

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1998-99)**

(TWELFTH LOK SABHA)

EIGHTH REPORT

ON

MINISTRY OF INFORMATION AND BROADCASTING

**Reservation for and employment of Scheduled Castes and
Scheduled Tribes in All India Radio and Doordarshan**



सत्यमेव जयते

Present to Lok Sabha on 21.12.98

Laid in Rajya Sabha on 21.12.98

**LOK SABHA SECRETARIAT
NEW DELHI**

December 1998/Agrahayana 1920 (Saka)

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED
CASTES AND SCHEDULED TRIBES (1998-99)**

SHRI KARIYA MUNDA — *Chairman*

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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 Eighth Report (Twelfth Lok Sabha) on the Ministry of Information and Broadcasting — Reservation for and employment of Scheduled Castes and Scheduled Tribes in All India Radio and Doordarshan.

2. The Committee took evidence of the representatives of the Ministry of Information and Broadcasting and those of All India Radio and Doordarshan on 29 August, 1997. The Committee wish to express their thanks to the officers of the Ministry of Information and Broadcasting and All India Radio and Doordarshan for placing before the Committee material and information the Committee desired in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 10 December, 1998.

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

NEW DELHI;
December, 1998
Agrahayana, 1920 (Saka)

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

PART I

RESERVATION FOR AND EMPLOYMENT OF SCHEDULED CASTES AND SCHEDULED TRIBES IN ALL INDIA RADIO

CHAPTER I

Background Note

1.1 The Committee have been informed that the AIR was established on 8th June, 1936 and at present AIR functions under the Directorate General (D.G.), an attached office of the Ministry of Information and Broadcasting. The D.G. is entrusted with the work of operating the broadcast all over the country under over all supervision of the Ministry and also to implement the policies and decisions of the Ministry through its field offices.

1.2 It has also been informed that for the first time, instructions regarding reservations to SCs for employment were issued by the Government of India on 21.9.1947 and after the promulgation of the Constitution of India, a resolution was issued by Government on 13.9.1950 providing reservations for STs also in addition to the reservations for SCs. As AIR was already in existence at the time of the issue of aforesaid instructions in 1947, the reservation order became applicable to AIR w.e.f. that date.

1.3 The present percentages of reservation i.e. 15% and 7½% for SCs and STs respectively applicable to various categories and posts both for direct recruitment and promotions were laid down w.e.f. 25.3.1970. However, in the case of recruitment on regional basis, the percentage of reservation varies from region to region.

Directorate of AIR

1.4 The Committee have been informed that AIR is headed by a Directorate-General who is assisted by Senior Officers in the field of programme, Engineering, News and Administration. On being asked how many SC/ST Senior Officers are there in AIR to assist the Director-General, the Ministry in a post evidence reply stated that two Scheduled Castes and three Scheduled Tribes officers are directly assisting the Director-General in the field of Programme, Engineering, News and Administration.

1.5 As regards the procedure regarding selection and appointment of Director-General of AIR it has been stated that selection is made by the Union Public Service Commission by following composite method of Promotion/Transfer on Deputation. In the event this procedure does not yield any result, the post is filled by direct Recruitment by the Commission themselves. When asked how many SC/ST officers from feeder cadre are eligible for promotion to the post of Directorate-General in AIR it was stated that one SC officer in the feeder Senior Administrative Grade of India

Broadcasting (Programme) Service is eligible for consideration for promotion to the post of DG as per the existing Recruitment Rules.

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 belongs to Scheduled Caste community and three officers belongs 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 sprit in future also in order to maintain the adequate representation of SCs/STs in the senior level officer in the Directorate of AIR.

CHAPTER II

Recruitment

2.1 As regards the procedure for recruitment of staff in various categories of posts in AIR the Committee were informed 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 as per recruitment rules for the respective posts. The concessions/relaxations in recruitment of SCs/STs as prescribed by DOP&T in Chapter 6 of the Procedure on the subject and any other concessions in Recruitment Rules are followed invariably.

