribal Areas/Scheduled Areas start functioning at the earliest. The Committee would, also like to be apprised on the latest position in this regard.

Reply of the Government

Transmission from all the 9 LPTs at Shamlaji, Sironcha, Barisadri, Umerkot, Sohela, Saraikela, Farakka, Basanti and Ryna has been started by deploying staff on tour from other stations. The requisite posts for the above LPTs have also been sanctioned.

Recommendation (Sl. No. 21, Para 4.7, Part-II)

The Committee note that Doordarshan plays a major role in undertaking the social work in the tribal areas especially in the field of agriculture, education, culture and health. Since the illiterate tribals can better understand things by seeing than listening, the role of Doordarshan is quite important. Since the District Koraput of Orissa and Bastar of Madhya Pradesh are adjacent and speak the same language, the Committee desire that a TV station be set up at Jaspur (Orissa) for which sanction has already been obtained. The Committee also recommend that the programme be telecasted in the local language/dialect in all tribal areas so that it may be easy for the tribals to understand the programmes.

Reply of the Government

Doordarshan has been telecasting programmes in tribal dialects, wherever it is possible, as per the stipulated language policy and availability of language/dialect-knowing staff. For instance, Doordarshan Kendras at Calcutta, Itanagar, Ranchi, Aizwal, Imphal, Tura etc. broadcast programmes in Tribal dialects. All Doordarshan Kendras, however, telecast programmes in arts, crafts, culture and folk music of tribes of the States concerned.

Jajpur, situated at an aerial distance of about 60 Kms from Cuttack, lies within the coverage zone of HPT, Cuttack. There is no approved scheme to set up a TV Transmitter at Jajpur.

The main Regional Doordarshan kendras situated at DDK, Bhopal, PGF, Raipur and DDK, Bhubaneswar telecast programmes on folk music and culture of tribal areas of Madhya Pradesh and Orissa.

CHAPTER IV

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

Recommendation (Sl. No. 2, Para 2.5)

The Committee note that the posts in AIR are civil posts and the recruitment to the Group 'A' posts and certain Group 'B' posts is made through UPSC. The remaining posts are filled either through Staff Selection Commission or recruited locally through Employment Exchange. The Committee also note that as per the statement of recruitments made by AIR during the year 1994, 1995 and 1996 certain posts have continued to be carried forward especially in Group 'C' and 'D' categories. The reason for this carry forward of vacancies is stated to be non-availability of suitable candidates from SC/ST communities. The Committee feel that there is no dearth of suitable SC/ST candidates in the country and as such Ministry's plea is untenable. Had the Ministry of Information and Broadcasting/AIR made serious efforts to fill all these posts, the need for carrying forward the same would not have arisen. The Committee are of the view that unless concerted efforts are made by the AIR, the shortfall in the representation of SCs/STs cannot be wiped out. The Committee, therefore, urge that the reservation orders should be rigidly followed so that reserved vacancies are filled in at the earliest and shortfalls are obliterated. The Committee desire that the Ministry/AIR should again resort to time bound Special Recruitment Drive to wipeout the shortfall of reserved vacancies. The Government should also consider to appoint SCs/STs on the basis of their minimum Educational Qualifications for the post and impart them inservice training to make them suitable for the post.

Reply of the Government

Recruitment & promotions to posts in AIR are now being made in accordance with DOP&T instructions dated 2.7.97 regarding post-based roster and the vacancies will be filled up by the respective category only.

Comments of the Committee

(Please See Para 1.6 of Chapter I)

Recommendation (Sl. No. 6, Para 3.6)

The Committee are dismayed to note that the number of SCs and STs at Headquarters of AIR in various categories of posts is very low in comparison to others. The Committee strongly desire that adequate

number of SC/ST candidates be posted at the headquarters of AIR so that their interests could be looked after in a better way.

Reply of the Government

There are no standing instructions on reservations for posting of SC/ST candidates at a particular office including Headquarters. However, 9 SC/ST candidates of Indian Broadcasting (Engineering) Service are already working in AIR Directorate including P&D Unit. There are a few SC/ST officers in other disciplines also at DG:AIR.

Comments of the Committee

(Please See Para 1.9 of Chapter-1)

Recommendation (Sl. No. 7, Para 4.4)

The Committee are unhappy to note that during the year 1993, 1994 and 1995 the representation of SCs and STs in promotion to Group A, B, C and D posts in AIR was very low. The Committee suggest that if requisite number of candidates belonging to SC/ST are not found suitable in the feeder cadre for promotion to the next grade, the Government should fill up the shortfall by diverting the promotional posts to direct recruitment.

