

**COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1977-78)**

**(SIXTH LOK SABHA)**

**TWENTIETH REPORT**

**MINISTRY OF INFORMATION AND BROADCASTING**

**Reservations for, and employment of, Scheduled  
Castes and Scheduled Tribes in All India Radio**



*Presented in Lok Sabha on 26-4-1978  
Laid in Rajya Sabha on 26-4-1978*

**LOK SABHA SECRETARIAT  
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*April, 1978/Vaisakha, 1900 (S)*

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CORRIGENDA

to

The Twentieth Report of the Committee on the  
Welfare of Scheduled Castes and Scheduled  
Tribes (Sixth Lok Sabha).

<u>Page</u> <u>No.</u>	<u>Sl.</u> <u>No.</u>	<u>Para</u> <u>No.</u>	<u>Line</u>	<u>For</u>	<u>Read</u>
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## CONTENTS

	PAGE
COMPOSITION OF THE COMMITTEE . . . . .	(iii)
INTRODUCTION . . . . .	(vi)
A. Organisational Set up . . . . .	1
B. Liaison Officer and Inspection Unit . . . . .	2
C. Reservation Orders . . . . .	5
D. Submission of Returns . . . . .	7
E. Recruitment Procedure . . . . .	9
F. Staff Selection/Promotion Committees . . . . .	13
G. Staff Strength and Shortfalls . . . . .	13
H. Maintenance of Rosters . . . . .	19
I. In-Service Training . . . . .	19
J. Dereservation . . . . .	20
K. Promotions . . . . .	21
L. Grievances . . . . .	22
M. Annual Reports . . . . .	26
 APPENDICES	
I. List indicating the names of Station/Offices under the Administrative control of A.I.R. . . . .	27
II. Statement indicating details of officers on deputation from other Departments . . . . .	32
III. Statement indicating dereservation of posts . . . . .	37
IV. Summary of Conclusions/Recommendations contained in the Report . . . . .	42

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES (1977-78)

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\*Elected to the Committee *w.e.f.* 23rd November, 1977 *vice* Sarvashri Chand Ram and Karia Munda ceased to be members of the Committee on their appointment as Ministers of State *w.e.f.* the 14th August, 1977.

(iv)

24. Shri P. K. Kunjachen
25. Shri Yogendra Makwana
- \*\*26. Shri Bhaiya Ram Munda
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SECRETARIAT

Shri Y. Sahai—*Chief Legislative Committee Officer.*

Shri H. L. Malhotra—*Senior Legislative Committee Officer.*

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\*\*Ceased to be members of the Committee on their retirement from Rajya Sabha *w.e.f.* 9th April, 1978.

## INTRODUCTION ..

1, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Twentieth Report on the Ministry of Information and Broadcasting—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in All India Radio.

2. The Committee took the evidence of the representatives of the Ministry of Information and Broadcasting, All India Radio and Department of Personnel and Administrative Reforms on the 13th and 14th December, 1977. The Committee wish to express their thanks to the Secretary, Ministry of Information and Broadcasting, Director-General, All India Radio and Joint Secretary, Department of Personnel and Administrative Reforms and other officers of the Ministry of Information and Broadcasting, All India Radio and Department of Personnel and Administrative Reforms for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on the 13th April, 1978.

4. A summary of conclusions/recommendations contained in the Report is appended (Appendix IV).

NEW DELHI;

April 18, 1978.

Chaitra 28, 1900 (Saka).

RAM DHAN,

Chairman,

Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.



## REPORT

### A. Organisational set up

The Committee have been informed during the course of evidence that there is no organisational set up in the Ministry of Information and Broadcasting/All India Radio for dealing with the implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes exclusively. Asked whether the existing organisational set up in the All India Radio is adequate for the purpose, it has been replied in the negative. A Deputy Secretary of Administration in the Ministry of Information and Broadcasting has been designated as Liaison Officer and he has been charged with the responsibility of ensuring the implementation of reservation orders. Similarly, in the All India Radio, the Director of Finance and Administration has been appointed as the Liaison Officer.

2. The names of the Station/Offices under the administrative control of All India Radio may be seen at Appendix I.

3. Asked during evidence whether any separate cell has been set up in the Ministry of Information and Broadcasting/All India Radio, the representative of the Ministry of Information and Broadcasting has replied in the negative. The Commissioner for Scheduled Castes and Scheduled Tribes had suggested that there should be a cell to look into compliance of the reservation orders exclusively, but the proposal for the creation of a cell was dropped for reasons of economy. He has further informed the Committee during evidence that even in the current year, a proposal had been mooted by the Ministry of Information and Broadcasting that a cell should be set up. However, on economic grounds, the Ministry of Finance did not agree. The Ministry of Finance agreed to provide one additional Lower Division Clerk only. He has further stated during evidence that in pursuance of the extant orders on the subject issued in 1969, the Ministry of Information and Broadcasting should have set up a cell under the direct control of the Liaison Officer, but the Deputy Secretary in-charge of the administration, who is the Liaison Officer, is using his own staff to assist him. The proposal made by the Ministry of Information and Broadcasting was for setting up a separate cell with a separate entity. Asked who was responsible for not setting up a separate cell, as envisaged in the

rules and whether a cell would now be set up, the representative of the Ministry of Information and Broadcasting has stated:—

“I cannot give a commitment for getting additional staff for having a separate cell because Finance is involved. If it is with the existing staff, then it is not a great change. In that case, I shall as well hold the Administrative Division responsible.”

4. The Committee are unhappy to be informed that the existing organisational set up neither in the Ministry of Information and Broadcasting nor in the All India Radio to deal with the reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the services of All India Radio is adequate. The Committee are all the more unhappy to be informed that a separate cell, as envisaged under the reservation orders and as suggested by the Commissioner for Scheduled Castes and Scheduled Tribes, has not so far been set up either in the Ministry of Information and Broadcasting or in the All India Radio to deal with the subject. The Committee do not see, how in the absence of adequate organisational set up and a separate cell both in the Ministry of Information and Broadcasting and All India Radio, it will be possible for the Ministry of Information and Broadcasting/All India Radio to effectively implement the reservation orders in favour of Scheduled Castes and Scheduled Tribes. The Committee would like the Ministry of Information and Broadcasting to immediately strengthen the organisational set up both in the Ministry and All India Radio and set up separate cells therein to deal exclusively with the reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the services of All India Radio.

#### B. Liaison Officer and Inspection Unit

5. The Committee have been informed that besides the Liaison Officers in the Ministry of Information and Broadcasting and the Directorate General of All India Radio, the Heads of Stations/Offices have been appointed as the Liaison Officers in the various Stations/Offices of the All India Radio. The main functions of the Liaison Officer have been stated to be as follows:—

- “1. To ensure due compliance by the Subordinate appointing authorities with the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them.

2. Ensuring timely submission by each appointing authority various returns relating to Scheduled Castes and Scheduled Tribes and their submission to the Ministry.
3. Conducting annual inspection of the rosters maintained in the offices under his control with a view to ensuring proper implementation of the reservation orders.
4. Ensuring the extension of necessary assistance to the Commissioner for Scheduled Castes and Scheduled Tribes in the investigation of complaints received by the Commissioner in regard to service matters and in the collection of information for his annual reports.
5. Scrutiny and consolidation of annual statement showing particulars of recruitment made during the Calendar year and the number filled by Scheduled Castes and Scheduled Tribes.
6. Ensuring that while making a reference to the Department of P&AR for dereservation of reserved vacancies included in the roster for permanent appointments and temporary appointments likely to become permanent or continuing indefinitely or while reporting cases of dereservation of reserved vacancies included in the roster for purely temporary appointments to the Commissioner for Scheduled Castes and Scheduled Tribes, full details in support of the proposal for dereservation are given etc. etc."

6. The Committee have been informed during the course of evidence that it is also the function of the Liaison Officer at the Directorate to go through the various Stations and to scrutinise whether the reservation orders are being implemented. There is an Inspection Unit. That Unit ensures that the rosters are being maintained and the orders are being followed by all the Stations. It is also the function of the Inspection Unit to ensure that procedure laid down in the All India Radio Manual in respect of recruitment and reservation of vacancies for Scheduled Castes and Scheduled Tribes in All India Radio Stations/Offices are actually introduced and properly followed. Asked about the complaints, if any, received during the inspection tour of the Liaison Officer, the representative of the All India Radio has stated during evidence that in December, 1976 he had inspected the Srinagar Station and in February, 1977 the Kanpur Station. He had found that rosters were

maintained well except in one or two cases where entries had been made in pencil. These Stations were advised not to make entries in pencils; otherwise the rosters and other things were maintained properly and there were no complaints. In reply to a question, the Committee have been informed that so far in 1977 about 14 Stations have been inspected and necessary corrective steps are being taken in the light of those inspections. In reply to a question, the representative of the Ministry of Information and Broadcasting has stated that the irregularities noticed by the inspecting officer while inspecting the Stations are brought to the notice of the Head of the Department, who is supposed to take the necessary corrective action. Clarifying the position further, he has stated during the course of evidence:—

“The Inspection Unit periodically goes and inspects the Stations of AIR and also inspects all aspects of the functions and the working of the AIR Stations. They also see whether the rosters are maintained properly and whether they comply with the instructions issued in regard to the recruitment of SC & ST. This is one of the important functions. This is also checked and wherever they go, they see whether all the instructions are followed and whether the registers are maintained properly. If the instructions are not followed, they will give a note and ensure the compliance with the instructions.”

