

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

(SIXTH LOK SABHA)

NINETEENTH REPORT

MINISTRY OF INFORMATION AND BROADCASTING

**Reservations for, and employment of, Scheduled
Castes and Scheduled Tribes in Films Division**



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

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NEW DELHI**

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Corrigenda
to

The Nineteenth Report of the Committee on the
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(Sixth Lok Sabha)

<u>Line</u>	<u>Para</u>	<u>Line</u>	<u>For</u>	<u>Read</u>
7	16	4	of	or
13	44	12	extent	extant
14	48	7	extent	extant
46	29	7	Castes	Caste
48	44	17	extent	extant
49	48	10	extent	extant

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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES

(1977-78)

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

*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.

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

INTRODUCTION

I, 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 Nineteenth Report on the Ministry of Information and Broadcasting—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Films Division.

2. The Committee took the evidence of the representatives of the Ministry of Information and Broadcasting, Films Division and Department of Personnel and Administrative Reforms on the 14th December, 1977. The Committee wish to express their thanks to the Secretary, Ministry of Information and Broadcasting, Chief Producer, Films Division and Joint Secretary, Department of Personnel and Administrative Reforms and other officers of the Ministry of Information and Broadcasting, Films Division 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 4th April, 1978.

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

NEW DELHI;

April 18, 1978

Chaitra 28, 1900 (Saka).

RAM DHAN,

Chairman,

Committee on the Welfare of Scheduled
Castes and Scheduled Tribes.

A. Organisational set up

It has been stated that Films Division is a Subordinate office under the Ministry of Information and Broadcasting and its main function is to produce and distribute Documentary Films, Newsreels and other short films required by the Government of India for public information, education, motivation and for instructional and cultural purposes. The Films Division has its headquarters at Bombay. In addition, it has one production Centre at New Delhi, one at Calcutta and 7 Distribution Branch Offices located at Bombay, Hyderabad, Bangalore, Madras, Nagpur, Lucknow and Calcutta. One more branch is likely to be set up in Kerala shortly. In addition, Films Division has Newsreel Officers/Assistant Newsreel Officers located at Srinagar/Jammu, Chandigarh, Delhi, Jaipur, Ahmedabad, Bhopal, Bombay, Bangalore, Hyderabad, Madras, Trivandrum, Lucknow, Patna, Calcutta and Gauhati.

2. Asked how are the activities of the headquarters office at Bombay, Production Centres at New Delhi and Calcutta and the Distribution Branch Offices located at various places are coordinated so far as the recruitment of Scheduled Castes and Scheduled Tribes is concerned, it has been stated in a note furnished to the Committee that the roster in respect of Group A posts in the Films Division is maintained by the Ministry of Information and Broadcasting and requisitions to the Union Public Service Commission are sent by the ministry. Regarding Groups B, C and D posts, rosters are maintained at the Headquarters Office of the Films Division at Bombay. Where the recruitment is required to be made through the Union Public Service Commission, requisitions to the Commission are sent by the Headquarters Office at Bombay. In other cases, i.e. in case of recruitment to Groups C and D posts, requisitions to the Employment Exchanges etc. are also sent by the Headquarters Office at Bombay except in the case of posts at Delhi Office of the Films Division. In the case of Delhi Office, the point in the roster is intimated by the Headquarters Office at Bombay to the Delhi Office and the requisitions to the Employment Exchanges, etc. are sent by the Delhi Office.

3. Asked whether the organisational set up in the Films Division is adequate to deal with the reservations for, and employment of, Scheduled Castes and Scheduled Tribes, it has been stated in a note furnished to the Committee that there are two Sections in the Films Division, Bombay which deal with recruitment against vacancies arising in the Units of the Films Division all over India. One Sec-

tion deals with the general orders as well as the recruitment for Group B posts and the other with Groups C and D posts. The former Section functions directly under the Administrative Officer, who is also the appointing authority for Groups C and D posts as well as the Liaison Officer for the purpose of reservation of posts for Scheduled Castes and Scheduled Tribes. This set up is by and large adequate.

4. In reply to a question, it has been stated that specific liaison is not maintained between the Films Division and the Ministry of Information and Broadcasting. Whenever any difficulties are encountered by the Films Division, clarifications are sought from the Ministry of Information and Broadcasting and the rosters are also periodically called by the Ministry of Information and Broadcasting for inspection. Asked whether close coordination and liaison between the Ministry of Information and Broadcasting and Films Division was not a pre-requisite for proper implementation of the reservation orders, it has been stated in a note furnished to the Committee that "there is no specific liaison between Films Division and the Ministry in the sense that there is no Separate Cell either in the Ministry or in Films Division. However, the present arrangements are that there is an Officer in the Films Division viz. Administrative Officer) who is the Liaison Officer for the Films Division and that the Deputy Secretary in the Ministry is the Liaison Officer for the Ministry."

5. Asked whether there was any proposal to set up a Separate Cell in the Films Division to watch the proper implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes, the Committee have been informed during evidence that there is a proposal to appoint full-time Welfare Officer in the Films Division to attend to the welfare work of the employees. As soon as he is appointed, a Cell would also be set up to attend to the work relating to the representation of Scheduled Castes and Scheduled Tribes in services.

6. The Committee do not consider that the organisational set up either in the Ministry of Information and Broadcasting or in the Films Division is adequate enough to deal with the reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the services of Films Division. The Committee stress the desirability of immediately setting up of a Separate Cell in the Ministry of Information and Broadcasting as well as in the Films Division, as per the extant orders on the subject, for the effective implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes.

7. The Committee are surprised to learn that there is no specific liaison between the Films Division and the Ministry of Information

and Broadcasting. The Committee need hardly point out that close coordination and liaison between the Ministry of Information and Broadcasting and Films Division is a pre-requisite for the proper implementation of the reservation orders. The Committee would like the Ministry of Information and Broadcasting to devise effective ways and means for keeping a close watch on the implementation of reservation orders in toto by the Films Division.

B. Liaison officer

8. It has been stated that so far as Films Division is concerned, the Administrative Officer, a Group 'A' officer in the scale of Rs. 1100-1600 is the Liaison Officer. He is responsible for the implementation of the reservation orders. His main functions have been stated to be as follows:—

- “(i) ensuring due compliance of the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them;
- (ii) ensuring (a) submission to the Ministry of an annual statement showing total No. of Government servants and No. of Scheduled Castes and Scheduled Tribes amongst them as on 1st January in the prescribed form;
(b) submission to the Ministry and to the Department of Personnel and Administrative Reforms an annual statements showing particulars of recruitment made during the calendar year and the numbers filled by Scheduled Castes and Scheduled Tribes in the prescribed form; and
- (iii) ensuring that while making a reference to the Department of Personnel and Administrative Reforms (with copy to the Commissioner for Scheduled Castes and Scheduled Tribes) for dereservation of reserved vacancies included in the roster for permanent appointments and temporary appointments likely to continue 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.
- (iv) 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 report.

- (v) Conducting annual inspection of the rosters maintained in the Films Division with a view to ensuring proper implementation of the reservation orders.

9. The Committee note that the Films Division has appointed the Administrative Officer, a Group 'A' officer in the scale of Rs. 1100-1600, as Liaison Officer to watch and safeguard the interests of Scheduled Caste and Scheduled Tribe employees. The Committee need hardly emphasise that the duties of the Liaison Officer, as enumerated above, should be scrupulously performed.

C. Reservation orders

10. Asked about the categories of posts of the Films Division to which reservation orders do not apply, it has been stated that the reservation orders are not applicable in the case of following posts in the Film Division:—

I. Posts filled by <i>deputation</i>	No. of posts
(1) Chief Sound Engineer (Rs. 1100—1600)	1
(2) Internal Financial Adviser (Rs. 1100—1600)	1
(3) Accounts Officer (Rs. 840—1200)	2
(4) Junior Accounts Officer (Rs. 500—900)	1

II. Posts filled by *Promotion within Group A like Deputy Chief Producer (Rs. 1500-1800)*

The above posts are exempted by the reservation orders.

Some posts in the Films Division are included in other Central Services.