2.2 The Committee note that as per the statement furnished to the Committee regarding recruitment made by AIR during 1994, 1995 and 1996 the number of carry forward posts in Group 'C' during 1994 is 2 for STs and 10 for SCs in 1996. Similarly the carry forward vacancies in respect of Group 'D' posts is 2 for SC in 1994. The Committee also note that in a note furnished to the Committee the reason for the carry forward of vacancies is stated to be non-availability of suitable candidates of respective categories during those years.

2.3 On being asked what steps were taken to minimise the carry forward vacancies the Ministry stated in a post evidence reply that to minimise the carry forward vacancies special recruitment drives were conducted during 1989, 1993-94 and 1995-96 and would be continued as and when required.

2.4 Asked about the number of candidates appointed both SCs and STs in Group A, B, C and D categories as a result of Special Recruitment Drive undertaken the following statement has been furnished to the Committee:—

Statement showing Number of Candidates Applied, Number of Candidates Selected and Number of Candidates Appointed in All India Radio as a Result of Special Recruitment Drive undertaken During the last three years

year	(A) Scheduled Caste											
	Candidates Applied Group				Candidates Selected Group				Candidates Appointed Group			
	A	B	C	D	A	B	C	D	A	B	C	D
1994	-	-	48	62	-	-	11	17	-	-	9	11
1995	-	-	8	20	-	-	6	6	-	-	6	5
1996	-	-	48	56	-	-	7	2	-	-	6	2

(B) Scheduled Tribe

Year	Candidates Applied				Candidates Selected				Candidates Appointed			
	Group				Group				Group			
	A	B	C	D	A	B	C	D	A	B	C	D
1994	-	-	6	60	-	-	2	9	-	-	2	7
1995	-	10	270	25	-	1	67	3	-	-	11	3
1996	-	-	361	52	-	-	17	8	-	-	14	7

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 & 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 a post and impart them inservice training to make them suitable for the post.

Interview

2.6 The Committee have observed that in AIR SC/ST candidates are not interviewed on separate dates and in separate blocks other than the days on which general candidates are interviewed.

When asked to state the reasons as to why AIR is not following the practice of interviewing SC/ST candidates on separate dates and in separate blocks other than the general candidates, the Ministry *vide* their post evidence reply stated that AIR did not follow these instructions inadvertently. Instructions (Annexure) have been issued on 8.8.1997 to AIR Stations/Offices for strictly following the instructions on the subject.

2.7 The Committee are distressed to note that despite clear instructions of the 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 is 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.

Casual Employment

2.8 On a specific question about the number of casual employees appointed during the last 3 years in AIR, the Committee have been informed that in all 40 persons were employed on casual employment out of which 10 persons belong to SC and none from ST communities.

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 orders 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.

CHAPTER III

Staff Strength

3.1 The following statement indicating the total number of employees and the number of SCs/STs among them in AIR as on 1.1.1996 has been furnished to the Committee:—

Staff Strength of All India Radio (As on 01.01.1996)

Group of post	Total No. of Employees	Number of		Percentage		Shortfalls		Percentage of Shortfalls	
		SC	ST	SC	ST	SC	ST	SC	ST
A (Lowest rung)	982	155	37	15.78%	3.77%	-	37	-	3.78%*
A (As a whole)	1738	200	64	11.50%	3.68%	60	66	3.50%	3.82%
B	1139	137	95	12.03%	8.34%	34	-	2.97%	-
C	9305	1553	880	16.69%	9.46%	-	-	-	-
D	3756	1010	458	26.90%	12.19%	-	-	-	-
D (Sweepers)	1113	579	79	52.02%	7.1%	-	4	-	0.4%

* Reservation in Group is only amongst the lowest rung and in promotion in non-selection method above the lowest rung.

3.2 As per the statement of staff strength of All India Radio for the years 1994, 1995 and 1996 furnished to the Committee it is observed that in Group 'A' posts (lowest rung) the shortfall of SCs and STs during the year 1994 was 17 and 47, and in Group 'B' posts it was 10 and 95 respectively. During 1995 the shortfall of SCs and STs in Group 'A' posts (lowest rung) was 5 and 40 respectively and in Group 'B' posts the shortfall of SC was 47. During 1996 whereas the shortfall of ST in Group 'A' posts (lowest rung) was 37, that of SC in Group 'B' posts was 34. The reasons for this shortfall are stated to be non-availability of eligible SC/ST candidates.

