

COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(2021-2022)

(SEVENTEENTH LOK SABHA)

TWELFTH REPORT

ON

MINISTRY OF INFORMATION AND BROADCASTING

Action taken by the Government on the recommendations contained in the Fourth Report (Seventeenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the subject "Ways and means to ensure reservation for SCs and STs in the light of Privatisation, outsourcing of work and contractual employment in Government Services, PSUs and Autonomous Bodies – with special reference to Prasar Bharati"

*Presented to Lok Sabha on* \_\_\_\_\_

*Laid in Rajya Sabha on* \_\_\_\_\_



LOK SABHA SECRETARIAT  
NEW DELHI

\_\_\_\_\_ 2022/ \_\_\_\_\_ 1944 (Saka)

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (2021-22)**

**Dr. (Prof.) Kirit Premjibhai Solanki - Chairperson**

**MEMBERS - LOK SABHA**

2. Shri Girish Chandra
3. Shri Santokh Singh Chaudhary
4. Shri Anil Firojiya
5. Shri Tapir Gao
6. Ms. Goddeti Madhavi
7. Smt. Pratima Mondal
8. Shri Ashok Mahadeorao Nete
9. Shri Vincent H. Pala
10. Shri Chhedi Paswan
11. Shri Prince Raj
12. Shri Andimuthu Raja
13. Shri Upendra Singh Rawat
14. Smt. Sandhya Ray
15. Shri Ajay Tamta
16. Shri Rebati Tripura
17. Shri Krupal Balaji Tumane
18. Shri Guman Singh Damor
19. Shri Rattan Lal Kataria
20. Shri Jagannath Sarkar

**MEMBERS - RAJYA SABHA**

21. Shri Abir Ranjan Biswas
22. Shri Shamsheer Singh Dullo
23. Smt. Kanta Kardam
24. Shri Naranbhai J. Rathwa
25. Shri Ram Shakal
26. Dr. Sumer Singh Solanki
27. Shri K. Somaprasad
28. Shri Pradeep Tamta
29. Shri Kamakhya Prasad Tasa
30. Shri Ramkumar Verma

**SECRETARIAT**

1. Shri D.R. Shekhar - Joint Secretary
2. Shri P.C. Choulda - Director
3. Shri V.K. Shailon - Deputy Secretary
4. Ms. Pooja Kirthwal - Assistant Committee Officer

## INTRODUCTION

I, the Chairperson, 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 Twelfth Report (Seventeenth Lok Sabha) on Action Taken by the Government on the recommendations/observations contained in the Fourth Report (Seventeenth Lok Sabha) on "Ways and means to ensure reservation for SCs and STs in the light of Privatisation, outsourcing of work and contractual employment in Government Services, PSUs and Autonomous Bodies – in special reference to Prasar Bharati" pertaining to the Ministry of Information and Broadcasting

2. The draft Report was considered and adopted by the Committee at their sitting held on 01.04.2022 (Appendix-I).
3. The Report has been divided into the following chapters:-
  - I Report
  - II Recommendations/Observations which have been accepted by the Government.
  - III Recommendations/Observations which the Committee do not desire to pursue in view of replies of the Government.
  - IV Recommendations /Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.
  - V Recommendations / Observations in respect of which final replies of the Government have not been received.
4. An analysis of the Action Taken by the Government on the recommendations contained in the Fourth Report (Seventeenth Lok Sabha) of the Committee is given in Appendix-II.

New Delhi;  
                    , 2022  
                    , 1944(Saka)

**DR. KIRIT P. SOLANKI**  
**Chairperson**  
**Committee on the Welfare of**  
**Scheduled Castes and**  
**Scheduled Tribes.**

## CHAPTER – I

### REPORT

This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendations contained in their Fourth Report (Seventeenth Lok Sabha) on "Ways and means to ensure reservation for SCs and STs in the light of Privatisation, outsourcing of work and contractual employment in Government Services, PSUs and Autonomous Bodies – in special reference to Prasar Bharati"

1.2 Fourth Report was presented to Lok Sabha and laid in Rajya Sabha on 16<sup>th</sup> September, 2020. It contained 9 recommendations/observations. Replies of the Government in respect of all these recommendations/observations have been examined and are categorised as under:-

(i) Recommendations/Observations which have been accepted by the Government (Sl. Nos. 2.2 & 2.4).	<b>Total – 02</b> <b>Percentage – 22%</b>
(ii) Recommendations/Observations which the Committee do not desire to pursue in the light of the replies received from the Government (Sl. Nos. 2.1, 2.3, 2.5 & 2.7).	<b>Total - 04</b> <b>Percentage – 45%</b>
(iii) Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration (Sl. Nos. 2.6, 2.8, & 2.9).	<b>Total - 03</b> <b>Percentage – 33%</b>
(iv) Recommendations/Observations in respect of which final replies of the Government have not been received (Sl. Nos. Nil).	<b>Total - Nil</b> <b>Percentage - 0</b>

1.3 The Committee will now deal with the Action Taken by the Government on those recommendations which need reiteration or comments.