These are:—

(a) *Cost Accounts Pool*

(1) Cost Accounts Officer (Rs. 1100—1600)	1
(2) Cost Accountant (Rs. 650—1200)	1

(b) *Central information Service*

(1) Producer (Newsreel) (Rs. 1100—1600)	1
(2) Senior Commentary Writer (1100—1600)	1
(3) Commentary Writer Grade II of C. I.S. (Rs. 700—1300)/Grade III of CIS (Rs. 650—1200)	13
(4) Script Writes (Rs. 700—1300)/(Rs. 650—1200)	3
(5) Publicity and Research Assistant (470—750)	8

In these cases, the cadre authorities apply reservations orders at the time of recruitment.

11. It has also been stated that no reservation is being made in respect of Staff Artists for employment with Films Division, whose number is as under:

Title Artistes.	3
Musicians	10
Commentary Speakers	13

12. Asked about the reasons for exempting the posts of Title Artistes, Musicians and Commentary Speakers from the purview of reservation orders, it has been stated in a note furnished to the Committee that the work now being done by the Title Artistes and the Commentary Speakers was formerly got done from outsiders on the payment of lumpsum for each job. There was no adequate work for a full-time employee. As the Division's activities increased, it was felt that it would be economical to employ persons on monthly fee basis.

Those persons who had become proficient in these jobs were employed for this purpose. Subsequently, they were given the contracts which were being extended from time to time. As regards Musicians, the intention was to record different types of music which could be kept in stock in the Film Library and put to use in the Film according to various situations in the Films. The idea was however, subsequently rejected and it was felt that in order to improve the quality of films, it would be necessary to compose fresh music for each film. Accordingly, a limited number of persons specialised in playing of specific instruments were engaged on monthly fee basis. They were also given contracts along with the Title Artistes and Commentary Speakers. It is for this reason that the applicability of the reservation orders to this category has not been considered, especially when there were no regular posts and the persons engaged were paid from contingencies. The applicability of the reservation orders will however be examined in consultation with the Department of Personnel and Administrative Reforms, keeping in view the extent of applicability of reservation orders in the case of Staff Artistes of All India Radio.

13. The Committee are unhappy to note that quite a large number of posts have been kept outside the purview of the reservation orders in favour of Scheduled Castes and Scheduled Tribes by the Films Division. The Committee do not feel convinced by the reasons put forth by the Films Division for exempting these posts from the purview of the reservation orders. The Committee would like the Films Division to review the whole policy of making reservation orders applicable in to to to all the posts in consultation with the Ministry of Information and Broadcasting and Department of Personnel and Administrative Reforms. In this connection, the Committee would like to draw the attention of the Films Division to the following recommendation contained in Para 1.56 of their 41st Report (Fifth Lok Sabha) on the Reservations for Scheduled Castes and Scheduled Tribes in services:

"The Committee are in principle opposed to any category of

posts being exempted from the purview of reservations. The Committee, therefore, recommend that all exemptions from the rule of reservations for Scheduled Castes and Scheduled Tribes should be done away with."

D. Submission of returns

14. It has been stated that the 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, due date of submission and dates of actual submission has been furnished to the Committee:—

Sl. No.	Return	Periodicity	Due Date	Date of submission of last return
1	2	3	4	5
1.	Annual statement regarding representation of Scheduled Castes/Scheduled Tribes in Services in appendix 8 and 9 of the Brochure.	Annual	1-3-77	8-3-77
2.	Cases of supersession of Scheduled Castes Scheduled Tribe Officers in the Central Services. Material for 1976-77 report of the Commissioner for Scheduled Castes and Scheduled Tribes.	Annual	20-5-77	31-5-77
3.	Annual statement showing dereservation of reserved vacancies for Scheduled Castes/Scheduled Tribes included in the roster for purely temporary appointments.	Annual	1-4-77	23-5-77
4.	Statistical information regarding representation of Scheduled Castes and Scheduled Tribes in posts filled by promotion. Material for 1976-77 report of the Commissioner of Scheduled Castes and Scheduled Tribes.	Annual	30-5-77	23-7-77
5.	Posts filled by deputation. Material for annual report of the Commissioner for Scheduled Castes and Scheduled Tribes for 1976-77.	Annual	15-5-77	23-5-77
6.	Inspection of rosters by the Liaison Officers nominated for work relating to representation of Scheduled Castes and Scheduled Tribes in various Ministries/Departments of Government of India. Material for 1976-77 report of Commissioner for Scheduled Castes and Scheduled Tribes.	Annual	15-5-77	28-5-77
7.	Inclusion of Scheduled Castes & Scheduled Tribes members in Departmental Promotion Committee/ Selection Boards. Material for report for 1975-76 of Commissioner for Scheduled Castes and Scheduled Tribes.	Annual	As early as possible	26-11-76

15. On a suggestion that it may be verified whether the returns are being submitted on due date, the representative of the Ministry of Information and Broadcasting has assured the Committee during the course of evidence that periodical returns specified by Government for watching the proper implementation of reservation orders would be sent to the authorities concerned in future in time.

16. The Committee attach great importance to the proper compilation of returns and their timely submission to the concerned authorities. The Committee expect the Films Division to ensure that there is no laxity of delay in the submission of returns.

17. The Committee would like the Ministry of Information and Broadcasting and the Department of Personnel and Administrative Reforms to carefully scrutinise the returns on their receipt from the Films Division with a view to find out whether the reservation orders in favour of Scheduled Castes and Scheduled Tribes are being effectively implemented by the Films Division or not. The Committee would also like them to ensure that the discrepancies, if any, are communicated to the Films Division immediately and that the Films Division in fact rectifies those discrepancies.

E. Recruitment procedure

18. The Committee have been informed that in respect of vacancies in Group A and B, the direct recruitment is made through Union Public Service Commission. In respect of Group C and B the vacancies are first notified to Surplus Cell and on getting 'no objection' certificate from them, the recruitment is made through the Employment Exchange. The Committee have been further informed that the number of vacancies reserved for Scheduled Castes and Scheduled Tribes is specifically mentioned in all the advertisements issued by the Films Division and indents placed with the Employment Exchanges. Asked whether copies of advertisements are also sent to Scheduled Caste and Scheduled Tribe Welfare Associations, local MLAs' and MPs' belonging to Scheduled Castes and Scheduled Tribes, it has been stated in a note furnished to the Committee that the Central Employment Exchange, New Delhi. However, while is made through the Union Public Service Commission, are issued by the Central Employment Exchange, New Delhi. However, while sending the requisition to the Employment Exchange, copies are endorsed to the Scheduled Caste/Tribe Welfare Associations, All India Radio and Doordarshan. It was stated during the course of evidence that the copies of requisition would also be sent to the local Scheduled Caste/Tribe MPs' and MLAs' in future.

19. Asked what action is taken if Employment Exchanges are unable to sponsor the requisite number of Scheduled Caste and Scheduled Tribe candidates, it has been stated in a note furnished

to the Committee that on receipt of non-availability certificate, the vacancies are advertised through Central Employment Exchange. These vacancies are advertised twice before action to get the reserved vacancies dereserved is taken up with the Ministry/Department of Personnel and Administrative Reforms/Commissioner for Scheduled Castes and Scheduled Tribes.

20. Asked whether any relaxation in standards is given to Scheduled Castes and Scheduled Tribes at the time of recruitment|interview|examination etc., it has been stated that relaxation is given in respect of theoretical knowledge and practical experience wherever considered practicable, provided it does not result in any risk to the costly and delicate equipment of the Films Division. The Scheduled Caste and Scheduled Tribe candidates are also interviewed in separate blocks as per extant orders on the subject. It has also been stated that the instructions regarding appointment of Scheduled Castes in the vacancies reserved for Scheduled Tribes and *vice versa* in case of non-availability of suitable persons in either category are also being generally followed.

21. Asked about the procedure for filling in casual vacancies in the Films Division, it has been stated in a note furnished to the Committee that in the case of casual vacancies in Group D posts like Mazdoor, persons are engaged on daily wage basis and reservation orders are not applicable in such cases. In other grades, casual vacancies are not normally filled by direct recruitment. The reason is that in most cases, leave reserve exists.

22. Explaining the procedure for recruitment of officers and staff in Films Division on deputation from other Departments, it has been stated that there are at present 5 officers who are on deputation from other Departments. None of them belongs to Scheduled Castes|Tribes. Asked whether reservation orders should not be made applicable in the case of such posts, it has been stated that it is not considered necessary that reservation orders should be applicable in such cases. The sponsoring Departments no doubt apply reservation orders at the point of recruitment.