3.3 When asked what efforts have been made/proposed to be made to clear the shortfall; the Ministry *vide* their post evidence note stated that Special Recruitment Drive was held during 1993-94. Still due to non-availability of suitable candidates, all the backlog vacancies could not be filled. A special Recruitment Drive would be conducted in the near future to clear the backlog vacancies of SCs/STs and instructions in this regard are under process.

3.4 On being asked the total strength of officers discipline-wise at headquarters of AIR and the number of SCs/STs among them as on 1.10.1997, the Ministry furnished the following statement:—

S.No. Discipline	No. of officers working in Air Headquarter	No. of SC/ST officers among them	
		SC	ST
1. Engineering	135	19	1
2. Programme	38	3	2
3. Administration	90	13	3
4. News	332	18	12

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 Ministry.

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.

CHAPTER IV

Promotion

4.1 With regard to the procedure being followed for promotion to various categories of post in AIR, it was stated that as per DOP&T's guidelines regular promotions were affected through screening by a Departmental promotion Committee as prescribed in the recruitment rules. The recommendations of that Committee are put up to the appointing authority for approval before issue of promotion orders. Concessions/relaxations are also given to SC/ST employees in the matter of promotion as per the guidelines of DOP&T.

4.2 As regards the total number of employees promoted in AIR and the number of SCs and STs among them during 1993, 1994 and 1995 in various groups of posts the following information was furnished to the Committee.

Category of employees	Total No. of employees promoted	No. of SCs	No. of STs
Group A*	937	93	39
Group B	402	72	19
Group C	428	51	40
Group D	151	16	9

* (This includes figures in respect of Indian Information Service from which officers are also posted to other media units of the Min. of I&B).

4.3 The Committee observed that the number and percentage of SCs and STs in promotion of Group B and C were very less and the reason for the less percentage of ST employees promoted is stated to be non availability of eligible candidate in respective feeder grades. On being asked whether the authority is planning to divert the promotional posts to direct recruitment and if not how do the authorities propose to fill up the backlog of SC/ST category in promotion, the Ministry in a post evidence reply stated that Diversion of posts falling under promotion quota to direct recruitment quota is not permissible under the rules. This may so not be advisable as it would lead to a number of carry forward vacancies in the promotion quota and would be against the interests of other SC/ST candidates who are in the line of promotion.

4.4 The Committee are unhappy to note that during the year 1993, 1994 and 1995 and representation of SCs/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.

Supersession

4.5 When asked whether SC/ST officers were superseded in promotion by general persons during the last five years it was replied that in 1992 and 1993 one ST Administrative Officer each and in 1996-97 two ST Administrative Officer were superseded. It was stated that the reasons for supersession of the above mentioned ST officers by general candidates was that DPC did not recommend them for promotion since they were assessed as "Unfit" for promotion on the basis of their service records.

4.6 The Committee were also informed that the DPCs are guided by the general instructions issued by DOP&T, including the instructions relating to SCs & STs and if an SC/ST officer was found "Unfit" on the basis of his/her service records, he/she was not recommended for promotion by the DPC and hence they are superseded by the general candidates.

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 & Broadcasting/All India Radio to prevent such supersession in future.

4.8 Asked about the number of officers given extension in service in various categories during 1993, 1994 and 1995 and the number of SCs and STs among them. In reply the Ministry furnished the following statement:—

Group	Total	SC	ST
A	9	1	-
B	5	-	-
C	-	-	-
D	-	-	-
	14	1	-

POST-WISE BREAK UP:—

	Total	SC	ST
1. Translator-cum-Announcer (Rs. 2000-3500)	2	-	-
2. Newsreader-cum-Translator (Urdu) (Rs. 3000-4500)	1	-	-
3. Newsreader-cum-Translator (English) (Rs. 3700-5000)	1	-	-
4. Newsreader-cum-Translator (Tamil) (Rs. 3700-5000)	1	-	-

5. Announcer Grade-I (Rs. 3000-4500)	1	-	-
6. Announcer Grade-III (Rs. 1640-2900)	1	-	-
7. Programmer Executive (Rs. 2000-3500)	2	-	-
8. Director General (Rs. 7600 Fixed)	1	-	-
9. Station Director (Rs. 3700-5000)	2	-	-
10. Assistant Station Director (Rs. 2200-4000)	2	1	-

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 services 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.