7. Asked whether the Reports of the Inspection Unit are also sent to the Ministry of Information and Broadcasting, the representative of the Ministry of Information and Broadcasting has stated during the course of evidence that the inspection Reports of the All India Radio are not sent to the Ministry of Information and Broadcasting. The Inspection Unit has been created by the Directorate General of the All India Radio and it is for the Directorate to carry out necessary corrective action.

8. Asked about his reactions to the suggestion that Liaison Officer may be made personally responsible for non-implementation of reservation orders, the representative of the Ministry of Information and Broadcasting has stated during the course of evidence that,

“Primarily we hold the Head of the Department and Head of each office responsible for ensuring compliance of the orders for reservation. Liaison Officer's functions are of a monitoring nature. Real responsibility cannot be given up by the Head of the Department or Head of Office.”

9. The Committee cannot but emphasise that a Liaison Officer has a very important and noteworthy role to perform in so far as the implementation of orders for reservations for, and employment of, Scheduled Castes and Scheduled Tribes in servicees is concerned. The Committee, would, therefore, like to stress that the duties of the Liaison Officer as enumerated above, should be performed scrupulously and sincerely.

10. The Committee note that the Inspection Unit under the Liaison Officer, appointed by the Directorate General of All India Radio, has inspected 14 Stations in 1977. The Committee would like the Directorate General of All India Radio to chalk out a phased programme for the inspection of all the Stations/Offices of the All India Radio at regular intervals. The Committee are surprised to note that the reports of the Inspection Unit are not sent to the Ministry of Information and Broadcasting which is the controlling authority. They would like that these reports should be sent not only to the Ministry of Information and Broadcasting but also to the Commissioner for Scheduled Castes and Scheduled Tribes so that its activities are highlighted and proper follow up and corrective action taken on its recommendations.

### C. Reservation Orders

11. It has been stated that as per orders contained in the Ministry of Home Affairs Resolution No. 42/21/49-NGS, dated the 13th September, 1950, reservation orders in favour of Scheduled Castes and Scheduled Tribes were made applicable in the All India Radio with effect from 26th January, 1950. In respect of new Stations/Offices opened after the 13th September, 1950, the reservation orders were made applicable from the date of their inception.

12. The Committee have been informed during evidence that the Heads of Departments/Offices are the appointing authorities for Group II, III and IV vacancies, and Ministry of Information and Broadcasting for Group I vacancies. At the time of filling up the vacancies, the Heads of Departments/Offices ensured due compliance with reservation orders on the subject. Asked whether any instance had come to the notice of the Ministry about the non-compliance with the reservation orders, the representative of the Ministry of Information and Broadcasting has replied during evidence in the negative. He has further stated that:—

“I don't think we have clear record to show whether orders have been complied with from the date the Stations

maintained well except in one or two cases where entries had been made in pencil. These Stations were advised not to make entries in pencils; otherwise the rosters and other things were maintained properly and there were no complaints. In reply to a question, the Committee have been informed that so far in 1977 about 14 Stations have been inspected and necessary corrective steps are being taken in the light of those inspections. In reply to a question, the representative of the Ministry of Information and Broadcasting has stated that the irregularities noticed by the inspecting officer while inspecting the Stations are brought to the notice of the Head of the Department, who is supposed to take the necessary corrective action. Clarifying the position further, he has stated during the course of evidence:—

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“Primarily we hold the Head of the Department and Head of each office responsible for ensuring compliance of the orders for reservation. Liaison Officer's functions are of a monitoring nature. Real responsibility cannot be given up by the Head of the Department or Head of Office.”

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“I don't think we have clear record to show whether orders have been complied with from the date the Stations

were set up. They have been by and large implementing Government orders all along.”

13. Asked about the categories of posts in the All India Radio to which reservation orders do not apply, the representative of the Ministry of Information and Broadcasting has stated during evidence as follows:—

“The reservation orders apply to all categories of posts in All India Radio except in the category of Instrumentalists and Musicians belonging to the staff artists category which are highly specialised posts. No reservation orders were applicable to the Staff Artists till 1970. The matter was, however, examined thoroughly in consultation with the Department of Personnel in 1970, with regard to applying the reservation orders in the category of Staff Artists too. The D. P. & A. R. *vide* their O.M. No. 9/2/70-Est. (SCT) dated 2nd November, 1970 agreed that since the Staff Artists in the following categories which have special talents and cannot be acquired by every one at any time are being exempted from the purview of the orders regarding their reservation for Scheduled Castes and Scheduled Tribes. The categories are:

- (a) Announcers
- (b) Singers
- (c) Instrumentalists
- (d) Comperes
- (e) News Readers etc.

That Department also agreed that the reservation orders will apply only to the posts of Staff Artists in the non-specialist categories consisting of General Assistant, Copyists and Production Assistants etc.

The DP & AR *vide* their O.M. No. 36016/2/75-Est. (SCT) dated 12th March, 1976 brought to our notice that the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes had made a recommendation that all exemptions from the rule of reservation for Scheduled Castes and Scheduled Tribes in favour of any category of posts should be done away with. In view of this recommendation, the position was reviewed again in this Ministry and it was decided to apply reservation order to all categories of posts except Musicians and Instrumenta-



lists as these are highly specialised categories and it is not possible to apply the reservation orders. The DP & AR was informed in this regard *vide* this Ministry U.O. No. 12/16/76-B(A) dated 18th September, 1976 with a copy to DG, AIR for strict compliance."

14. The Committee do not agree with the contention of the All India Radio that the posts of Musicians and Instrumentalists have been exempted from the purview of the reservation orders as these posts are highly specialised and suitable Scheduled Castes and Scheduled Tribes are not available to man these posts. The Committee have no doubt that if earnest efforts are made, enough Scheduled Caste and Scheduled Tribe candidates will be forthcoming for these posts. The Committee would like the All India Radio to again review the whole policy of making reservation orders applicable in toto to all the posts in consultation with the Ministry of Information and Broadcasting and Department of Personnel and Administrative Reforms.

#### D. Submission of Returns

15. It has been stated that returns on receipt from all Media Units of the Ministry of Information and Broadcasting are compiled and sent to the Department of Personnel and Administrative Reforms and the Commissioner for Scheduled Castes and Scheduled Tribes. The following statement indicating the periodicity of the submission of returns and their dates of actual submission has been furnished to the Committee:—

Sl. No.	Return	Periodicity	Date of receipt of last return A.I.R.
1	2	3	4
1	Annual statement regarding representation of Scheduled Castes/Scheduled Tribes in services in appendix 8 and 9 of the Brochure.	Annual	16-6-1977
2	Cases of supersession of SC/ST officers in the Central Services. Material for 1976-77 report of the Commissioner for SC/ST.	Do.	2-8-1977
3	Annual statement showing de-reservations of reserved vacancies for SC/ST included in the roster for purely temporary appointment*.	Do.	17-8-1977

1	2	3	4
4	Statistical information regarding representation of SC/ST in posts filled by promotion. Material for 1976-77 report of the Commissioner of Scheduled Castes & Scheduled Tribes.	Do.	19-1-1978
5	Posts filled by deputation—Material for annual report of the Commissioner for SC/ST for their report for 1976-77.	Do.	18-7-1977
6	Inspection of rosters by the Liaison Officers nominated for work relating to representations of SC/ST in various Ministries/Departments of Govt. of India—Material for 1976-77 report of Commissioner for Scheduled Castes & Tribes.	Do.	29-12-1977
7	Inclusion of Scheduled Castes & Scheduled Tribes members in DPC/Selection Boards—Material for report for 1975-76 for Commissioner for Scheduled Castes & Scheduled Tribes.	Do.	7-12-1976

16. The representative of the Ministry of Information and Broadcasting has assured the Committee during evidence that periodical returns specified by the Government for watching the proper implementation of the reservation orders would be sent to the authorities concerned in future in time.

17. Asked whether any comments have been received on the returns from the Department of Personnel and Administrative Reforms and the Commissioner for Scheduled Castes and Scheduled Tribes, it has been stated as follows:—

“(i) Information in respect of inspection of rosters by the Liaison Officers was furnished to the Commissioner for Scheduled Castes and Scheduled Tribes for their report for 1974-75. The Commissioner for SC/ST pointed out that annual inspection of rosters was not conducted by the Liaison Officer in respect of Main Sectt. RNI, Films Division, FFC, DTE, of Films Festival & NFAL. They desired to know the reasons for not doing so. The Commissioner also pointed out that in respect of DAVP and CBFC though the inspection was conducted, the copies of the inspection reports had not been submitted to the respective Heads of the Departments. They desired to know the action taken in this regard also.