23. Asked about the procedure for filling in the isolated posts, it has been stated that there are many isolated posts like Caretaker, Tailor Master, Mazdoor, etc. These posts have been grouped alongwith other posts for the purposes of reservation orders and recruitment is made accordingly.

24. Regarding recruitment of Staff Artistes on contractual basis. It has been stated that the reservation orders are not applicable in the case of Staff Artistes of Films Division. The number of

Staff Artistes engaged on contractual basis during the last three years has been stated to be as follows:—

1975	2
1976	2
1977	1

None of them is a Scheduled Caste or Scheduled Tribe.

25. Asked about procedure being adopted for recruitment on *ad-hoc* basis, it has been stated that Films Division engages artistes on *ad-hoc* basis for acting in Films but mostly it is done at outside locations and artistes are selected on the spot keeping in view the availability and requirement of job. These artistes are paid on the spot and payment is subsequently adjusted in contingency bills. Apart from contingent vouchers, no separate record is kept regarding the number of artistes engaged etc. Information whether such artistes belong to Scheduled Castes or Scheduled Tribes is also not obtained at the time of engaging the artistes.

26. It has also been stated that a panel is being maintained of artistes required for shooting of films in Bombay. The number of artistes on the panel has been stated to be as follows:—

Male	288
Female	63
Children	62
TOTAL	413

27. Information regarding number of Scheduled Castes and Scheduled Tribes among these artistes is not available as, for inclusion in the panel, no weightage is given to Scheduled Caste and Scheduled Tribe candidates.

28. The Committee note the recruitment procedure being followed by the Films Division for recruitment of personnel to man the various categories of posts under their control. The Committee would like the Films Division 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 Films Division.

29. The Committee desire that copies of all advertisements issued by the Films Division 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 Films Division.

30. The Committee see no reason why reservations are not being made applicable in the case of recruitment to the casual vacancies in Group D posts like Mazdoor, etc., 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 Films Division to ensure that reservation orders are scrupulously followed at the time of regularising the casual employees.

31. The Committee, while noting the fact that reservation orders were not applicable in case of posts filled by deputation from other Departments at the time when evidence of the representatives of the Ministry of Information and Broadcasting/Films Division was taken, would like to point out that the Ministry of Home Affairs (Department of Personnel and Administrative Reforms) have since issued instructions in this regard vide their O.M. No. 36012/7/77-Estt. (SCT) dated the 21st January, 1978. The Committee trust that these instructions will be scrupulously followed by the Ministry of Information and Broadcasting/Films Division.

32. The Committee feel that there should be no difficulty in getting suitable Scheduled Caste and Scheduled Tribe candidates for recruitment in the posts of Staff Artistes either on contractual basis or on ad-hoc basis. The Committee would like the Films Division to launch a vigorous drive to tap the talent available among the Scheduled Castes and Scheduled Tribes for employment as Staff Artistes, etc.

F. Staff Selection/promotion Committees

33. Asked in how many of the Selection Committees for recruitment/promotions so far as Group B to D posts in the Films Division are concerned, a Scheduled Caste/Tribe officer has been included during each of the last 3 years, the following statement has been furnished to the Committee:—

Year	Selection Committees		Departmental Promotion Committees.	
	No. of Meetings held.	No. of meetings in which Scheduled Caste or Scheduled Tribe Officer was associated.	No. of meetings held	No. of meetings in which Scheduled Caste or Scheduled Tribe Officer was associated.
1975 . . .	10	2	21	8
1976 . . .	15	..	38	3
1977 . . .	11	..	32	1

34. In respect of Group A posts, the direct recruitment is only through the Union Public Service Commission. The number of meetings of Departmental Promotion Committees held to consider the cases of promotion has been stated to be as follows:—

Year.	No. of meetings of Departmental Promotion Committees with which Union Public Service Commission was associated.	No. of Meetings in which Scheduled Caste/Tribe officer was associated.
1975 .	..	..
1976 .	3	
1977	1	..

35. It has been further stated that there are only a few officers belonging to Scheduled Castes and Scheduled Tribes in the Films Division and all of them are posted in Bombay. In view of this, it has not been possible for the Films Division to associate Scheduled Caste/Tribe officer with all the meetings of the Departmental Section/Promotion Committees in the past. Efforts will be made to get Scheduled Caste/Tribe officers from other Departments of Central Government and also State Governments, for association with the Departmental Selection/Promotion Committees.

36. The Committee stress the desirability of including a Scheduled Caste/Tribe officer in the various Departmental Recruitment/Promotion Committees constituted by the Films Division 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 Films Division 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. A statement showing staff strength in all categories of posts in the Films Division on the date when the reservation orders in favour of Scheduled Castes and Scheduled Tribes came into force (Viz. 1-3-1962) may be seen at Appendix I. A statement showing the staff strength as on 1-9-1977 may be seen at Appendix II.

38. The Committee desired to have a statement showing the year-wise recruitment made by the Films Division during each of the last three years. In reply, the statement furnished by the Films Division may be seen at Appendix III.

39. In view of the shortfall in the recruitment of Scheduled Castes and Scheduled Tribes against the reserved vacancies, as is apparent from the above statements, the Committee desired to be furnished with a statement indicating the categories of posts to which recruitment was done during the last three years number of posts required to be filled up; number of posts reserved for Scheduled Castes and Scheduled Tribes; number of Scheduled Caste and Scheduled Tribe candidates actually appointed etc. The statement furnished by the Films Division in reply may be seen at Appendix IV.

40. The representative of the Films Division has stated during the course of evidence that the representation of Scheduled Castes and Scheduled Tribes in the Films Division may not be very happy but it is very satisfactory. As against 16.5 per cent posts reserved for Scheduled Castes and Scheduled Tribes in the Films Division, the representation of Scheduled Castes and Scheduled Tribes is as much as 16.4 per cent including sweepers. If sweepers are excluded, then the percentage of representation is about 15.1. The recruitment for the posts under Groups A and B is done through the Union Public Service Commission. In certain posts, it has not been possible to fill all the reserved vacancies because they are of technical nature, viz. those of Cameraman, Sound Recordist, Film Editor, Maintenance Engineer and Assistant Engineer. Even in these posts every effort is made to recruit as many Scheduled Castes and Scheduled Tribes as possible by lowering the standards.

41. In reply to a question, it has been stated in a note furnished to the Committee that it has been difficult to get candidates belonging to Scheduled Caste and Scheduled Tribe communities with the requisite qualifications and experience prescribed for technical posts in the Films Division. Asked to indicate up to what date it is proposed to wipe out the entire shortfall, it has been stated as follows:—

“It is not possible to indicate at this stage and definite date by which the shortfall can be wiped out. However, efforts will continue to be made to increase the intake of Scheduled Caste and Scheduled Tribe candidates.”

42. In reply to a further question, it has been stated that the Films Division had also written to the Film and Television Institute of India, Pune for nomination of suitable diploma holders belonging to Scheduled Castes and Scheduled Tribes in some cases but efforts have not been successful.

43. Asked about the feasibility of holding special recruitment to recruit Scheduled Caste and Scheduled Tribe candidates against

the reserved vacancies for wiping out the shortfall, it has been stated that in the case of technical posts in the Films Division, a special drive is not likely to produce results. In fact, even general candidates are not forthcoming in respect of some posts in the Films Division, like Assistant Maintenance Engineer (Rs. 425-700) and Art Director (Rs. 650-960).