CHAPTER V
MISCELLANEOUS

Roster

5.1 The Committee were informed that roster was being maintained in AIR as per rules. As regards the maintenance of roster it was stated that rosters are being inspected by the Liaison Officer and the rosters are also scrutinised in the Ministry at the time of examining dereservation proposals.

5.2 On being asked whether any discrepancies/shortcomings were found in the maintenance of Roster, it was stated that, some minor discrepancies were noticed and they were rectified in the Ministry itself. It was also stated that, simultaneously, the discrepancies were brought to the knowledge of the concerned officers and they were suitably advised to avoid repetition of the same. During the evidence the Committee observed from the roster being furnished to them by the Ministry that the same has been prepared hurriedly by AIR and are not maintained properly.

5.3 The Committee note that some discrepancies were found in the 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.

Training Abroad

5.4 On being asked the number of officers sent abroad on deputation, training, seminar etc. during the last five years in AIR from various disciplines, the Ministry furnished the following statement:—

Wing	No. of officers sent abroad	No. of officers sent abroad more than once
Engineering Programme	40	7
Administration	53	7
News	2	Nil
	12	1
Total	107	15

5.5 The Committee were informed that during 1993-94 one SC Officer, and during 1994-95 none from SC/ST category and in 1995-96 one SC person was sent abroad for training.

5.6 The Committee note that the number of SC/ST persons sent abroad for training/to attend seminar is very low. In this connection the Government have issued a number of instructions for sponsoring the SCs/STs for training, seminars and conference abroad. The Committee desire that due opportunity should be given to the SC/ST 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.

Caste Certificate

5.7 The Committee have been informed that in respect of All India Radio, 6 cases were reported where persons have obtained employment on the basis of false caste certificate.

5.8 On being asked the steps taken/proposed to be taken to prevent such appointments in future, the Ministry in a post evidence reply stated that, under the existing instructions there is no specific provision for getting the caste certificates verified from the issuing authorities before actual appointment. This is being resorted to in practice only in case of receipt of any complaint to that effect. When asked by the Committee as to what action has been taken against the persons who obtained employment on the basis of false caste certificate, the Ministry in a note furnished to the Committee stated that AIR have taken following action in each case:—

(i) AIR Jalandhar: The disciplinary proceedings against the concerned official have been initiated.

(ii) AIR Chennai: The case is in respect of Smt. D. Chitra, Engineering Assistant who claimed to be an ST candidate but after being asked to produce the evidence of her claim, she could not submit the caste certificate. Thereafter, she has filed a petition in High Court of Madras in June '93.

(iii) AIR Tirunelveli: This is regarding appointment of Smt. K. Suganthi as Transmission Executive sponsored by SC against the post reserved for ST candidate. In this case Madras High Court has directed to issue the order to appoint the petitioner on the basis of caste certificate dated 23.5.92 issued by the Tehsildar. Accordingly, appointment order on temporary basis was issued subject to her production of caste certificate from Revenue Divisional Office. In the mean time, she had approached the Hon'ble High Court and got the stay order. This stay order has not been vacated till date. The matter is still pending in the High Court.

(iv) AIR Rajkot: The services of the accused Government servant have been terminated.

(v) AIR Baroda: Kum. D.C. Kataria, Transmission Executive was dismissed from service for furnishing false ST certificate. However, in pursuance to a judgement to Central Administrative Tribunal Kum. Kataria has been reinstated as Transmission Executive.

(vi) AIR Ahmedabad: The case in respect of Shri P.C. Kataria, Transmission Executive who submitted false caste certificate. His caste certificate has now been

cancelled by Adi Jati Vikas Commissioner of Gujarat DG: AIR is taking appropriate action against the official.

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 the 2 cases are sub-judice and in another two cases proceedings against the concerned official 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 this is being resorted to. The Committee recommend that the Government should make a provision in the rules for varification of caste certificate alongwith the varification of character and antecedent at the time of entry in Government service.