The concerned officers were asked to comment upon the points raised by the Commissioner for SC/ST. Replies from some of them have been received. Others are being asked to expedite the reply. The case is being processed and a reply will be sent to the Commissioner shortly.

- (ii) In the annual statement showing the representation of SC/ST in services in Appendix 8 as on 1-1-1976, the Deptt. of Personnel had pointed out that the total number of employees and SC employees now shown were less than the number shown in the similar statement for the previous year i.e. as on 1-1-75. This showed a decrease in the total number of employees and in the intake of the members of those communities when the efforts is to increase their intake and to improve their overall representation in the services. They desired to know about the reasons which led to the decrease in the total number of employees and the SC employees in the Ministry.

Various Media Units were addressed in the matter and revised figures were furnished to the Department of Personnel and A.R."

18. The Committee regret to note that the prescribed annual returns have not been compiled and submitted to the authorities concerned in time by All India Radio. The Committee consider the proper compilation of returns and their timely submission to the concerned authorities very important, as the returns are the only mechanism by which the proper implementation of the reservation orders in favour of Scheduled Castes and Scheduled Tribes can be watched. The Committee, therefore, need hardly emphasise that there should be no laxity in the proper compilation and timely submission of the returns.

19. The Committee are unhappy to note that the returns submitted by the All India Radio|Ministry of Information and Broadcasting were not compiled properly and the Commissioner for Scheduled Castes and Scheduled Tribes and the Department of Personnel and Administrative Reforms had pointed out certain discrepancies in those returns. The Committee expect the Ministry of Information and Broadcasting|All India Radio to rectify those discrepancies immediately. The Committee would also urge that before the returns are submitted to the Commissioner for Scheduled Castes and Scheduled Tribes and the Department of Personnel and Administrative Reforms, they should be carefully scrutinised with a view to see that they have been properly compiled.

#### E. Recruitment procedure

20. It has been stated that All India Radio is a vast organisation having large number of posts in various discipline e.g. (a) Prog-

ramme; (b) Engineering; (c) Technical; and (d) Administrative/ Ministerial. In general, Group 'A' and 'B' categories of posts are filled through the Union Public Service Commission Group 'C' posts e.g. Clerk Grade II are filled through Staff Selection Commission. Other posts (Group 'C' and 'D') are filled through the Surplus Cell/ Employment Exchanges. In addition, some technical posts are filled by Regional Engineers' Offices of All India Radio.

21. Asked whether the number of posts reserved for Scheduled Castes and Scheduled Tribes is specifically mentioned in all the advertisements made by the All India Radio through the media of Radio and Press as also in the indents placed with the Employment Exchanges, it has been replied in the affirmative in a note furnished to the Committee.

22. The Committee have also been informed during evidence that the vacancies in the All India Radio are being broadcast through All India Radio. The representative of the Ministry of Information and Broadcasting has agreed to the suggestion made during evidence that copies of all the advertisements should also be sent to the local Scheduled Caste/Tribe MPs' and MLAs'.

23. Asked what specific relaxations in standards are given to Scheduled Caste/Tribe candidates at the time of examination/interview/recruitment, in a note furnished to the Committee, it has been stated that instructions have already been issued to all the appointing authorities in the All India Radio Stations/Offices that—

- (i) In the matter of recruitment/promotion to vacancies reserved for Scheduled Castes/Scheduled Tribes, the condition of age limit may be relaxed by 5 years.
- (ii) In regard to the posts filled through written examination, they should reduce the qualifying marks in the case of Scheduled Castes/Scheduled Tribes (Ministry of Home Affairs O.M. No. 1|1|70-Est. (SCT) dated 25-7-1970).
- (iii) At the time of interview, the candidates for reserved vacancies should be considered by the relaxed standards of suitability in accordance with the instructions contained in the Ministry of Home Affairs O.M. No. 24|7|67 (i)-Est. (SCT) dated 24-9-68 and O.M. No. 16/8/69-Est (SCT) dated 31-10-1969 and that the interviews should be held on a day or sitting of the Selection Committee other than the day or sitting on which general candidates are to be interviewed.

24. Asked whether, besides the rules governing the recruitment of staff artists on broadcasting side framed in 1976, rules governing the recruitment and promotion of staff in other categories have also been framed, it has been stated in a note furnished to the Committee that besides staff artists, the other categories of staff employed in All India Radio hold civil posts. Recruitment rules of such posts are framed in consultation with the Department of Personnel and Administrative Reforms, Union Public Service Commission and the Ministry of Law, as the case may be, and notified as statutory rules in the Gazette of India. According to the prescribed procedure, the recruitment rules in respect of civil posts within the purview of the reservation orders contain a rule in the form of prescribed saving Clause, preferably at the end of the rule, regarding reservations and concessions provided for Scheduled Castes/Tribes in accordance with the orders issued by the Central Government from time to time in this regard.

25. It has been stated that the casual vacancies in the All India Radio are filled through Employment Exchange and reservation orders are not applicable to such vacancies. In reply to a question, the representative of the Ministry of Information and Broadcasting has stated during evidence that:—

“We have staff artistes and these are contractual posts. For civil posts, normally no casual persons are engaged. But wherever they are required, one has to go to the Employment Exchange, get the nominations and fill that on a casual basis till a regular appointment is made. According to Government orders, for regular posts, no casual appointment can be made. The vacancies cannot be filled on a temporary basis.”

26. He has further stated that the persons who had been appointed on casual basis cannot be regularised without going through the normal procedure.

27. Asked about the number of casual employees, who have been regularised during each of the last 3 years and the number of Scheduled Castes and Scheduled Tribes among them, the following statement has been furnished to the Committee:—

Year	Number of casual employees regularised	No. of Scheduled Castes	No. of Scheduled Tribes
1974 .	6	3	..
1975 .	4	2	..
1976 .	5	3	..

28. Regarding filling in the posts in the All India Radio on deputation from other departments, a statement showing the number of officers in various categories of posts who are on deputation with All India Radio and the number of Scheduled Castes and Scheduled Tribes among them, as furnished by the Ministry of Information and broadcasting may be seen at Appendix II.

29. In reply to a question, it has been stated that it is not considered necessary that reservation orders should be made applicable in the case of posts filled on deputation, as the sponsoring department no doubt applies reservation orders at the time of recruitment.

30. The Committee note the recruitment procedure being followed by the All India Radio for recruitment of personnel to man the various categories of posts under their control. The Committee would like the All India Radio to consider what further relaxations in standards could be given to Scheduled Castes and Scheduled Tribes at the time of examination|interview|recruitment so as to augment their intake in the services of the All India Radio.

31. The Committee desire that the copies of all advertisements issued by the All India Radio should invariably be sent to the local Scheduled Caste|Tribe MLAs and MPs as well as to the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes so that they may also sponsor suitable Scheduled Caste and Scheduled Tribe candidates for employment in the All India Radio.

32. The Committee see no reason why reservations are not being made applicable in the case of recruitment to the casual vacancies when there are specific orders on the subject that reservations are applicable in case the duration of employment is more than 45 days. The Committee recommend that reservation orders should be made applicable in all casual vacancies where the duration of appointment is more than 45 days. The Committee would also expect the All India Radio to ensure that reservation orders are scrupulously followed at the time of regularising the casual employees.

33. The Committee regret to note that out of a large number of staff and officers deputed from other departments to All India Radio, there is hardly any Scheduled Caste and Scheduled Tribe among them. Now that instructions have been issued by the Ministry of Home Affairs (Department of Personnel and Administrative Reforms) vide their O.M. No. 36012/7/77-Estt. (SCT) dated the 21st January, 1978, the Committee expect the Ministry of Information and Broadcasting|All India Radio to fill as many vacancies by Scheduled Castes and Scheduled Tribes as possible by deputation.

### F. Staff Selection/Promotion Committees

34. The following statement indicating the number of meetings held by the Selection Board and Departmental Promotion Committee during each of the last three years in which a Scheduled Caste/Tribe Officer was included has been furnished to the Committee:—

Year	Selection Board Meetings		DPC Meetings	
	Total Meeting held	Meeting in which SC/ST officers were associated	Total Meeting held	Meeting in which SC/ST officers were associated
1974	234	69	77	23
1975	275	108	82	31
1976	344	116	152	80

35. The representative of the All India Radio has agreed during evidence to issue instructions to all the Stations/Offices that all endeavours should be made to associate Scheduled Caste and Scheduled Tribe members with all the Selection Committees. Subsequently, in a note furnished to the Committee, it has been stated that instructions have been issued in December, 1977 to all concerned asking them to associate Scheduled Caste/Tribe officers with all Selection Boards for recruitment/promotion in future.

36. The Committee need hardly stress the desirability of including a Scheduled Caste/Tribe Officer in the various Departmental Recruitment/Promotion Committees constituted by the All India Radio so as to instil confidence in the Scheduled Caste and Scheduled Tribe employees. In case a Scheduled Caste/Tribe officer of the required status is not available in the All India Radio for the purpose, a Scheduled Caste/Tribe officer from another department of the Central/State Government should invariably be associated with such Departmental Recruitment/Promotion Committees.