44. The Committee regret to note that there is a big shortfall in almost all categories of posts in the Films Division. Whereas the representation of Scheduled Castes and Scheduled Tribes in Groups A and B posts is almost negligible, the position in Groups C and D posts is no better. The distressing feature is that no steps worth the name have been taken by the Films Division to augment the intake of Scheduled Castes and Scheduled Tribes as is evident from the fact that even though sufficient number of applications were received from eligible Scheduled Castes and Scheduled Tribes against reserved posts in all the categories, hardly any appointments were made from amongst them. In these circumstances, the Committee cannot help concluding that extant orders on the subject are neither being followed in letter and spirit by the appointing authorities of the Films Division, nor is adequate attention being paid to improve the situation. The Committee are convinced that unless concerted efforts are initiated by the Films Division, the shortfall in the representation of Scheduled Castes and Scheduled Tribes cannot be wiped out. The Committee, therefore, urge the Films Division to ensure that the reservation orders are rigidly followed so that all the reserved vacancies for Scheduled Castes and Scheduled Tribes are actually filled in by them and that shortfalls are obliterated within a time bound schedule to be drawn up for the purpose. The Committee feel that there is no dearth of suitable Scheduled Caste and Scheduled Tribe candidates and, therefore, suggest that as a right step towards, this direction, special recruitment to recruit Scheduled Caste and Scheduled Tribe candidates against the reserved vacancies in the various categories of posts should immediately be resorted to.

H. Maintenance of Rosters

45. It has been stated that in respect of Group A posts, the appointing authority is the President of India and the Rosters etc. are maintained by the Ministry of Information and Broadcasting. In respect of Group B posts, the Chief Producer of the Films Division, who is the head of the Department, is the appointing authority. In respect of Groups C and D posts, Administrative Officer is the appointing authority. Both the Chief Producer of Films and the Administrative Officer have their headquarters at Bombay. In respect of Groups B, C and D, posts, common Rosters are maintained

at Bombay for all the staff irrespective of their station of posting. 40 Point Roster on the basis of all India reservations is followed by the Films Division. In reply to a question it has been stated that so far as the Rosters for Groups C and D posts is concerned, they are being maintained from 1960, when the Department became permanent. As regards Group B posts, the Roster has been maintained from October, 1967, when the head of the Films Division was declared the appointing authority for Group B posts.

46. Asked about the maintenance of Rosters prior to October, 1967 so far as the Group B posts are concerned, it has been stated that the Ministry of Information and Broadcasting was maintaining the Roster for these posts so long as the Ministry was the appointing authority. In reply to a question, it has been further stated that the Rosters prior to October, 1967 were presumably maintained properly. However, it is not possible to re-check at this stage; some of the old Rosters are not available as they have been weeded out in accordance with the orders relating to preservation of old records and registers.

47. In reply to question, it has been stated that Rosters are periodically called by the Ministry of Information and Broadcasting for inspection. They were last called for by the Ministry in May, 1976. No discrepancies were pointed out at that time.

48. 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 it should be ensured that all the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled in and appointments made according to the points mentioned in the rosters. The inspecting authorities should also point out the discrepancies, if any noticed and ensure that they are rectified by the Films Division.

I. In-Service Training

49. It has been stated that in-service training is extended to Scheduled Caste/Tribe employees who are recruited inspite of the fact that they do not possess the required experience in various posts. Elucidating further, it has been stated that one Scheduled Caste candidate and one Scheduled Tribe candidate, who were recruited during the last three years by relaxing the standards in the post

of Stenographer in the scale (Rs. 330—560) and Assistant Camera-man (Rs. 425—700) respectively were given training. There is no fixed duration for imparting in-service training.

50. The Committee suggest that 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 Films Division on a regular basis so as to make them better equipped for selection to higher categories of posts.

J. Dereservation

51. It has been stated that a vacancy reserved for Scheduled Castes and Scheduled Tribes is filled by a general candidate after it is got dereserved in accordance with the prescribed procedure. All references for dereservation of reserved vacancies included in the roster for permanent appointments and temporary appointments likely to be made permanent or to continue indefinitely are made to the Department of Personnel and Administrative Reforms in prescribed form. A copy of the communication sent to the Department of Personnel and Administrative Reforms is also endorsed to the Commissioner for Scheduled Castes and Scheduled Tribes. The dereserved vacancy is carried forward to subsequent three recruitment years.

52. The following statement indicating the number of vacancies dereserved during each of the last three years has been furnished to the Committee:—

Year	Category	No. of Posts.	Department of Personnel & Admn. Reforms—Reference Number and date.
1973	..	..	..
1974	Cameraman (Rs. 650—960)	1	O. M. No. 31/184/74-Est. (SCT) dated 1-5-1974.
1974	Unit Manager (Rs. 455—700)	1	O. M. No. 36031/3/75-Estt. (SCT) Dated 18-4-1975.
1975	Editor (Rs. 470—750)	1	O. M. No. 36031/66/75-Est. (SCT) dated 16-6-1975.
1975	Artist Grade II (Rs. 380-560)	1	O. M. No. 36031/128/75-Est. (SCT) dated 2-9-1975.
1976	Director	2	O. M. No. 36031/144/76-Estt. (SCT) dated 12-8-1976.
1976	Joiner (Rs. 260—350)	3	O. M. No. 36031/201/76 Estt. (SCT) dated 16-12-1976.
1977	Editor (Rs. 470—750)	1	O. M. No. 36031/236/77-Estt (SCT) dated 30-12-1977.

53. The main reason for dereserving the vacancies has been stated to be the non-availability of candidates belonging to Scheduled Castes and Scheduled Tribes. When all efforts fail to get suitable candidates, the posts are got dereserved in accordance with the prescribed procedure.

54. The Committee are firmly of the view that vacancies reserved for Scheduled Castes and Scheduled Tribes, in no case, should be dereserved. The Committee desire that before steps for dereservation are taken, it should be ensured whether suitable Scheduled Caste candidates are available for appointment against the vacancies reserved for Scheduled Tribes, and vice versa.

K. Promotions

55. It has been stated that all the promotions in the Films Division are made on the basis of recommendations made by the Departmental Promotion Committee. The following statement indicating the promotions made during each of the last 3 years has been furnished to the Committee:—

Year	Category	No. of promotions made.	No. of posts reserved for		No. of persons appointed	
			Scheduled Castes	Scheduled Tribes	Scheduled Castes	Scheduled Tribes
1	2	3	4	5	6	7
1975	From Group 'B' to Group 'A' .		Nil.			
Group 'B'	Cameraman (Cartoon Film Unit)	1	1*		..	
	Laboratory Supervisor. .	1	1*		..	
	Lower Division Clerk.	1	..		1	
	Editor. .	2	1		1	
Group 'C'	Assistant Editor. .	2				
	Upper Division Clerk. .	1	..	..	1	
	Assistant Layout Artist . .	1	1	..	1	..
	Asstt. Background Artist. .	1		..		..
	Personal Assistant .	1	..		..	..

Note * : There was no Scheduled Caste/Scheduled Tribe candidate in the eligibility zone for promotion.

1	2	3	4	5	6	7
Group 'D'	Boom Man	1	..	..	..	..
1976	From Group 'B' to Group 'A'					
	Animator (Rs. 1100-1600)	1				1
Group 'B'	Chief Recordist	1	1*			
	Cameraman	1	1*			..
	Assistant Newsreel Officer	1	1*			..
	Superintendent	2	1*			
	Laboratory Supervisor	1		..		
Group 'C'	Upper Division Clerk	1				
	Lower Division Clerk	1	..		1	
	Assistant Recordist	1				..
Group 'D'	Junior Gestetner Operator	1	..	..	1	..
1977	From Group 'B' to Group 'A'					
	Administrative Officer.	1	..	..		..
Group 'B'	Branch Manager	1	1	1	1	
	Cameraman	2				
	Assistant Newsreel Officer.	2				
	Superintendent	1	..			
	Recordist	1	1*	..		
	Senior Booker	3		1*	..	
	Technical Assistant.	1	1		1	
Group 'C'	Upper Division Clerk	1				..
	Sales man	1	..	..	..
	Laboratory Assistant	1	..	..	..
	Assistant Editor.	1	..	..	1	..

56. Asked whether any Scheduled Caste and Scheduled Tribe candidate have been superseded during each of the last three years it has been replied in the negative.

57. The Committee do not accept the plea that 'there was no Scheduled Caste and Tribe Candidate in the eligibility zone for promotions' for not promoting Scheduled Castes and Scheduled Tribes against the various reserved posts as indicated in the state-

Note: : There was no Scheduled Caste/Scheduled Tribe candidate in the eligibility Zone for promotion.

ment above. The Committee feel that the orders regarding reservations in promotions should have been implemented in letter and spirit and some Scheduled Castes and Scheduled Tribes should have been promoted either by extending the existing zone of consideration or by having a separate zone of consideration for Scheduled Castes and Scheduled Tribes. The Committee would expect the Films Division to ensure that all the posts reserved for Scheduled Castes and Scheduled Tribes are actually filled in by them.