Housing

5.10 The Committee have been informed that at some stations/kendras All India Radio had built their own quarters which are allotted to the employees in accordance with the provisions of AIR (Allotment of residential quarters) rules. The Committee are constrained to note that in the rules, there is no provision for reservation in respect of allotment of staff quarter for SC/ST employees.

5.11 When asked the reasons for not providing reservation in residential quarters to SC/ST employees as per rules of Government of India, it has been stated that the proposal to provide reservation for SCs and STs in the allotment of residential quarters built by AIR is in an advanced stage of consideration in consultation with the Ministry of Law, etc.

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 to 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 the 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.

Grievances/Complaints

5.13 On being asked as to the procedure adopted for the disposal of complaints/grievances of SC/ST employees in AIR, time taken to dispose of them and number of

complaints/grievances received during the last three years in each of the disciplines, the Ministry in a note furnished to the Committee stated that from 01.10.1995 to 02.09.1997 in All India Radio following number of complaints from SC/ST employees were received:—

Engineering Wing	-	18
Programme Wing	-	16
Administration Wing	-	16
News Wing	-	Nil

5.14 When asked during evidence the method of meeting the representatives of SC/ST employees, the frequency of such meetings and the level at which it is done, the representative of the Ministry stated that whenever SC/ST employees have some problems they ask for a meeting which is permitted to them. No time limit is fixed and who so ever ask for a meeting it is granted and efforts are made to solve their problem.

5.15 The Committee feel that the complaints/grievances of SC/ST 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 SC/ST employees once or twice a year to sort out their complaints/grievances.

PART II

RESERVATION FOR AND EMPLOYMENT OF SCHEDULED CASTES AND SCHEDULED TRIBES IN DOORDARSHAN

CHAPTER I

Background Note

1.1 The Committee have been informed that the first TV station was started under the aegis of AIR in 1959. Till March, 1976 television was a part of Directorate General of AIR and it became a separate Directorate from 1.4.1976 with the new nomenclature "Doordarshan".

Directorate of Doordarshan

1.2 At present Doordarshan is functioning under the Directorate General, an attached office of the Ministry of Information & Broadcasting which is entrusted with the work of telecasting all over the country and implement the policies and decisions of the Ministry. The Director General who is the head of the Directorate is assisted by senior officers in the field of Programme, Engineering, News and Administration. The Ministry in a post evidence reply furnished to the Committee has also stated that in Doordarshan out of those officers who are directly assisting the Director General in the fields of Programme, Engineering, News and Administration, one officer belongs to Scheduled Castes and two officers are from Scheduled Tribes.

1.3 As regards the procedure for selection and appointment of Director General, it has been stated that as per the extant Rules for the post, the selection is made by UPSC by following composite method of Promotion/Transfer on deputation. In the event this procedure does not yield any result, the post is filled by direct recruitment by the Commission themselves.

1.4 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 belongs 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.

CHAPTER II

Reservation

2.1 The Committee have been informed that Doordarshan came into being as a separate entity on 1.4.1976 and the present percentage of reservations for SCs/STs applicable to various categories of posts both for direct recruitment and promotions became applicable to Doordarshan from 1.4.1976. To ensure the actual implementation of the reservation orders/instructions issued by DoP & T in favour of SCs and STs, a Liaison Officer each in the Ministry of Information & Broadcasting and Doordarshan has been nominated. These Liaison Officers are assisted by a Special Cell in each of these organisations.

Recruitment

2.2 It has been stated that the posts in Doordarshan are civil posts and the recruitment to Group 'A' posts and certain group 'B' posts is made through UPSC and the remaining posts are filled up either through Staff Selection Commission or recruited locally through Employment Exchange as per the recruitment rules for the respective posts.