### G. Staff Strength and Shortfalls

37. The following statement indicating the total number of employees and the number of Scheduled Castes and Scheduled Tribes

in the All India Radio among them has been furnished to the Committee:—

Deptt./Office	Category (Class-wise)	Total No. of employees	No. of		Percentage	
			SCs	STs	SCs	STs
Directorate General (including its subordinate offices) All India Radio	Group A	687	21	7	3.05	1.01
	Group B (Gazetted)	827	74	32	8.94	3.86
	Group B (Non-Gazetted)	394	30	21	9.61	5.32
	Group C	7324	934	325	12.75	4.43
	Group D Excluding Sweeper	2540	589	208	23.18	8.18
	Group D Sweepers only.	309	289	20	93.52	6.47

38. The Committee desired to be furnished with a statement showing the year-wise recruitment made during the last three years. In reply, the following statement has been furnished to the Committee:—

Year	Deptt./office	Category of post: (Class-wise)	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Scheduled Castes		
					Carried forward from previous year	Reserved during the year	TOTAL
1	2	3	4	5	6	7	8
1974	Directorate General AIR (including subordinate offices)	A	80	48	4	12	16
		B	60	12	10	10	20
		C	584	509	36	74	110
		D	203	186	7	28	35
		Sweeper	8	4	1	4	5



1	2	3	4	5	6	7	8
1975	Do.	A .	*12	8	15	2	17
		B .	92	180	37	26	63
		C .	686	592	26	74	100
		D .	180	130	..	20	20
		Sweeper	10	8	2	4	6
1976	Do.	A .	*31	2	17	5	22
		B	194	7	41	29	70
		C .	1000	865	15	119	134
		D .	229	190	..	38	38
		Sweeper	11	8	..	6	6

\*Excluding Programme staff for which Ministry of information & Broadcasting maintains the Rosters.

No. of vacancies reserved for Scheduled Tribes			No. of Scheduled Caste Candidates appointed	No. of Scheduled Tribe candidates appointed	No. of Scheduled Caste Vacancies carried forward	No. of Scheduled Tribes Vacancies carried forward
Carried forward from previous year	Reserved during the year	Total				
9	10	11	12	13	14	15
1.	6	7	1		15	7
7.	3	10	2	1	18	9
58.	55	113	84	39	26	74
12.	18	30	30	28	..	2
3	2	5	3	..	2	5
7	1	8	..	..	17	8
17	14	31	22	18	41	13
74	45	119	85	30	15	79
2	23	25	28	15		10
5	..	5	6	1	..	4

9	10	11	12	13	14	15
8	3	11	..	..	22	11
13	14	27		3	70	24
89	66	155	124	72	10	83
10	21	31	42	17		14
	4	4	8	7	5	3

39. Asked about the reasons for heavy shortfalls in the recruitment of Scheduled Castes and Scheduled Tribes, the Committee have been informed during evidence that the main reason for not filling of vacancies reserved for Scheduled Castes and Scheduled Tribes is the non-availability of suitable candidates belonging to these communities. In the majority of cases, the employment exchanges were unable to nominate candidates belonging to Scheduled Caste/Tribe or candidates belonging to these communities, did not respond to the advertisements or did not appear for the interview before the Selection Boards when called. In a few cases, the candidates did not satisfy the Selection Board as regards their adequacy for the job. However, instructions have since been issued in December, 1977 to the effect that even such candidates may be taken by relaxation of standards. Such persons will be given necessary in-service Training after appointment. It is being ensured that there is no carry forward of vacancies meant for Scheduled Caste/Tribe to the extent possible.

40. When suggested that a Scheduled Caste/Tribe candidate possessing the minimum qualifications required for a post might be selected and then given in-service training to make him suitable for that post, the representative of the Ministry of Information and Broadcasting has replied:—

“A candidate should fulfil the required qualifications as laid down. Besides that, the requirement of suitability has to be judged by the Selection Committee and that Committee would see whether the person was possessing the job requirements for the post. For example, if you take an engineer, if he fulfills the minimum qualifications, the Selection Committee would also see whether he would be able to discharge the duties assigned to him.”

Clarifying the position further, he has stated:—

“Merely because a person possess the academic qualifications does not necessarily mean that he will be able to discharge the duties of a particular post. In general if a candidate fulfills the qualifications, he is considered. But there are two things—the one is eligibility criteria and the other is suitability criteria.”

41. The representative of the Ministry of Information and Broadcasting desired during evidence that uniform instructions should be issued by the Department Personnel and Administrative Reforms on this subject. The representative of the Department of Personnel and Administrative Reforms, in reply, has stated that there are very clear instructions with regard to the relaxation of standards in favour of Scheduled Castes and Scheduled Tribes. These instructions are contained in Office Memorandum No. 24/7/67/IESH/(SCT), dated the 24th September, 1968. In addition to these relaxations, there are no specific instructions which would meet the needs of the Ministry of Information and Broadcasting. The minimum qualifications are laid down for recruitment and as long as the candidates fulfil those qualifications, there should be no difficulty in selecting them.

42. Asked what action is taken if the intake of Scheduled Castes and Scheduled Tribes is not in accordance with the quotas reserved for them, the representative of the Ministry of Information and Broadcasting has stated during evidence that the vacancies are taken note of and remedial action is taken on the subject by the appointing authorities. If the vacancies are not filled in, in a particular year, they are carried to the next year in accordance with the instructions. Asked whether any special recruitment has been made to fill in any of the reserved vacancies, the representative of the Ministry has replied in the negative. He has further stated that in principle the Ministry has no objection to hold special recruitment. However, for conducting a special recruitment each category of post has to be examined to find out whether there are large number of vacancies lying vacant in any category. In such cases only the Ministry could consider undertaking special recruitment, to the extent possible. Clarifying the position further he has stated:—

“In principle we agree that whenever it is necessary we can undertake special recruitment. But what I was saying was that we could say that for Group A we would do. We have to finalise further which are the vacancies against which we will take up special recruitment.”

43. Asked what specific difficulties are being experienced in holding special recruitment, the representative of the Ministry of Information and Broadcasting has suggested during evidence that the Department of Personnel and Administrative Reforms should issue clear instructions on the subject and those instructions would be followed by his Ministry. Thereupon, the representative of the Department of Personnel and Administrative Reforms has stated:—

“This is the matter on which no special instructions are called for. A number of Ministries have proceeded to make special recruitment wherever they found that a large number of reserved posts were unfilled. I do not know why the I & B Ministry requires us to issue special instructions in this regard. Where there are a large number of unfilled posts, they will be welcome to make special recruitment.”

44. The Committee are distressed to note that the representation of Scheduled Castes and Scheduled Tribes in almost all categories of posts in All India Radio is far below the quotas reserved for them. They regret to be informed that the main reason for not filling the vacancies reserved for Scheduled Castes and Scheduled Tribes is the non-availability of suitable candidates belonging to these communities. The Committee feel that there is no dearth of suitable Scheduled Caste and Scheduled Tribe candidates, and as such the argument advanced by the Ministry of Information and Broadcasting/All India Radio is untenable. The Committee deplore that no serious efforts worth the name have been made by the Ministry of Information and Broadcasting/All India Radio to fill all the reserved posts by Scheduled Castes and Scheduled Tribes as is evident from the arguments advanced by their representatives during evidence. In these circumstances, the Committee cannot but conclude that extent orders on the subject are neither being followed in letter and spirit by the appointing authorities of the All India Radio nor is adequate attention being paid to improve the situation. The Committee are convinced that unless concerted efforts are made by the All India Radio, the shortfall in the representation of Scheduled Castes and Scheduled Tribes cannot be wiped out. The Committee, therefore, urge that the reservation orders should be rigidly followed so that all the reserved vacancies for Scheduled Castes and Scheduled Tribes are actually filled in by them and shortfalls are obliterated within a specified period. The Committee suggest that special recruitment to recruit Scheduled Caste/Tribe candidates only against the reserved vacancies in the various categories of posts should immediately be resorted to. The

Committee would also like the Ministry of Information and Broadcasting|All India Radio to consider, whether a Scheduled Caste|Tribe candidate could not be appointed on the basis of the minimum educational qualifications required for the post and then given in-service training to make him suitable for that post.

#### H. Maintenance of Rosters

45. It has been stated that recruitment/promotions in Group A posts are being made by the Ministry of Information and Broadcasting. Therefore, the rosters are being maintained in respect of these posts by the Ministry. For recruitment/promotions in Group B posts, Director General, All India Radio is maintaining the rosters. Heads of Air Stations/Offices are the appointing authorities for Group C and D posts and they are maintaining the rosters at their end.

46. In reply to a question, it has been stated that rosters are being maintained from the date of commissioning of All India Radio Stations/Offices.

47. In reply to a further question, it has been stated that rosters are periodically examined and checked by Liaison Officer when he pays visits to All India Stations/Offices as also by the Deputy Director General who heads the Inspection Unit.