L. Annual Reports

58. Asked whether figures regarding (i) recruitment, (ii) promotion, (iii) dereservation of vacancies, (iv) supersession of Scheduled Castes and Scheduled Tribes in the Films Division are published in the Annual Reports of the Films Division, it has been stated that the Films Division does not publish any Annual Report. The Annual Reports are published by the Ministry of Information and Broadcasting.

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

NEW DELHI;
April, 18, 1978.

Chaitra 28, 1900 (S).

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

APPENDIX I

(Vide para 37 of the Report)

Staff Strength as on 1-3-1962

S. No.	Category of post	Total No. of Em- plo- yees	Number of		Percentage		Remarks
			S/Cs.	S/Ts.	S/Cs.	S/Ts.	
1	2	3	4	5	6	7	8
GROUP 'A'							
1.	Controller of the Films Division.	1		..	..	..	Ministry of I & B being the appointing authority, roster is being maintained by them.
2.	Addl. Dy. Producer .	1		..	..
3.	Asstt. Producer (NR) .	1		..	..
4.	Asstt. Producer . .	3		..	..	..
5.	Dy. Asstt. Producer (Newsreel) .	1			..	..
6.	Director . . .	15	1	..	..	..
7.	Officer-In-Charge (CFU)	1					
8.	Animator	1					
9.	Senior Comm. Writer.	1				..	
10.	Director of Music.	1	..				
11.	Chief Sound Engineer.	1					
12.	Administrative Officer.	1	..	..	..	..
13.	Officer-In-Charge, Dis-tribution. . .	1	..	..		..
14.	Deputy Director. .	3	..	..	..	..
TOTAL . .		32	1	..	3%	..	

1	2	3	4	5	6	7	8
GROUP 'B'							
1. Commentary Writer. .	12	..	..	..	..	..	Ministry of I & B- being the app- ointing authori- ty roster is be- ing maintained by them.
2. Script Writer. . .	2	..	..	..	..	..
3. Research Asstt. .	1	..			..	..
4. Publicity Asstt. .	1	..	..	..	..	..
5. Chief Cameraman .	1	..	..	..	..	..
6. Cameraman (Newsreel)	13					..	
7. Asstt. Director of Music	2	..				..
8. Production Manager .	1	..	..			..
9. Asstt. Accounts Officer.	2	..	—		..		
10. Stores Officer . .	1				..	..
11. Branch Manager .	7	..				..
12. Technical Officer(Films)	1	..	..	..	..	..
13. In-Between Animator	2	..	1	..	..	..
14. Chief Recordist —	1	..	—	..	..	..
15. Asstt. Admn. Officer. .	1			..	..
16. Cameraman .	14				..		
17. Junior Cameraman (Newsreel) .	2						
18. Chief Editor.	2				..		
19. Recordist.	6				..	..
20. Art Director. .	4					..	
21. Lab. Supervisor.	1			..	..	..
22. Chief Librarian..	1			..	..	..
23. Layout Artist. .	1			..	..	..
24. Chief Accountant.	1			..	..	..
25. Superintendent.	3	..					
26. Cost Accountant .	1	..	..	..	..	..
TOTAL . .	89	..	1	..	1' 22%		

1	2	3	4	5	6	7	8
GROUP 'C' POSTS—GROUP—I							
1. Junior Research Assistt.	1						
2. Asstt. to Director.	7						
3. Asstt. Cameraman	13			..			
4. Photographer . .	1			..	..
5. Asstt. Recordist.	7						
6. Make-up-man .	2						
7. Tailor Master. .							
8. Unit Manager. .	3						
9. Library Assistant	3						
10. Asstt. Maintenance Engineer. .	3	..			..
11. Care Taker. .	1	..	..	..	..
12. Stenographer. .	9	..	..	..	..
Total . .	50	..	..	..	..

GROUP-II

1. Mechanic	1	—	—	—	—
2. Driver	11	2	—	—	—
3. Film Shipper	5	—	—	—	—
4. Telephone Operator	4	—	—	—	—
	21	2	—	9.52%	—

GROUP-III

1. Lower Division Clerk	89	10	—	—	—
	89	10	—	11%	—

1	2	3	4	5	6	7	8
GROUP 'D' POSTS							
GROUP-IV							
1. Assistant Carpenter	3	—	—	—	—	—	—
2. Studio Boy	37	4	—	—	—	—	—
3. Cleaner	4	1	—	—	—	—	—
4. Peon	89	26	—	—	—	—	—
5. Packer	2	—	—	—	—	—	—
6. Chowkidar	15	4	—	—	—	—	—
7. Frash	2	1	—	—	—	—	—
8. Mali	4	—	—	—	—	—	—
9. Sweeper]	10	4	—	—	—	—	—
10. Film checker	9	—	—	—	—	—	—
		175	40	1	22%	1.7%	

PROMOTION POSTS

GROUP 'C' POSTS

1. Background Artist	1	—	—	—	—	—
2. Asstt. Background Artist	1	—	—	—	—	—
3. Asstt. Layout Artist	1	—	—	—	—	—
4. Story Illustrator	1	1	—	—	—	—
5. Artist Grade-I	8	1	—	—	—	—
6. Artist Grade-II	1	—	—	—	—	—
7. Editor	25	—	—	—	—	—
8. Asstt. Editor	23	1	—	—	—	—
9. Projection Room Operator	5	—	—	—	—	—
10. Film Librarian-cum-Projectionist	1	—	—	—	—	—

1	2	3	4	5	6	7	8
11. Lab. Assistant		5	—	—	—	—	—
12. Junior Booker		19	1	—	—	—	—
13. Technical Asstt.		11	—	—	—	—	—
14. Head Carpenter		1	—	—	—	—	—
15. Carpenter		3	—	—	—	—	—
16. Painter		1	—	—	—	—	—
17. Chief Electrician		1	—	—	—	—	—
18. Salesman		5	—	—	—	—	—
19. Senior Booker		7	—	—	—	—	—
20. Dark Room Asstt.		1	—	—	—	—	—
21. Joiner		21	3	—	—	—	—
22. Electrician		7	—	—	—	—	—
23. Asstt. Projection Room Operator		6	—	—	—	—	—
24. Accountant		4	—	—	—	—	—
25. Head Clerk		4	—	—	—	—	—
26. Personal Asstt.		—	—	—	—	—	—
27. Upper Division Clerk		39	—	—	—	—	—
		202	7	—	3.46%	—	—

GROUP 'D' POSTS

PROMOTION POSTS

1. Junior Painter	—	—	—	—	—	—
2. Daftry	13	3	—	—	—	—
3. Boomman	4	—	—	—	—	—
4. Junior Gest. Opera- tor	1	—	—	—	—	—
		18	3	—	17.4%	—

APPENDIX II

(Vide Para 37 of the Report)

STAFF STRENGTH AS ON 1-9-1977

S. No.	Category	Number of	Number of		Percentage		
		employees	S/C	S/T	S/C	S/T	
1	2		3	4	5	6	7
MAHARASHTRA							
(i) BOMBAY GROUP 'A'							
1.	Chief Producer		1				
2.	Joint Chief Producer (NR)		1				
3.	Director		7				
4.	Director (Film Lib.)		1				
5.	Deputy Director		3	1	1		
6.	Office in charge (CFU) . .		1	..			
7.	Director of Music		1				
8.	Chief Sound Engineer		1				
9.	Internal Financial Adviser		1				..
10.	Cost Accounts Officer		1				
11	Deputy Chief Producer		1				..
12	Producer (NR)		1				..
13	Producer		4				..
14	Director (Cameraman)		2				
15	Animator		1		1		..
16	Senior Commentary Writer		1				
17	Administrative Officer		1				
18	Officer-in-Charge of Distribution		1				
			30	1	2	3.33	6.66

1	2	3	4	5	6	7
MAHARASHTRA						
(ii) BOMBAY GROUP 'B'						
1	In-Between Animator	5				..
2	Newsreel Officer	1				..
3	Asstt. Director of Music	2				..
4	Production Manager	1				..
5	Accounts Officer	2				
6	Cost-Accountant	1	..			..
7	Educational Adviser	1	1			..
8	Branch Manager	3				..
9	Librarian	1	..			..
10	Cameraman	10	1			..
11	Maintenance Engineer	1	..			
12	Recordist	6	1			..
13	Publicity Assistant	2				
14	Research Asstt.	2				
15	Script Writer	2				
16	Chief Cameraman	1				..
17	Cameraman (C.F.U.)	2				..
18	Chief Recordist	1				..
19	Asstt. Admn. Officer	2				
20	Commentary Writer	11				
21	Stores Officer	1	..			..
22	Layout Artist	2	1			..
23	Chief Editor	2				..
24	Laboratory Supervisor	1	..			..
25	Superintendent	4				..
26	Chief Accountant	1				
NAGPUR GROUP (B)						
1	Branch Manager	1	1			
		69	5	..	7' 25	..