2.3 The statement showing year-wise recruitment made by Doordarshan during the years 1994, 1995, 1996 is as under:

Statement showing year-wise recruitment made by Doordarshan during the last three years (1994, 1995 & 1996)

Year	Category of posts	Total No. of vacancies actually occurred	Total No. of vacancies actually filled	No. of vacancies reserved for SC		Total No. of vacancies reserved for ST		Total	No. of candidates appointed		No. of vacancies carried		No. of backlog vacancies		
				Carried forward from previous year	Reserved during the year	Carried forward from the previous year	Reserved during the year		SC	ST	SC	ST	SC	ST	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Group 'C'															
1994		452	249	47	37	84	44	19	63	50	34	34	29		
1995		266	172	34	26	60	29	13	42	63	65	—	—		
1996		160	80	—	12	12	—	6	6	27	16	—	—		
Group 'D'															
1994		69	47	2	7	9	7	4	11	6	16	3	—		
1995		120	65	3	10	13	—	5	5	11	6	2	—		
1996		43	31	2	5	7	—	3	3	11	12	—	—		

Note: No recruitment is done by DG: Doordarshan in Group A & B posts.

2.4 From the statement furnished to the Committee regarding the year-wise recruitments made by Doordarshan during 1994, 1995 and 1996 the Committee has observed that the number of vacancies carried forward in respect of SCs and STs in Group 'C' category are 47-44, 34-29 and NIL respectively. On being asked what steps have been taken/proposed to be taken to minimise the carryforward vacancies in Doordarshan, Special Recruitment Drives to recruit the SCs, STs against backlog

vacancies have been conducted during 1989, 1993-94 and 1995-96 and would be continued as and when required.

Special Recruitment

2.5 The Committee note that in order to wipe out the backlog and fill up the vacant post of SC and ST categories Special Recruitment Drives are resorted to by Ministry/Doordarshan. On being asked by the Committee about the number of candidates who have applied, the number of candidates selected and the number of candidates appointed both SCs and STs in Group 'A', 'B', 'C' and 'D' categories the Ministry furnished the following statement:—

Statement showing number of candidates applied, number of candidates selected and number of candidates appointed in Doordarshan as a result of special recruitment drive undertaken during the last three years

	1994-95				1995-96				1996-97			
	Group 'C'		'Group 'D'		Group 'C'		Group 'D'		Group 'C'		Group 'D'	
	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
Total number of posts advertised	No Special Rectt. Drive made in the year 1994-95				20	39	08	06	08	20	06	04
Number of SC/ST persons who applied					948	783	25	29	34	20	32	12
Number of SC/ST persons selected					19	36	08	06	03	06	06	05
Number of SC/ST persons who actually joined					17	36	08	06	03	06	06	04

2.6 The Committee observed from the statement furnished to them by the Ministry of Information & Broadcasting that for a Special Recruitment Drive during 1993-94 out of the 66 posts identified in Group 'C' and 'D' selection is made only for 9 vacancies. During the evidence the Committee desired to know the reasons for this glaring gap between the two figures. The representatives of the Ministry replied that "This depends upon the availability of candidates because in these organisations there are large number of technical posts. The new vacancies which are coming up are either on engineering side or programme side. There is a general lack of availability of candidates".

2.7 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

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 are 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.

CHAPTER III

Staff Strength

3.1 The staff strength of Doordarshan as on 1.1.96 was as under:—

Group of post	Total No. of Employees	Number of		Percentage		Shortfalls		Percentage of	
		SC	ST	SC	ST	SC	ST	SC	ST
A (Lowest-rung)	434	61	18	14.05%	4.14%	4	14	0.95%	3.36%
A (As a whole)	838	92	30	10.91%	3.58%	34	33	4.03%	3.92%*
B	2087	283	35	13.56%	1.67%	30	121	1.44%	5.83%
C	7625	1259	735	16.51%	9.63%	-	-	-	-
D	2790	695	343	24.91%	12.29%	-	-	-	-
D (Sweepers)	233	157	51	67.38%	21.88%	-	-	-	-

*Reservation in Group A is only amongst the lowest rung and in promotion in non-selection method above the lowest rung.

3.2 When asked the reasons for shortfall in the employment of SCs and STs as against their reserved quota particularly in Group 'A' (lowest rung) and Group 'B' the Ministry in a note furnished to the Committee stated that due to non-availability of candidates from these categories the shortfall in posts are there.