48. The Committee regret to note that rosters have not been maintained properly by the All India Radio. The Committee consider the proper maintenance of rosters as a sine qua non for keeping a close watch on the effective implementation of reservation orders and adequate intake of Scheduled Castes and Scheduled Tribes in services. The Committee have no doubt that unless rosters are maintained properly, they would cease to have any significance whatsoever. The Committee would, therefore, stress that the rosters should be maintained as per extant orders on the subject and not only be inspected regularly by the competent authorities but also all the vacancies reserved for Scheduled Castes and Scheduled Tribes be actually filled in and appointments made according to the points mentioned in the rosters.

#### I. In-Service Training

49. It has been stated that there are two Institutions—one for programme and another for engineering who train officers including Scheduled Castes and Scheduled Tribes after appointment in

All India Radio. The total number of officers/staff trained at the said training institutions has been stated to be as follows:—

Year	Total number of Officers staff who were given training	Scheduled Castes	Scheduled Tribes
1974	540	14	5
1975	585	21	12
1976	769	36	10

50. In reply to a question, it has been stated that no in-service training programme has been devised especially for those Scheduled Castes and Scheduled Tribes who have been recruited by lowering the standards of recruitment.

51. The Committee suggest that unless a special in-service training programme, especially for those Scheduled Caste and Scheduled Tribe candidates who have been recruited/promoted by lowering the standards, should be initiated by the All India Radio on a regular basis so as to make them better equipped for selection to higher categories of posts.

### J. Dereservation

52. A statement indicating the number of posts dereserved during each of the last 5 years, as furnished by the Ministry of Information and Broadcasting may be seen at Appendix III.

53. Asked during evidence whether it was a fact that All India Radio had dereserved certain posts without taking prior permission of the Ministry of Information and Broadcasting/Department of Personnel and Administrative Reforms, the representative of the Ministry of Information and Broadcasting has replied in the affirmative. He has stated:—

“It is a dereliction of duty that has taken place, and I am sure that the Director General is already at it.”

54. The Committee are distressed to note that quite a large number of posts have been dereserved in the All India Radio and its Stations/Offices under the plea “Non-availability of candidates belonging to the reserved community”. The Committee are also unhappy to be informed that certain posts have been dereserved by the All India Radio without taking prior permission of the Minis-

try of Information and Broadcasting/Department of Personnel and Administrative Reforms as required under the extant orders on the subject. The Committee expect the Ministry of Information and Broadcasting/All India Radio to ensure, that the procedure laid down for the dereservation of vacancies is scrupulously followed. The Committee also desire that before steps for dereservation are taken, it should be ensured whether suitable Scheduled Caste candidates are available for employment against the vacancies reserved for Scheduled Tribes and vice versa.

55. The Committee during the course of the examination of various Ministries/Departments have noticed that the procedure laid down for the dereservation of vacancies is not being followed properly. Even though the Committee are basically against dereservation of vacancies reserved for Scheduled Castes and Scheduled Tribes, they would, however, like the Department of Personnel and Administrative Reforms to issue fresh instructions to all the Ministries/Departments on the subject so that the Ministries/Departments may not falter in this regard. They would also like the Department of Personnel and Administrative Reforms to consider whether responsibility could be fixed on the Liaison Officer/Head of the Department in case the procedure for the dereservation of vacancies, as laid down, is not followed properly.

### K. Promotions

56. The total number of employees promoted and the number of Scheduled Castes and Scheduled Tribes among them during each of the last three years has been stated to be as follows:—

Category	1974			1975			1976		
	No. of posts filled by promotion	No. of SCs promoted	No. of STs promoted	No. of posts filled by promotion	No. of SCs promoted	No. of STs promoted	No. of posts filled by promotion	No. of SCs promoted	No. of STs promoted
A	98	1	..	11	..	..	149	6	1
B	369	37	19	202	26	7	95	2	..
C	247	42	18	198	38	14	357	63	25
D	53	16	3	26	8	2	89	23	8

57. Asked about the reasons for promoting very few Scheduled Castes and Scheduled Tribes especially in Category A and B posts, it has been stated in a note furnished to the Committee that there are very few Scheduled Castes/Tribes available in the Grades from which promotions are made. In reply to a further question, it has been stated that subject to the availability of Scheduled Caste/Tribe officials in the Grade from which the promotions are made, the posts reserved for them, will be filled. Asked whether any supersession of Scheduled Caste/Tribe employees during each of the last three years has taken place, the following statement has been submitted:

Year	Group A	Group B	Group C	Group D]
1974 .	1		3	
1975 .	..		8	
1976 . . . . .	1	..	4	1

58. The Committee stress that all the posts reserved for Scheduled Castes and Scheduled Tribes in the promotion quota should be actually filled in by them. They suggest that in case the required number of Scheduled Castes and Scheduled Tribes are not available in the eligibility zone, they should be promoted either by extending the existing zone of consideration or by having a separate zone of consideration for Scheduled Castes and Scheduled Tribes.

59. The Committee regret to note that many a Scheduled Castes and Scheduled Tribes have been superseded during each of the last three years. The Committee are, as a rule, against the supersession of any Scheduled Caste/Tribe. They should be promoted, notwithstanding their suitability for the post to which they are being promoted, and then given in-service training to make them better equipped for that post.

#### L. Grievances

60. The following statement indicating the number of complaints received from Scheduled Caste and Scheduled Tribe employees, nature thereof and action taken thereon has been furnished to the Committee:—

..



Air Station/Office	No. of complaints		Nature of complaint	Action taken
	SC	ST		
1	2	3	4	5
1974 Bombay	1	..	For transfer to Nagpur	Not possible to transfer him to Nagpur but accommodated in Jalgaon on his own request.
Calicut	6		1. Three for promotion (from the same CGI) 2. Two for counting <i>ad hoc</i> service for seniority. 3. One for publication of result	All 6 complaints disposed of and replies sent to officials concerned.
Pondicherry	1	..	From a Peon for appointment as CGII	As Rashterbasha is not equivalent to Matriculate, he cannot be appointed as CG-II. Reply issued.
		8		
1975 Bombay	2	..	1. One for promotion as Head Clerk/Acctt. 2. One for declaration of result of Head Clerk/Acctt. Exam.	Not acceded being too junior. Result declared in Nov. 1976 and promoted as Head Clerk in 12/76.
Calcutta	1	..	From a Motor Driver for confirmation	Considered by DPC in 1966, 1974 and 1975 but not found fit for confirmation each time.

1	2	3	4	5
Calicut	.	..	All 4 complaints from same CGI for promotion.	Disposed of and reply communicated to official concerned.
Cuttack	.	..	Regarding Seniority.	Disposed of.
Gorakhpur	.	..	Complaint from a CG-II in reply to a charge sheet for continued absence alleging communal bias of SD, AIR against him.	No action was necessary as allegation was false. Disciplinary proceedings against him are almost complete.
Simla	.	..	Complaints against Head of Office for giving adverse remarks in C/R.	Being looked into.
Varanasi	.	..	Complaint against termination of services after disciplinary proceedings.	Decision of High Court went against the official.
Cuttack	.	..	Regarding seniority	Disposed of.
RE(N), Delhi	.	..	Regarding posting & transfer	Request accepted.
DG : AIR	.	..	A Scheduled Tribe candidate does not originally belong to that community.	Enquiry revealed that candidate did not originally belong to Scheduled Tribe community.
		16		
1976 Bombay	.	3	1. From CG I for promotion 2. From CG II for promotion <sup>1</sup> 3. From CG I for transfer to Pune.	1. Promoted in 1977. 2. Promoted in 1977. 3. Not possible to transfer at this stage in view of claims by others as well. Request noted for future.
Calicut	.	..	For promotion and transfer from one Engg. Asst.	Accommodated at the station of his choice.

Gwalior	.	.	1	1	1.	1. For appointment as Tech. 2. For promotion to next higher post.	Both do not fulfill required qualifications.
Jammu	.	.	1	...	1.	Regarding seniority & confirmation.	Disposed of.
Jullundur	.	.	1	...	1.	Reg. confirmation.	Being looked into.
Simla	.	.	1	..	1.	Complaint against Head Office for giving adverse remarks in C.R.	Being looked into.
Tezaj	.	.	1	1	1.	Against not being selected as technician.	Not found fit and the post offered to other S.T. candidates. *who has accepted it.
Cuttack	.	.	1	1	1.	1. Regarding seniority. 2. Counting of service rendered after DPC selection as PEX.	} Disposed of.
RE(N), Delhi	.	.	1	..	1.	Regarding posting and transfer.	
HPT Khampur, Delhi	.	.	2	..	2.	Allegations against Sr. Officer.	Enquiries were made and allegations found baseless.
DG : AIR	.	.	1		1.	Adverse confidential report etc.	On examination, it was found that adverse report was not out of prejudice but he deserved such report.
1976 CGW, Gauhati	.	.	1	..	1.	For promotion as Admn. Officer.	Being examined.
CGW, Jullundur	.	.	1		1.	Reg. seniority and confirmation.	Being looked into.