1	2	3	4	5	6	7
NEW DELHI GROUP 'A'						
1	Joint Chief Producer	. . .	1	..	..	..
2	Producer	. . . .	2			
3	Director (Cameraman)	. .	1		..	..
4	Director	. . . .	5			
5	Deputy Director		1	..		..
			10	..	..	..

GROUP 'B'						
1	Newsreel Officer	. . .	1	..		..
2	Chief Recordist	. . .	1		..	
3	Asstt. Admn. Officer	. . .	2	..		
4	Cameraman	. . . .	7	1		
5	Officer on Special Duty (Lab.)	. .	1	..		..
6	Stores Officer	. . .	1	..	..	..
7	Script Writer	. .	1	..		
8	Technical Officer (F)		1			..
9	Maintenance Engineer		1		..	
10	Recordist		5		..	..
11	Research Asstt.	. .	1		..	..
12	Senior Accountant	. . .	1		..	..
13	Superintendent	. . .	2	..	..	..
14	Asstt. Newsreel Officer	. . .	1	..	..	..
			26	1	..	4

GUJARAT GROUP 'B'
AHMEDABAD

1	Newsreel Officer	. . .	1	..	..	..
			1	..	..	..

1	2	3	4	5	6	7
KARNATAKA						
BANGALORE GROUP 'B'						
1 Newsreel Officer	.	.	.	1	..	..
2 Branch Manager	.	.	.	1	1	..
				2	1	..
					50%	..
MADHYA PRADESH						
BHOPAL GROUP 'B'						
1 Newsreel Officer	.	.	.	1	..	..
				1	..	..
WEST BENGAL						
CALCUTTA GROUP 'A'						
1 Producer	.	.	.	1	..	..
				1	..	..
GROUP 'B'						
1 Newsreel Officer	.	.	.	1	1	..
2 Branch Manager	.	.	.	1	..	..
				2	1	..
					50	..
KERALA						
TRIVANDRUM GROUP 'B'						
1 Asstt. Newsreel Officer	.	.	.	1
				1
CHANDIGARH GROUP 'B'						
1 Newsreel Officer	.	.	.	1
				1

1	2	3	4	5	6	7
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BIHAR

PATNA GROUP 'B'

1	Asstt. Newsreel Officer	.	.	.	1
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1
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ANDHRA PRADESH

HYDERABAD GROUP 'B'

1	Newsreel Officer	.	.	.	1
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2	Branch Manager	.	.	.	1
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2
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TAMIL NADU

MADRAS GROUP 'B'

1	Newsreel Officer	.	.	.	1
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2	Branch Manager	.	.	.	1
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2
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JAMMU & KASHMIR

GROUP 'B'

1	Newsreel Officer				1
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1
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ASSAM

GAUHATI GROUP 'B'

1	Newsreel Officer	.	.	.	1
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1
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RAJASTHAN

JAIPUR GROUP 'B'

1	Asstt. Newsreel Officer	.	.	.	1
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1
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1	2	3	4	5	6	7
UTTAR PRADESH						
LUCKNOW GROUP 'B'						
1	Branch Manager	.	.	.	1
2	Asstt. Newsreel Officer	.	.	.	1
				2	.. .. ..	..

GROUP 'C' POSTS**GROUP-I**

1	Asstt. Records	.	.	.	10	..	..	..	..
2	Photographer	.	.	.	1	..	..	..	..
3	Care Taker	.	.	.	1	..	..	..	..
4	Unit Manager	.	.	.	8	..	..	..	..
5	Asstt. Maintenance Engineer	.	.	.	5	..	..	..	..
6	Make-up-man	.	.	.	1	1	..	..	..
7	Asstt... Cameraman	.	.	.	19	..	..	..	..
8	Library Assistant	.	.	.	7	1	..	..	..
9	Stenographer	.	.	.	26	1	..	..	..
10	Tailor Master	.	.	.	1	..	..	..	..
11	Artist Grade-II	.	.	.	5	1	..	..	..
					84	4	..	4.76%	..

GROUP-II

1	Mechanic	.	.	.	1	..	..	..	..
2	Driver	.	.	.	14	3	..	..	..
3	Film Shipper	.	.	.	12	1	..	..	..
4	Telephone Operator	.	.	.	5	..	..	..	..
5	Electrician	.	.	.	8	..	..	..	..
6	Joiner	.	.	.	24	..	..	..	..
7	Dark Room Assistant	.	.	.	1	1	..	..	..
8	Asstt. Projection Room Operator	.	.	.	11	2	..	..	..
					76	7	..	9.24%	..

1	2	3	4	5	6	7		
GROUP-III								
1. Lower Division Clerk	.	.	.	134	32	6	..	..
				134	32	6	23.88	4.47

GROUP-IV											
1.	Peon	.	.	.	.	.	97	36	5	..	..
2.	Asstt. Carpenter	.	.	.	.	.	3	..	..	..	..
3.	Mazdoor	.	.	.	.	.	40	8	4	..	..
4.	Farash	.	.	.	.	.	2	2	..	..	..
5.	Film Shipper	.	.	.	.	.	18	..	..	..	..
6.	Chowkidar	.	.	.	.	.	22	8	1	..	..
7.	Mali	.	.	.	.	.	3	..	1	..	..
8.	Studio Boy	.	.	.	.	.	35	4	..	..	..
9.	Packer	.	.	.	.	.	12	4	..	..	..
10.	Cleaner	.	.	.	.	.	5	2	..	..	..
11.	Sweeper	.	.	.	.	.	13	12	..	..	..
							250	76	11	30.4%	4.4%

PROMOTION POSTS**GROUP 'C' POSTS**

1. Background Artist	.	.	.	.	1	..	..	..	..
2. Asstt. Background Artist	.	.	.	.	1	..	..	..	..
3. Asstt. Layout Artist	.	.	.	.	1	1	..	..	..
4. Story Illustrator	.	.	.	.	1	..	..	..	..
5. Artist Grade- I	.	.	.	.	10	2	..	..	..
6. Painter	.	.	.	.	1	..	..	..	..
7. Editor	.	.	.	.	27	2	..	..	..
8. Asstt. Editor	.	.	.	.	24	3	..	..	..
9. Projection Room Operator	.	.	.	.	9	1	..	..	..

1	2	3	4	5	6	7
10. Film Librarian-own-Protectionist	.	17	..	..	..	..
11. Head Carpenter	. . .	1	..	..	..	..
12. Carpenter	. . .	2	..	..	..	..
13. Laboratory Asstt.	. . .	13	..	..	..	..
14. Chief Electrician	. . .	1	..	..	..	..
15. Salesman	7	..	..	..	..
16. Senior Booker	7	..	1	..	..
17. Junior Booker	. . .	34	6	1	..	..
18. Accountant	11	..	..	..	..
19. Head Carpenter	. . .	5	..	..	..	..
20. Technical Asstt.	. . .	19	3	..	..	..
21. Personal Asstt.	. . .	3	..	..	..	..
22. Selection Grade Stenographer		3	..	..	..	..
23. Upper Division Clerk	. . .	69	9	2	..	..
		251	27	4	10.76%	1.55%

GROUP 'D' POSTS

1. Junior Painter	. . .	1	..	..	..	..
2. Junior Gest. Operator	. . .	1	1	..	..	..
3. Daftary	. . . .	16	1	..	..	..
4. Boonman	. . . .	6	..	..	..	..
		24	2	..	8.33%	..