Reply of the Government

Most of the posts in Groups A and B, like Announcers, Newsreader-cum-Translators, Assistant Engineers etc. are filled up 100% by promotion from the feeder grades and as such there is little scope of diverting the promotional posts to direct recruitment even if requisite number of candidates belonging to SC/ST are not available in the feeder cadre for promotion. In case of other posts where there is a provision for promotion as well as direct recruitment, diversion of promotion posts to direct recruitment would deny the benefit of promotion against carry forward of reserved vacancies to the SC/ST candidates when they became eligible for promotion subsequently.

Comments of the Committee

(Please See Para of 1.12, Chapter 1)

Recommendation (Sl. No. 16, Para 2.7, Part-II)

The Committee note that in Doordarshan recruitment to Group A posts and certain Group B posts are made through UPSC and the remaining posts are filled up either through Staff Selection Commission or recruited locally. The Committee note that during 1994, 1995 the number of carry forward vacancies of SCs and STs in Group C posts are 47-44, 34-29 respectively. The Committee also note that in order to minimise the carry forward vacancies special recruitment drive to recruit SCs/STs have been conducted during 1989, 1993-94 and 1995-96. The Committee regret to note that the reasons for carrying forward of the vacancies reserved for SCs/STs even after the Special Recruitment Drive are stated to be as usual the non-availability of suitable candidates from these categories. The

Committee feel that the Ministry/Doordarshan has not made any serious efforts to fill these posts. The Committee are of the view that unless concerted efforts are made by Ministry/Doordarshan, the shortfall will continue to occur and cannot be wiped out. The Committee, therefore suggest that the reservation orders should be strictly followed and reserved vacancies be actually filled up. The Committee also recommend that the Ministry/Doordarshan should continue to resort to Special Recruitment Drives till the shortfall is wiped out. The Committee desire that if suitable candidates are not readily available from these communities, the best among the available candidates should be selected to fill up the reserved vacancies and special training be imparted to them to make them suitable for the posts.

Reply of the Government

As per the letter No. 36012/5/97-Estt. (Res.) dated 29.8.97 of DOP&T the special recruitment drive to fill up the backlog vacancies has been discontinued in view of the judgement of the Supreme Court in the case of Indira Sawheny vs. Union of India. In this case, the judgement laid down that the number of vacancies to be filled on the basis of reservation in a year, including carried forward reservation, should in no case exceed the 50% limit. As such, the current and backlog reservation are no longer treated on separate footings in a manner contemplated in DOP&T's O.M. No. 36012/6/88-Estt. (SCT) dated 25.4.89.

It is however, submitted that the matter relating to recruitment/promotions, preference is given to SC/ST candidates as per the extant rules of DOP&T.

It is also submitted that recruitment and promotions to posts in Government, including Doordarshan, are now being made in accordance with DOP&T's instructions dated 2.7.97 wherein the reserved vacancies are to be filled following the post-based roster as against the vacancy-based roster in order to ensure that SC/ST candidates are represented as per the vacancies reserved for SC/ST candidate.

Comments of the Committee

(Please see Para 1.15 of Chapter-1)

Recommendation (Sl. No. 17, Para 3.4, Part-II)

The Committee note that the number of officers belonging to SCs and STs posted at headquarters of Doordarshan is very low in comparison to others. In certain disciplines like Engineering, not even a single officer from ST category has been posted. Similarly, in News and Audience Research Disciplines, there is none from SC category. The Committee desire that adequate number of SC/ST persons in all disciplines should be posted at the Headquarters of Doordarshan so that their interest could be looked after in a better way.

Reply of the Government

There are no standing instructions on reservation for posting of SC/ST candidates at a particular office including Headquarters. However, Doordarshan have issued suitable instructions to the concerned administrative sections to ensure posting of sufficient number of SC/ST persons in all disciplines in the Headquarters of Doordarshan.

Comments of the Committee

(Please *See* Para 1.18 of Chapter-1)

CHAPTER V

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH FINAL REPLIES HAVE NOT BEEN RECEIVED

-NIL-

NEW DELHI;
18 April, 2001

28 Chaitra, 1923 (Saka)

KARIYA MUNDA,
*Chairman,
Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes.*