61. The Committee feel that the complaints/grievances of Scheduled Caste and Scheduled Tribe employees in respect of promotions, supersessions, transfers, allotment of accommodation, etc. should be considered sympathetically and redressed quickly. ..

#### M. Annual Reports

62. Asked whether figures relating to the recruitment/promotion/dereservation of vacancies of Scheduled Castes and Scheduled Tribes are published in the Annual Report of the All India Radio, the representative of the Ministry of Information and Broadcasting has replied that there is no separate Annual Report for the All India Radio.

63. The Committee desire that figures regarding recruitment, promotion, dereservation of vacancies, supersession of Scheduled Castes and Scheduled Tribes, etc., so far as All India Radio is concerned, should be published in the Annual Report of the Ministry of Information and Broadcasting from 1978 onwards.

NEW DELHI;  
April 18, 1978  

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Chaitra 28, 1900 (S).

RAM DHAN,  
Chairman,  
Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.

## APPENDIX I

(Vide Para 2 of the Report)

*List indicating the names of Stations/Offices under the Administrative Control of All India Radio*

- I. 1. Directorate General, All India Radio, New Delhi (Hd. Qrs.)  
 2. Directorate General, All India Radio, New Delhi (P & D) Unit.
- II. 1. Dy. Director General (Eastern Region), All India Radio, Calcutta.  
 2. Dy. Director General (Western Region), All India Radio, Bombay.

III. Station/Office	Date of Commissioning
1. Agartala . . . . .	26-1-1967
2. Ahmedabad . . . . .	16-4-1949
3. Baroda . . . . .	16-4-1949
4. Ambikapur . . . . .	26-12-1976
5. Aizwal . . . . .	3-7-1976
6. Allahabad . . . . .	1-2-1949
7. Aurangabad . . . . .	19-9-1976
8. Bangalore . . . . .	2-11-1955
9. Bhadravati . . . . .	7-2-1965
10. Bhagalpur . . . . .	5-3-1967
11. Bhopal . . . . .	31-10-1956
12. Bhuji . . . . .	10-10-1965
13. Bikaner . . . . .	28-4-1963
14. Bombay . . . . .	23-7-1927
15. Calcutta . . . . .	26-8-1927
16. Calicut . . . . .	14-5-1950
17. Chattarpur . . . . .	7-8-1976
18. Coimbatore . . . . .	18-12-1966
19. Guduapan . . . . .	17-6-1963
20. Cuttack . . . . .	28-1-1948
21. Darbhanga . . . . .	2-2-1976

Station/Office	Date of Commissioning
22. Delhi	1-1-1936
23. Dibrugarh	15-2-1969
24. Dharwar	8-1-1950
25. Gauhati	1-7-1948
26. Gorakhpur	2-10-1972
27. Gulbarga	11-11-1966
28. Gwalior	15-8-1964
29. Hyderabad	3-2-1935
30. Imphal	15-8-1963
31. Indore	22-5-1955
32. Jabalpur	8-11-1964
33. Jaipur	9-4-1955
34. Ajmer	9-4-1955
35. Jagdalpur	22-1-1977
36. Jammu	1-12-1947
37. Jalgaon	16-10-1976
38. Jeypore	28-6-1964
39. Jodhpur	15-8-1965
40. Jullundur	16-5-1949
41. Kohima	4-1-1963
42. Kurseong	2-6-1962
43. Leh	25-6-1971
44. Lucknow	2-4-1938
45. Madras	16-6-1938
46. Mathura	29-1-1967
47. Mangalore/Uddipi	11-12-1976
48. Mysore	14-11-1974
49. Nagpur	16-7-1948
50. Parbhani	10-2-1968
51. Passighat	6-3-1966
52. Panaji	28-5-1940

Station/Office	Date of Commissioning
53. Patna	26-1-1948
54. Pune	8-10-1953
55. Pondicherry	23-9-1967
56. Port Blair	2-6-1963
57. Raipur	2-10-1963
58. Rajkot	4-1-1955
59. Rampur	25-7-1965
60. Ranchi	27-7-1957
61. Ratnagiri	13-1-1977
62. Rohtak	8-5-1976
62A. Rewa	2-10-1977
63. Sambalpur	26-5-1963
64. Sangli	6-10-1963
65. Shillong	6-3-1966
66. Silchar	11-8-1972
67. Siliguri	7-7-1963
68. Simla	16-6-1955
69. Srinagar	1-7-1948
70. Trichirapalli	16-5-1939
71. Trivandrum	12-3-1943
72. Trichur	4-11-1956
73. Tirunellveli	1-2-1963
74. Tezu	15-8-1967
75. Tawang	23-9-1974
76. Udaipur	5-3-1967
77. Varanasi	28-10-1962
78. Vijayvada	1-12-1948
79. Visakhapatnam	4-8-1963
<i>IV. Commercial Broadcasting Services</i>	
1. Ahmedabad	29-11-1970
2. Bangalore	
3. Bhopal	1-5-1975

Station/Office	Date of Commissioning
4. Bombay	1-11-1967
5. Calcutta	15-11-1968
6. Chandigarh	4-10-1970
7. Cuttack	1-5-1975
8. Delhi	1-4-1969
9. Hyderabad	21-3-1971
10. Jaipur	1-5-1975
11. Kanpur	15-9-1963
12. Madras	13-4-1969
13. Patna	1-5-1975
14. Srinagar	1-7-1975
15. Trivandrum	1-5-1975
<i>V. Regional Engineers Office</i>	
1. Regional Engineer (E)	Sept., 1968
2. Regional Engineer (N)	Sept., 1968
3. Regional Engineer (S)	Sept., 1968
4. Regional Engineer (W)	Sept., 1968
<i>VI. High Power Transmitter</i>	
1. Alleppey (HPT)	17-7-1971
2. Aligarh	4-4-1971
3. Bombay (Malad)	20-3-1954
4. Chinsurah	15-8-1969
5. Delhi (Kingsway)	1-5-1944
6. Delhi (HPT) Khampur	1-1-1959
7. Madras (Avadi)	22-3-1957
8. Rajkot	8-7-1971
<i>VII. Miscellaneous Offices</i>	
1. Akashvani Group of Journals (Delhi)	
2. Betar Jagat (Calcutta)	
3. Central Stores (Delhi)	



Station/Office	Date of Commissioning
4. Central Sales Unit (Bombay)/Vivid Bharati	
5. External Services Division	
6. Monitoring Services (Simla)	
7. News Services Division	
8. Research Deptt.	
9. CES Srinagar	
10. T & PES	
<b>VIII. Civil Construction Wing Offices</b>	
1. C. C. W. (Hd. qrs.), A.I.R., New Delhi	November, 1971
2. E. E. (Civil), Delhi	Do.
3. E. E. (Electrical), Delhi	Do.
4. E.E., C.C.W., Bombay	Do.
5. E.E., C.C.W., Calcutta	Do.
6. C.C.W., Gauhati	Do.
7. C.C.W., Jullundur	Do.
8. C.C.W., Lucknow.	Do.
9. C.C.W., Madras	Do.

## APPENDIX II

(Vide Para 28 of the Report)

*Statements indicating details of Officers on deputation from other Departments*

A.I.R. Station/Office	Designation of posts for which officers were on deputation from other departments in the year	No. of Officers on deputation from other Deptt. for that post	No. among them to		Percentage belonging of	
			S.C.	S.T.	S. C.	S. T.
1	2	3	4	5	6	7
1974 Bombay	Publicity Asstt.	1	..	..	..	..
Calcutta	Security Officer Gr. 'A'	1	..	..	..	..
Jullundur	Security Officer Gr. 'C'	1	..	..	..	..
Port Blair	Script Writer (Class II Gazetted)	1	..	..	..	..
Srinagar	Security Officer	1	..	..	..	..
	Asstt. Security Officer	1	..	..	..	..
Regional Engineer (South) Madras.	Accounts Officer	1	..	..	..	..
H.P.T. Chinsurah	Security Officer	1	..	..	..	..
H.P.T. Rajkot	Security Officer (Group 'B'—Non-Gazetted)	1	..	..	..	..
Akathvani Group of Journals, New Delhi.	Chief Editor	1	..	..	..	..



	1	2	3	4	5	6	7
Srinagar			1	..			
	Security Officer						
	Astt. Security Officer	.	1	..			
	Accounts Officer	.	1				
Regional Engineer (S), Madras.							
HPT Chinsurah	Security Officer	.	1	..			
HPT Rajkot	Security Officer (Group 'B' Non-gazetted)	.	1	..			
Akashvani Group of Journals	Chief Editor	.	1				
Central Stores, Delhi.	Accounts Officer	.	1				
	Divisional Acctt.	.	1	..			
DG: AIR (CC Wing)	Hindi Translator	.	1				
	Sr. Analyst	.	1				
DG: AIR (CC Wing)	Addl. C.E.	.	1				
	SE		2				
	Sr. Architect	.	2	..			
	Ex. Engineer(C)	.	4	..			