APPENDIX III

(Vide para 378 of the Report)

Statement showing the yearwise recruitment made by Firms division during years 1974, 1975 and 1976

Sl. No.	Category of post (Class wise)	Total No. of vacancies occurred.	Total No. of vacancies actually filled.	No. of vacancies reserved for Scheduled Castes		No. of vacancies reserved for Scheduled Tribes		Total	No. of S/C appointed	No. of S/T appointed	No. of S/C vacancies C/F	No. of S/T vacancies C/F	
				Carried forward from previous year	Reserved during the year	Carried forward from previous year	Reserved during the year						
		3	4	5	6	7	8	9	10	11	12	13	14

1974

Group 'A'

1. Director .	3	3	3										
2. Dy. Director .	3	6	1	2	1	3	1	..	1	1	..	2	1

Ministry of I & B being the appointing authority, roster is being maintained by them.

Group 'B'

1. In-Between Animator Cameraman	2	2	2										
	1	3	1	3			1	..	1	2	..	..	1

Group 'C' Posts (Groups I, II & III)

1. Asstt. Recordist	3												
2. Lab. Asstt.	2												
3. Stenographer	2												
4. Asstt. Cameraman	3												

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3. Asstt. Cameraman														
4. Artist Gr. I			27	13	7	4	11	5	2	7	4	2	7	5
5. Lab. Asstt.														
6. Editor														
7. Joiner														
8. Film Shipper														
<i>Group 'D' Posts (Group IV)</i>														
1. Farash														
2. Film Checker														
3. Chowkidar														
4. Mali														
5. Masdoor														
6. Cleaner														
1976 Group 'A'														
1. Chief Producer														
2. Director														
3. Dy. Director														

One lapsed.

Ministry of I & B being the appointing authority roster is being maintained by them.

1	2	3	4	5	6	7	8	9	10	11	12	13	14
---	---	---	---	---	---	---	---	---	----	----	----	----	----

Group 'D' Post (Group IV)

1. Film Checker . . .	1												
2. Cleaner . . .	1												
3. Chowkidar . . .	4												
4. Mazdoor . . .	2												
5. Mali . . .	1												
6. Asstt. Carpenter . . .	1												
7. Peon . . .	2												
8. Lab. Attendant . . .	1												
	13												

(post treated as unreserved).

APPENDIX IV

(Vide Para 39 of the Report)

Statement indicating Category of posts etc. to which recruitment was made during the last three years.

Categories of post	No. of posts required to be filled	No. of posts reserved for		No. of applications received from		No. of SC/ST Called for interview		No. of SC/ST actually appointed	
		Scheduled Castes	Sched- led Tribes	Sched- led Castes	Sched- led Tribes	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10
									11

Group 'A'
1975

Deputy Director (Rs. 700-1300)

1

The reserved vacancy was readvertised and was filled in 1977 by Scheduled Tribes. Kindly see* against 1977.

Director (Film Library)
Rs. 1100-1600

..

..

Additional Chief Producer
(Rs. 2000-2250)

..

..

Approval of Department of Personnel & Administrative Reforms obtained for reservation of 2 reserved vacancies.

	1	2	3	4	5	6	7	8	9	10	11
--	---	---	---	---	---	---	---	---	---	----	----

1976 Director (Rs. 1100-1600) .	..	4	2	1	6	..	3	Re-advertisement of the third reserved vacancy was done in 1977. ***see kindly against 1977
------------------------------------	----	---	---	---	---	----	---	----	----	----	--

2	1	3	..	3	The Union Service Commission have since nominated in 1978 Scheduled Caste candidate on the basis of later selection in 1977. Formalities regarding Character and antecedent and medical examination are being completed.
---	---	---	----	---	----	----	----	----	----	----	--

2	1	4	..	2	Reserved vacancy has not been filled for requisition sent for readvertisement sent to the Union Public Service Commission in 1977.
---	---	---	----	---	----	----	----	----	----	----	--

Chief Producer (Rs. 2500-2700)

1977
Joint Chief Producer (Rs. 1800-2000)

Joint Chief Director Pro-
ducer (Newsreel) Rs. 1800-
2000)
Deputy Director (Rs. 700-
1300)
Director (Rs. 1100-1600) .

1	..	..	1	1	1	..	..
1	1	..	3	1	1	1	1*
4	1	1	8	3	3		

**Two general candidates and Scheduled Caste Candidate have been nominated by the Union Public Service Commission. The formalities regarding verification of character and antecedents and medical examination etc. are being completed. Regarding the fourth vacancy second requisition is to be sent after six months.

Group 'B'

1975

1. Branch Manager]	.	2	..	..	..	..	..
2. Cameraman!	.	1	1	..	3	1	1
3. Newsreel Officer	.	1	1	..	6	2	1

Category of Post	No. of posts required to be filled	No. of posts reserved for		No. of applications received		No. of candidates called for interview		No. of candidates who appear for interview		No. of candidates actually appointed		Remarks
		S/C	S/T	S/C	S/T	S/C	S/T	S/C	S/T	S/C	S/T	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Year 1975 Group 'C'												
1. L.D.C. . .	3	1	..	1	..	..	..	..	..	2	..	
2. Asstt. Cameraman	4	2	1	2	..	1	..	1	..	..
3. Library Asstt.	2		1		1	..	1	..	1			Offer of appointment refused by candidate.
4. Laboratory Asstt. .	6	1		15	..	15	..	5		1		
5. Unit Manager	3	1	1	1	..	..	..	..	..	..
6. Artist Grade-II . .	1	..	1		..	..	..	..	..	..		Post de-reserved with the approval of the Deptt. of Personnel and Administrative Reforms.
7. Artist Grade-I . .	2	1		9		4		4		1		
8. Assistant Room Operator . .	1	..	..	..	..	..	..	..	..	..	..
9. Film Shipper . .	3	1	..	11	..	2		1	..	1	..	
10. Asstt. Engineer . .	6	1		4	1	3	1	2	..	..	..

Offer of appointment refused by candidate.

Post de-reserved with the approval of Deptt. of Personnel and Administrative Reforms.

11. Joiner	.	.	.	5	2	1	..	..	..	..	..	..	..	..
12. Stenographer	.	.	.	1	1	..	4	..	1	..	1	..	1	..
<i>Group 'D'</i>														
1. Farash	.	.	.	1	1	..	8	..	..	..	7	..	1	..
2. Cleaner	.	.	.	2	2	..	17	..	14	..	..	..	1	..
3. Mazdoor	.	.	.	4	4	4	..	22	..	17	..	12	..	4
4. Chowkidar	.	.	.	1	..	..	..	..	..	..	..	..	..	..
5. Mali	.	.	.	1	..	..	..	..	..	..	..	..	..	..
6. Film Checker	.	.	.	1	..	..	..	..	..	..	..	..	..	..
7. Peon	.	.	.	2	..	2	..	29	..	29	..	16	..	2

Year 1976
GROUP 'C'

	9	2	2	8	10	8	9	5	3	1
1. Lower Division Clerk										
2. Assistant Cameraman	6	1	2	1	2	1	2	1	2	1
Library Assistant	2	..	1	..	..	..	..	..	..	..

1 2 3 4 5 6 7 8 9 10 11 12 13

4. Unit Managar . . .	2	1	1	..	..	..	..	..	..	..	..	..	..
5. Assistant Maintenance Engineer . . .	3	1	..	..	..	..	..	..	..	..	..	..	..
6. Joiner . . .	3	2	1	3	..	..	..	..	..	..	..	..	..

Candidates were unqualified. These posts were de-reserved with the concurrence of Department of Personnel & Administrative reforms and filled in 1977 by general candidates.

GROUP 'D'

1. Mali . . .	2	..	..	1	1	..	..	1	..	1	..	..	..
2. Chowkidar . . .	1	..	..	..	..	..	..	..	..	..	..	..	..
3. Peon . . .	2	1	..	..	..	..	..	..	..	..	..	..	..

Reserved for Ex-servicemen.

Held in abeyance due to ban on recruitment.

Year 1977

GROUP 'C'

1. L.D.C. . . .	11	3	1	38	15	38	15	36	6	5	1	..	..
2. Asstt. Cameraman . . .	5	1	3	..	..	..	..	..	..	..	..	..	..
3. Library Asstt. . . .	2	..	1	..	..	..	..	..	..	..	..	..	..