When the Committee wanted to know the steps or measures taken to clear the shortfall in Doordarshan, the Ministry, in a post evidence reply stated that Special Recruitment Drive was held during 1993-94. However, due to non-availability of suitable candidates, all the backlog vacancies could not be filled. A Special Recruitment Drive would be conducted in the near future to clear the backlog vacancies of SCs/STs. It was also stated that instructions in this regard would be issued.

3.3 The Committee desired to know the total strength of officers discipline-wise at Headquarters of Doordarshan and the number of SCs/STs among them as on 1.10.1997. In reply the Ministry furnished the following statement:—

Sl. No.	Discipline	No. of officers working in DDn Headquarters	Number of SC/ST officers among them	
			SC	ST
1.	Engineering	93	04	-
2.	Programme	74	07	02
3.	Administration	45	09	02
4.	News	04	-	01
5.	Audience Research	02	-	-

3.4 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.

Promotions

It has been stated that as per DoP&T's guidelines, regular promotions are effected through screening by a Departmental Promotion Committee as prescribed in the recruitment rules. The recommendations are put up to the appointing authority for approval before issue of promotion orders. As per DoP&T's guidelines on the subject and the provision in the recruitment rules, concessions/relaxations are also given to SC/ST employees in the matter of promotion.

3.5 When asked the number of persons promoted in Doordarshan during the last three years (1993, 1994 & 1995) in various groups and number of SCs/STs among them the Ministry in their reply stated:—

Category of employees	Total No. of employees promoted	No. of SCs	No. of STs
Group A*	--	--	--
Group B	12	Nil	Nil
Group C	17	08	02
Group D	27	09	07

*Figures relating to Group 'A' are included in the figures under AIR (Annexure-II) which coordinates the same in respect of Doordarshan also.

3.6 The Committee were also informed that during 1993-94 in the grade of junior Time Scale, 4 posts for SC and 2 posts for ST were dereserved, during 1994-95 13 posts for SC and 11 posts for ST were also dereserved.

3.7 The Committee note that during the year 1993, 1994, and 1995 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.

Training Abroad

3.8 Asked about the discipline wise number of officers from Doordarshan sent abroad on deputation, training, seminar, etc. during the last five years the Ministry has furnished the following statement:—

Wing	No. of officers sent abroad	No. of officers sent abroad more than once
Engineering	73	5
Programme	124	9
Administration	23	3
News	64	12
Total	284	29

3.9 The Committee note from the list furnished to them by the Ministry about the officers from Doordarshan who were sent abroad during 1993-94, 1994-95 and 1995-96 that out of 165 officers sent abroad only 9 officers are from SC community and more than ST category.

3.10 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, 1995 and 1996 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 seminar 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.

CHAPTER IV
MISCELLANEOUS

4.1 Doordarshan Kendras have been telecasting the policies/programmes formulated by Government of India for the Welfare of SCs and STs for their upliftment and awareness.

4.2 In Doordarshan, priority is also given to tribal areas for setting up Transmitters, Studios, etc. to bring these areas under coverage, involve the local tribal community in their cultural programmes and also to generate local employment.

4.3 When the Committee desired to know the number of TV Towers/Stations set-up so far in Tribal Areas and Scheduled Areas in the Country. The Ministry in their post evidence reply furnished to the Committee have given the following details in respect of TV Transmitters/Studios presently functioning in TSP Districts.

Studios	-	10
HPTs	-	18
LPTs	-	236
VLPTs	-	42
Transposers	-	4

4.4 On being asked about the steps taken/proposed to be taken to set up new TV Towers/Stations in the areas predominantly inhabited by SCs/STs or in backward areas, the Ministry furnished the details of TV Projects presently under implementation and those proposed to be set-up in TSP Districts, which are as under :—

(i) *Projects under Implementation :*

Studios	-	9
HPTs	-	5
LPTs	-	36
VLPTs	-	24

(ii) *Projects proposed but yet to be sanctioned :*

Studios	-	3
HPTs	-	25
LPTs	-	24
VLPTs	-	3
Transposers	-	1

4.5 When asked whether the Ministry/Authority is aware that there are some TV Towers/Stations in the country which are either non-functional or have not yet been

started functioning, the Ministry stated that about 30 TV Transmitters are at present non-functional. Out of these 30 TV Transmitters, 9 TV Transmitters are in the TSP Districts.