	Ex. Engineer (E)	1	..	..	..
	Surveyor of Works	2	1	..	50%
	Engineering Officer	1			
	Architect	2	1		50%
	Asstt. Engineer	32			..
	Asstt. Architect	6			
	Sectional Officer	17			
	Divisional Acctt.	1		..	
G.C.W. (S). Madras					
1976 Bombay	Publicity Asstt.	1			
Calcutta	Security Officer Gr. 'A'	1			
Rohtak	Producer (Folk Music)	1			
Srinagar	Security Officer	1			
	Asstt. Security Officer	1			
Regional Engineer(S) Madras	Accounts Officer	1			
H.P.T. Chinsurah	Security Officer	1			
H.P.T., Rajkot	Security Officer Gr. 'B' (Non-Gazetted)	1			
Akshvani Group of Journals	Chief Editor	1	..	..	..
	Sub-Editor	1	..	..	..

1	2	3	4	5	6	7
Central Stores, Delhi.	Accounts Officer . . . . .	1				
	Additional Acctt. . . . .	1				
DG. A.	Research Acctt. . . . .	1				
DG: AIR (C.G. Wing)	Addl. C.E. . . . .	1				
	S. E. . . . .	1				
	Sr. Architect . . . . .	2				
	Ex. Engineer (C) . . . . .	5				
	(Ex. Engineer (E) . . . . .	1				
	Surveyor of works . . . . .	2				
	Engineering Officer . . . . .	1				
	Architect . . . . .	1				
	Asstt. Engineer . . . . .	40				
	Asstt. Architect . . . . .	6				
	Sectional Officer . . . . .	11				
C.C.W. Madras	Div. Accountant . . . . .	1 £				
						£ Upto 30-9-1976

### APPENDIX III

(Vide Para 52 of the Report)  
Statement indicating *Derreservation of posts*

A.I.R.	Office/Station	Name of the posts	No. of posts dereserved	Reasons for dereservations	Has these posts been carried forward (as per extant orders) for 3 years
1	2	3	4	5	6
1974	Bangalore	. . . . . Field Reporter	1	Non-availability of candidates belonging to reserved community.	Yes
	Dharwar	. . . . . Technician	1	Do.	Yes
	Gulbarga	. . . . . Security Guard	1	Do.	Yes
	Jammu	. . . . . Farm Radio Reporter Librarian	1	Do.	Yes
	Port Blair	. . . . . Technician	1	Do.	Yes
	Sangli	. . . . . Engg. Asstt.	1	Do.	Yes
	Visakhapatnam	. . . . . Stenographer Security Guard	1	Do.	Yes
	C.B.S. Chandigarh	. . . . . Librarian	1	Do.	Yes

1	2	3	4	5	6
	H.P.T. Kingsway, Delhi . . . . .	Technician	1	Non-availability of candidates belonging to reserved community.	Yes
	Research Deptt., Delhi . . . . .	Technician	1	Do.	Yes
1975	Dharwar . . . . .	Engg. Asstt.	1	Non-availability of ST candidates.	Yes
	Varanasi . . . . .	Librarian	1	Non-availability of SC candidates.	Yes
	H.P.T. Aligarh . . . . .	Security Guard	1	Non-availability of ST candidates.	Yes
	DG AIR CC Wing . . . . .	Sectional Officer	11	Non-availability of SC/ST candidates.	Yes
		Draftsman	8	Do.	Yes
			34		
1976	Bhadrawati	Security Guard	1	Non-availability of candidates belonging to reserved community.	Yes
	Rajkot . . . . .	Librarian	1	Do.	Yes
	C.B.S. Bhopal . . . . .	Stenographer	1	Do.	Yes
	C.B.S. Trivandrum . . . . .	Peon	1	Do.	Yes
	Regional Engineer (W) . . . . .	Engg. Asstt.	4	Do.	Yes
	Monitoring Service Simla . . . . .	Security Guard	1	Do.	Yes
	C.L.S. Srinagar . . . . .	Technician	1	Do.	Yes



D.G.A.I.R.

Sr. E., As

4

Yes

Do.

14

The method of recruitment to these cadres is cent per cent by promotion.

Not applicable.

1972 Directorate

1973

1974

1. Deputy Director General

1975 General, All India Radio

1976

2. Station Director (Selection Grade)

If there are any SC/ ST Officers senior enough in the zone of consideration for promotion they are included in that list provided they are not considered unfit for promotion.

3. Station Director (Ordinary Grade)

75% of the posts are filled by promotion through a duly constituted DPC presided over by a Member of UPSC as Chairman. If there are any SC/ & ST Officers senior enough in the zone of consideration for promotion they are included in that list provided they are not considered unfit for promotion.

No dereservation was made in the recruitment made to 25% of the posts as required number of SC/ ST officers were

1	2	3	4	5	6
1972	Station Director (ordinary Grade)	4. Asst. Station Director	..	No dereservation was made.	available for appointment to the posts.
1973					
1974	Directorate General, All India Radio	5. Asst. Station Dir.	5	Non-availability of candidates belonging to the reserved community.	Yes
1975	Do.	Do.	11+5* *(carried forward from the preceding year).	Non-availability of candidates belonging to the reserved community.	Yes
1976	Do.	Do.		No dereservation has been made.	
1972	Do.	Deputy Director Audience Research	..	The method of recruitment to the posts is 100% by promotion. (No D.P.C. was convened for promotion to the posts of Deputy Director Audience Research during the period from 1972-76).	
1973					
1974					
1973					
1976					
1972	Do.	Hindi Officer	..	The method of recruitment for this post is by transfer on deputation.	
1973					
1974					

failing which by direct recruitment. The post was not filled by direct recruitment during the period from 1972-76.

No dereservation was made.

The method of recruitment to these cadres is cent per cent by promotion. If there are any SC & ST Officers senior enough in the zone of consideration for promotion they are included in that list provided they are not considered unfit for promotion.

The method of recruitment to this cadre is 60% by direct recruitment. Whenever vacancies are notified to the UPSC, a communal break-up of the vacancies is given in proposal. It is also mentioned in the proposal that there is no objection to treat the vacancies reserved for SC & ST candidates as unreserved in case suitable candidates belonging to these categories do not become available.

1975 1976	Do. . . . .	Audience Research Officer	No dereservation was made.	Yes
1972 1973	Directorate General, All India Radio	1. Chief Engineer 2. Additional Chief Engineer. 3. Deputy Chief Engineer 4. Senior Engineer 5. Station Engineer 6. Assistant Station Engineer.	The method of recruitment to these cadres is cent per cent by promotion. If there are any SC & ST Officers senior enough in the zone of consideration for promotion they are included in that list provided they are not considered unfit for promotion.	Yes
1974				
1975				
1976				

## APPENDIX IV

(Vide para 4 of Introduction)

### *Summary of Conclusions/Recommendations contained in the Report*

Sl. No.	Reference to para number in the Report	Summary of Conclusions/ Recommendations
1	2	3
1.	4	<p>The Committee are unhappy to be informed that the existing organisation set up neither in the Ministry of Information and Broadcasting nor in the All India Radio to deal with the reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the services of All India Radio is adequate. The Committee are all the more unhappy to be informed that a separate cell, as envisaged under the reservation orders and as suggested by the Commissioner for Scheduled Castes and Scheduled Tribes, has not so far been set up either in the Ministry of Information and Broadcasting or in the All India Radio to deal with the subject. The Committee do not see, how in the absence of adequate organisational set up and a separate cell both in the Ministry of Information and Broadcasting and All India Radio, it will be possible for the Ministry of Information and Broadcasting/All India Radio to effectively implement the reservation orders in favour of Scheduled Castes and Scheduled Tribes. The Committee would like the Ministry of Information and Broadcasting to immediately strengthen the organisational set up both in the Ministry and All India Radio and set up separate cells therein to deal exclusively with the reservations for, and employment of, Sche-</p>

- | 1  | 2  | 3   |
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|    |    | duled Castes and Scheduled Tribes in the services of All India Radio.   |
| 2. | 9  | The Committee cannot but emphasise that a liaison Officer has a very important and noteworthy role to perform in so far as the implementation of orders for reservations for, and employment of, Scheduled Castes and Scheduled Tribes in services is concerned. The Committee, would, therefore, like to stress that the duties of the Liaison Officer, as enumerated above should be performed scrupulously and sincerely.  |
| 3. | 10 | The Committee note that the Inspection Unit under the Liaison Officer, appointed by the Directorate General of all India Radio, has inspected 14 Stations in 1977. The Committee would like the Directorate General of All India Radio to chalk out a phased programme for the inspection of all the Stations/Offices of the All India Radio at regular intervals. The Committee are surprised to note that the reports of the Inspection Unit are not sent to the Ministry of Information and Broadcasting which is the controlling authority. They would like that these reports should be sent not only to the Ministry of Information and Broadcasting but also to the Commissioner for Scheduled Castes and Scheduled Tribes so that its activities are highlighted and proper follow up and corrective action taken on its recommendations. |
| 4. | 14 | The Committee do not agree with the contention of the All India Radio that the posts of Musicians and Instrumentalists have been exempted from the purview of the reservation orders as these posts are highly specialised and suitable Scheduled Castes and Scheduled Tribes are not available to man these posts. The Committee have no doubt that if earnest efforts are made, enough Scheduled Caste and Scheduled Tribe candidates will be forthcoming for these posts. The Committee would like the All India   |

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Radio to again review the whole policy of making reservation orders applicable *in toto* to all the posts in consultation with the Ministry of Information and Broadcasting and Department of Personnel and Administrative Reforms.