Applications are awaited.

4. Artist Grade-II	.	.	1	1	4	..	3	..	1
5. Electrician	.	.	1	1	5	..	2	1	
6. Film Shipper	.	.	4	2	..	1	1	1	
7. Assistant Engineer	Maintenance	.	4	1	..				

Offer refused.

Scheduled candidate did not accept offer of appointment.

As the post was advertised for second time, no application was received. However 1 application has since been received in response to advertisement for unreserved post issued by the Delhi Office. He is being considered for interview against the reserved post.

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Offer to one candidate issued on 12-1-1978.

GROUP 'D'

1. Chowkidar	.	.	1	
2. Mazdoor	.	.	3	
3. Studio Boy	.	.	1	..	1	13	..	12	3

Appointment yet to be made.

APPENDIX V

(Vide para 4 of Introduction)

Sl. No.	Reference to para No. in The Report	Summary of Conclusions/Recommendations.
(1)	(2)	(3)
1	6	The Committee do not consider that the organisational set up either in the Ministry of Information and Broadcasting or in the Films Division is adequate enough to deal with the reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the services of Films Division. The Committee stress the desirability of immediately setting up of a Separate Cell in the Ministry of Information and Broadcasting as well as in the Films Division, as per the extant orders on the subject, for the effective implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes.
2	7	The Committee are surprised to learn that there is no specific liaison between the Films Division and the Ministry of Information and Broadcasting. The Committee need hardly point out that close coordination and liaison between the Ministry of Information and Broadcasting and Films Division is a prerequisite for the proper implementation of the reservation orders. The Committee would like the Ministry of Information and Broadcasting to devise effective ways and means for keeping a close watch on the implementation of reservation orders in totó by the Films Division.
3	9	The Committee note that the Films Division has appointed the Administrative Officer, a

(1)

(2)

(3)

Group 'A' officer in the scale of Rs. 1100—1600, as Liaison Officer to watch and safeguard the interests of Scheduled Caste and Scheduled Tribe employees. The Committee need hardly emphasise that the duties of the Liaison Officer, as enumerated in para 8 of the Report should be scrupulously performed.

4

13

The Committee are unhappy to note that quite a large number of posts have been kept outside the purview of the reservation orders in favour of Scheduled Castes and Scheduled Tribes by the Films Division. The Committee do not feel convinced by the reasons put forth by the Films Division for exempting these posts from the purview of the reservation orders. The Committee would like the Films Division to 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. In this connection, the Committee would like to draw the attention of the Films Division to the following recommendation contained in Para 156 of their 41st Report (Fifth Lok Sabha) on the Reservations for Scheduled Castes and Scheduled Tribes in services;

"The Committee are in principle opposed to any category of posts being exempted from the purview of reservations. The Committee, therefore, recommend that all exemptions from the rule of reservations for Scheduled Castes and Scheduled Tribes should be done away with."

5

16

The Committee attach great importance to the proper compilation of returns and their timely submission to the concerned authorities. The Committee expect the Films Division to ensure

(1)	(2)	(3)
		that there is no laxity or delay in the submission of returns.
6	17	The Committee would like the Ministry of Information and Broadcasting and the Department of Personnel and Administrative Reforms to carefully scrutinise the returns on their receipt from the Films Division with a view to find out whether the reservation orders in favour of Scheduled Castes and Scheduled Tribes are being effectively implemented by the Films Division or not. The Committee would also like them to ensure that the discrepancies, if any, are communicated to the Films Division immediately and that the Films Division in fact rectifies those discrepancies.
7	28	The Committee note the recruitment procedure being followed by the Films Division for recruitment of personnel to man the various categories of posts under their control. The Committee would like the Films Division 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 Films Division.
8	29	The Committee desire that copies of all advertisements issued by the Films Division 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 Castes and Scheduled Tribe candidates for employment in the Films Division.
9	30	The Committee see no reason why reservations are not being made applicable in the case of recruitment to the casual vacancies in Group D posts like Mazdoor, etc., when there are specific orders on the subject that reservations are applicable in case the duration of employment is

(1)	(2)	(3)
		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 Films Division to ensure that reservation orders are scrupulously followed at the time of regularising the casual employees.
10	31	The Committee, while noting the fact that reservation orders were not applicable in case of posts filled by deputation from other Departments at the time when evidence of the representatives of the Ministry of Information and Broadcasting/Films Division was taken, would like to point out that the Ministry of Home Affairs (Department of Personnel and Administrative Reforms) have since issued instructions to this regard <i>vide</i> their O.M. No. 16012/7/77-Estt(SCT) dated the 21st January, 1978. The Committee trust that these instructions will be scrupulously followed by the Ministry of Information and Broadcasting/Films Division.
11	32	The Committee feel that there should be no difficulty in getting suitable Scheduled Caste and Scheduled Tribe candidates for recruitment in the posts of Staff Artistes either on contractual basis or on <i>ad hoc</i> basis. The Committee would like the Films Division to launch a vigorous drive to tap the talent available among the Scheduled Castes and Scheduled Tribes for employment as Staff Artistes. etc.
12	36	The Committee stress the desirability of including a Scheduled Caste/Tribe officer in the various Departmental Recruitment/Promotion Committee constituted by the Films Division 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 Films Division for

(1)

(2)

(3)

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.

13

44

The Committee regret to note that there is a big shortfall in almost all categories of posts in the Films Division. Whereas the representation of Scheduled Castes and Scheduled Tribes in Groups A and B posts is almost negligible, the position in Groups C and D posts is no better. The distressing feature is that no steps worth the name have been taken by the Films Division to augment the intake of Scheduled Castes and Scheduled Tribes as is evident from the fact that even though sufficient number of applications were received from eligible Scheduled Castes and Scheduled Tribes against reserved posts in all the categories, hardly any appointments were made from amongst them. In these circumstances, the Committee cannot help concluding that extant orders on the subject are neither being followed in letter and spirit by the appointing authorities of the Films Division, nor is adequate attention being paid to improve the situation. The Committee are convinced that unless concerted efforts are initiated by the Films Division, the shortfall in the representation of Scheduled Castes and Scheduled Tribes cannot be wiped out. The Committee, therefore, urge the Films Division to ensure that the reservation orders are rigidly followed so that all the reserved vacancies for Scheduled Castes and Scheduled Tribes are actually filled in by them and that shortfalls are obliterated within a time bound schedule to be drawn up for the purpose. The Committee feel that there is no dearth of suitable Scheduled Caste and Scheduled Tribe candidates and, therefore, suggest that as a right step towards this direction, special recruitment to recruit Scheduled Caste and Scheduled Tribe

(1)	(2)	(3)
		candidates against the reserved vacancies in the various categories of posts should immediately be resorted to.
14	48	<p>The Committee consider the proper maintenance of rosters as a <i>sine qua non</i> 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 extent orders on the subject and not only be inspected regularly by the competent authorities but it should be ensured that all the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled in and appointments made according to the points mentioned in the rosters. The inspecting authorities should also point out the discrepancies, if any, noticed and ensure that they are rectified by the Films Division.</p>
15	50	<p>The Committee suggest that 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 Films Division on a regular basis so as to make them better equipped for selection to higher category of posts.</p>
16	54	<p>The Committee are firmly of the view that vacancies reserved for Scheduled Castes and Scheduled Tribes, in no case should be dereserved. The Committee desire that before steps for dereservation are taken, it should be ensured whether suitable Scheduled Caste candidates are available appointment against the vacancies reserved for Scheduled Tribes, and <i>vice versa</i>.</p>
17	57	<p>The Committee do not accept the plea that</p>

(1)

(2)

(3)

'there was no Scheduled Caste and Tribe candidate in the eligibility zone or promotions for not promoting Scheduled Castes and Scheduled Tribes against the various reserved posts as indicated in the statement given in para 55 of the Report. The Committee feel that the orders regarding reservations in promotion should have been implemented in letter spirit and some Scheduled Castes and Scheduled Tribes should have been promoted either by extending the existing zone of consideration or by having a separate zone of consideration for Scheduled Castes and Scheduled Tribes. The Committee would expect the Films Division to ensure that all the posts reserved for Scheduled Castes and Scheduled Tribes are actually filled in by them.

18

59

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