4.6 When the Committee desired to know the steps taken/proposed to be taken to make them functional in reply it has been stated that out of the 9 TV Transmitters falling in the TSP Districts, staff for 7 TV Transmitters has been sanctioned. Action for recruitment/deployment of the staff is being taken and efforts are being made to make these Transmitters functional at the earliest possible. Proposals for creation of required posts for the remaining Transmitters is being pursued with the Ministry of Finance.

4.7 The Committee note that in tribal areas and Scheduled Areas 10 Studios, 18 HPTs 236 LPTs, 42VLPTs and 4 Transposers 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.

4.8 During evidence the Committee wanted to know the social work undertaken by Doordarshan especially in Tribal and backward areas. The Committee pointed out that in the field of agriculture, education, health etc. Doordarshan can explain in better way than through any other means. A special emphasis was given to the district Koraput in Orissa (which is adjacent to Bastar district of M.P.) where a short wave station was under construction. It was suggested by the Committee that if the programmes are telecasted on Doordarshan, it will be better because people can see them. The illiterate and backward people can understand something better by seeing it than by hearing. Further, if these programmes are telecasted in the language other than local language then also the tribals will not be able to understand them. It was, therefore, suggested that proposal for telecast in local language should be made so that the tribals can understand it easily and try to follow the programme. Since the people of Bastar and Koraput speak the same language, the Committee suggest that a tribal unit be set up at Koraput urgently.

4.9 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 Jaipur (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 programme.

NEW DELHI;
December, 1998
Agrahayana, 1920 (Saka)

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

APPENDIX

(Vide para of Introduction)

SUMMARY OF CONCLUSIONS/RECOMMENDATIONS CONTAINED IN THE REPORT

Sl. No.	Para No.	Summary of Conclusions/Recommendations
1	2	3
1.	1.6	<p>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 sprit in future also in order to maintain the adequate representation of SCs/STs in the senior level officer in the Directorate of AIR.</p>
2.	2.5	<p>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 for 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 & 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 a post and impart them inservice training to make them suitable for the post.</p>

1	2	3
3.	2.7	The Committee are distressed to note that despite clear instructions of the 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 is 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.
4.	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 orders 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.
5.	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 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.
6.	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.
7.	4.4	The Committee are unhappy to note that during the year-1993-1994 and 1995 the representation of SCs 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.
8.	4.7	The Committee regret to note that during 1992 and 1993 one Administrative Officer, in each year from ST category and Two

1	2	3
		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 & Broadcasting/All India Radio to prevent such supersession in future.
9.	4.9	The Committee note that during the years 1993, 1994 and 1995 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 mars 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.
10.	5.3	The Committee note that some discrepancies were found in the 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.
11.	5.6	The Committee note that the number of SC/ST persons sent abroad for training/to attend seminar is very low. In this connection the Government have issued a number of instructions for sponsoring the SCs/STs for training, seminars and conference abroad. The Committee desire that due opportunity should be given to the SC/ST 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.
12.	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 official 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

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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 this is being resorted to. The Committee recommend that the Government should make a provision in the rules for varification of caste certificate alongwith the varification of character and antecedent at the time of entry in Government service.

- 13 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 to 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 the 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.
- 14 5.15 The Committee feel that the complaints/grievances of SC/ST 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 SC/ST employees once or twice a year to sort out their complaints/grievances.

PART II

- 15 1.4 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 belongs 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.

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16	2.7	<p>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 carryforward 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 can not 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 are 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.</p>
17	3.4	<p>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 Head Quarters of Doordarshan so that their interest could be looked after in a better way.</p>
18	3.7	<p>The Committee note that during the year 1993, 1994 and 1995 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 promotion 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</p>

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zone, they should be promoted either by extending the existing zone of consideration or even by having separate zone of consideration to these categories.

19. 3.10 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, 1995 and 1996 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 seminar 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 skill.
- 20 4.5 The Committee note that in tribal areas and Scheduled Areas 10 Studios, 18 HPTs 236 LPTs, 42 VLPTs and 4 Transposers 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.
- 21 4.7 The Committee note that Doordarshan play 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 Jajpur (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 programme.
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