5. 18 The Committee regret to note that the prescribed annual returns have not been compiled and submitted to the authorities concerned in time by All India Radio. The Committee consider the proper compilation of returns and their timely submission to the concerned authorities very important, as the returns are the only mechanism by which the proper implementation of the reservation orders in favour of Scheduled Castes and Scheduled Tribes can be watched. The Committee, therefore, need hardly emphasise that there should be no laxity in the proper compilation and timely submission of the returns.
6. 19 The Committee are unhappy to note that the returns submitted by the All India Radio/Ministry of Information and Broadcasting were not compiled properly and the Commissioner for Scheduled Castes and Scheduled Tribes and the Department of Personnel and Administrative Reforms had pointed out certain discrepancies in those returns. The Committee expect the Ministry of Information and Broadcasting/All India Radio to rectify those discrepancies immediately. The Committee would also urge that before the returns are submitted to the Commissioner for Scheduled Castes and Scheduled Tribes and the Department of Personnel and Administrative Reforms, they should be carefully scrutinised with a view to see that they have been properly compiled.
7. 30 The Committee note the recruitment procedure being followed by the All India Radio for recruitment of personnel to man the various
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- categories of posts under their control. The Committee would like the All India Radio to consider what further relaxations in standards could be given to Scheduled Castes and Scheduled Tribes at the time of examination/interview/recruitment so as to augment their intake in the services of the All India Radio.
8. 31 The Committee desire that the copies of all advertisements issued by the All India Radio should invariably be sent to local Scheduled Caste/Tribe MLAs and MPs as well as to the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes so that they may also sponsor suitable Scheduled Caste and Scheduled Tribe candidates for employment in the All India Radio.
9. 32 The Committee see no reason why reservations are not being made applicable in the case of recruitment to the casual vacancies when there are specific orders on the subject that reservations are applicable in case the duration of employment is more than 45 days. The Committee recommend that reservation orders should be made applicable in all casual vacancies where the duration of appointment is more than 45 days. The Committee would also expect the All India Radio to ensure that reservation orders are scrupulously followed at the time of regularising the casual employees.
10. 33 The Committee regret to note that out of a large number of staff and officers deputed from other departments to All India Radio, there is hardly any Scheduled Caste and Scheduled Tribe among them. Now that instructions have been issued by the Ministry of Home Affairs (Department of Personnel and Administrative Reforms) vide their O.M. No. 36012/7/177-Estt (SCT), dated
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1	2	3
		the 21st January, 1978, the Committee expect the Ministry of Information and Broadcasting/All India Radio to fill as many vacancies by Scheduled Castes and Scheduled Tribes as possible by deputation.
11.	36	The Committee need hardly stress the desirability of including a Scheduled Caste/Tribe officer in the various Departmental Recruitment/Promotion Committees constituted by the All India Radio so as to instil confidence in the Scheduled Caste and Scheduled Tribe employees. In case of Scheduled Caste/Tribe officer of the required status is not available in the All India Radio for the purpose, a Scheduled Caste/Tribe officer from another department of the Central/State Government should invariably be associated with such Departmental Recruitment/Promotion Committees.
12.	44	The Committee are distressed to note that the representation of Scheduled Castes and Scheduled Tribes in almost all categories of posts in All India Radio is far below the quotas reserved for them. They regret to be informed that the main reason for not filling the vacancies reserved for Scheduled Castes and Scheduled Tribes is the non-availability of suitable candidates belonging to these communities. The Committee feel that there is no dearth of suitable Scheduled Caste and Scheduled Tribe candidates, and as such the argument advanced by the Ministry of Information and Broadcasting/All India Radio is untenable. The Committee deplore that no serious efforts worth the name have been made by the Ministry of Information and Broadcasting/All India Radio to fill all the reserved posts by Scheduled Castes and Scheduled Tribes as is evident from the arguments advanced by their representatives during evidence. In these circumstances, the Committee cannot but conclude that extant orders on the subject are neither being



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followed in letter and spirit by the appointing authorities of the All India Radio nor is adequate attention being paid to improve the situation. The Committee are convinced that unless concerted efforts are made by the All India Radio, the shortfall in the representation of Scheduled Castes and Scheduled Tribes cannot be wiped out. The Committee, therefore, urge that the reservation orders should be rigidly followed so that all the reserved vacancies for Scheduled Castes and Scheduled Tribes are actually filled in by them and shortfalls are obliterated within a specified period. The Committee suggest that special recruitment to recruit Scheduled Caste/Tribe candidates only against the reserved vacancies in the various categories of posts should immediately be resorted to. The Committee would also like the Ministry of Information and Broadcasting/All India Radio to consider whether a Scheduled Caste/Tribe candidate could not be appointed on the basis of the minimum educational qualifications required for the posts and then given in-service training to make him suitable for that post.

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The Committee regret to note that rosters have not been maintained properly by the All India Radio. The Committee consider the proper maintenance of rosters as a *sin qua non* for keeping a close watch on the effective implementation of reservation orders and adequate intake of Scheduled Castes and Scheduled Tribes in services. The Committee have no doubt that unless rosters are maintained properly, they would cease to have any significance whatsoever. The Committee would, therefore, stress that the rosters should be maintained as per extant orders on the subject and not only be inspected regularly by the competent authorities but also all the vacancies reserved for Scheduled Castes and

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- 
- Scheduled Tribes be actually filled in and appointments made according to the points mentioned in the rosters.
14. 51 The Committee suggest that unless a special in-service training programme, especially for those Scheduled Caste and Scheduled Tribe candidates who have been recruited/promoted by lowering the standards, should be initiated by the All India Radio on a regular basis so as to make them better equipped for selection to higher categories of posts.
15. 54 The Committee are distressed to note that quite a large number of posts have been dereserved in the All India Radio and its Stations/Offices under the plea "Non-availability of candidates belonging to the reserved community". The Committee are also unhappy to be informed that certain posts have been dereserved by the All India Radio without taking prior permission of the Ministry of Information and Broadcasting/Department of Personnel and Administrative Reforms as required under the extant orders on the subject. The Committee expect the Ministry of Information and Broadcasting/All India Radio to ensure, that the procedure laid down for the dereservation of vacancies is scrupulously followed. The Committee also desire that before steps for dereservation are taken, it should be ensured whether suitable Scheduled Caste candidates are available for employment against the vacancies reserved for Scheduled Tribes and *vice versa*.
16. 55 The Committee during the course of the examination of various Ministries/Departments have noticed that the procedure laid down for the dereservation of vacancies is not being followed properly. Even though the Committee
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- | (1) | (2) | (3)   |
|-----|-----|---|
|     |     | are basically against dereservation of vacancies reserved for Scheduled Castes and Scheduled Tribes. They would however like the Department of Personnel and Administrative Reforms to issue fresh instructions to all the Ministries/Departments on the subject so that the Ministries/Department may not falter in this regard. They would also like the Department of Personnel and Administrative Reforms to consider whether responsibility could be fixed on the Liaison Officer/Head of the Department in case the procedure for the dereservation of vacancies, as laid down, is not followed properly. |
| 17. | 58  | The Committee stress that all the posts reserved for Scheduled Castes and Scheduled Tribes in the promotion quota should be actually filled in by them. They suggest that in case the required number of Scheduled Castes and Scheduled Tribes are not available in the eligibility zone, they should be promoted either by extending the existing zone of consideration or by having a separate zone of consideration for Scheduled Castes and Scheduled Tribes.   |
| 18. | 59  | The Committee regret to note that many a Scheduled Castes and Scheduled Tribes have been superseded during each of the last three years. The Committee are, as a rule, against the Supersession of any Scheduled Caste/Tribe. They should be promoted, notwithstanding their suitability for the posts to which they are being promoted, and then given in-service training to make them better equipped for that posts.  |
| 19. | 61  | The Committee feel that the complaints/grievances of Scheduled Caste and Scheduled Tribe employees in respect of promotions, supersessions, transfers, allotment of accommodation, etc., should be considered sympathetically and redressed quickly.  |
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(1)	(2)	(3)
20.	62	The Committee desire that figures regarding recruitment, promotion, dereservation of vacancies, supersession of Scheduled Castes and Scheduled Tribes, etc., so far as All India Radio is concerned, should be published in the Annual Report of the Ministry of Information and Broadcasting from 1978 onwards.

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PUBLISHED UNDER RULE 382 OF THE RULES OF PROCEDURE AND CONDUCT  
OF BUSSINESS IN LOK SABHA (SIXTH EDITION) AND PRINTED BY THE  
GENERAL MANAGER, GOVERNMENT OF INDIA PRESS,  
MINTO ROAD, NEW DELHI.