### **Recommendation (Para No. 2.2)**

1.4 The Committee note that Director General, AIR has been directed vide PrasarBharati Secretariat Letter dated 22.11.2019 to review all the DPCs conducted post issue of DoPT O.M. dated 15.06.2018 providing for reservation in promotion from 'reserved to reserved' and 'unreserved to unreserved' as per Hon'ble Supreme Court Order dated 17.05.2018 in SLP(C) No. 30621 of 2011 and the communication of M/o I&B dated 18.03.2019. The Committee have been apprised that the DPC is to be Chaired by the Member, Personnel of the PrasarBharati, which is vacant at present. So, with the approval of the Minister, they have authorized the CEO to hold the DPC under his Chairmanship and further the Minister has also directed that at least one ADG level officer belonging to SC/ST community should be there in the DPC. The Committee have been assured that review of DPC will be completed within one month and for fresh DPC, the CEO has been authorized. The Committee are of the view that review of DPC for promotions from JE (Civil) to AE(Civil) should be completed within stipulated time so that SC/ST employees are not deprived of their genuine claim. The Committee would also like to be apprised of outcome of the review of DPC at the earliest.

### **Reply of Government**

1.5 Based on the directions of PrasarBharati, instructions to review DPC on the basis of DOP&T OM dated 15.06.2018 have been issued to all Zonal Heads/Staff Sections vide DG: AIR letter No. 18/11/2019-SC/ST Cell/574 dated 29.11.2019 (**Annexure -1**). Again instructions of Ministry of Information & Broadcasting & PrasarBharati Secretariat were circulated vide letter of even number dated 02.12.2019 (**Annexure-2**). In this regard many reminders also have been issued from time to time on 20.12.2019,

03.01.2020, 14.01.2020, 28.01.2020, 28.02.2020 and 13.03.2020(Annexure-3).

Complete review of the DPC held on 19.06.2019 for promotion from AE(C)-P to AE(C), CCW, has been done and now Review/Regular DPC for the vacancy year 2018, 2019 and 2020 has been held on 04.12.2020, by providing reservation in terms of the DOP&T OM dated 15.06.2018 and based on the certificate of reservation provided by the Liaison Officer.

1.6 It is also submitted that a DPC for promotion of AE(E) to Ex. Engineer(E), CCW, has been held on 09.01.2020 and the details are as given below:-

Sl. No.	Vacancy Year	Number of officers promoted		
		Total	SC	ST
	2019	09	00	00
2.	2020	02	00	00
	Total	11	00*	00

Note \* - One post of SC could not be filled up due to non availability of SC officer in normal as well as extended zone.

Further, after settlement of litigation, a DPC for promotion of AE(C) to Ex. Engineer(C), CCW, has been held on 03.02.2020, and the details are as given below:-

Sl. No	Vacancy Year(s)	Number of officers promoted		
		Total	SC	ST
1.	2008-09 to 2020	46	07	02*

Note \* - One post of ST could not be filled up due to non-availability of ST officer in the normal as well as extended zone.

It is apprised that ten number of review DPC in Group B have been held for promotion of Announcer Cadre and two review DPCs held for promotion to A.O. as per details given below:

a. Announcer Cadre

Sl. No	Name of the Zone	Number of officers promoted		
		Total	SC	ST
1.	Gujarat	2	0	1
2.	Meghalaya	1	0	0
3.	Punjab	8	2	0
4.	Karnataka	3	0	1
5.	Tamilnadu	4	1	0
6.	Kerala	3	0	0
7.	UP	5	1	0
8.	MP	16	3	5
9.	HP	1	0	0
10.	Maharashtra	16	0	3

b. Administrative Officer(AO)

Sl. No	Name of the Post	Number of officers promoted		
		Total	SC	ST
1.	Administrative Officer(AO)	89	18	10



### Comments of the Committee

1.7 The Committee are dismayed to note that Review/Regular DPC for the vacancy year 2018, 2019 and 2020 was held on 04.12.2020 but no SC Officer had been promoted. Further, during the years 2008-09 to 2020, out of 46 Officers from AE(C) to Executive Engineer considered by DPC only 7 SC and 2 ST Officers were promoted. Further more painful fact is that out of the two ST Officers, one was not promoted in the name of non availability of suitable SC/ST candidates as a stereotype reason for not filling up vacancies earmarked for SCs/STs especially in Group 'A'. The Committee are not inclined to accept the reason adduced by the Ministry and would like to know whether SC/ST Member was available in DPC? If not, DPC be reconvened with SC/ST member and then all out efforts be made to fill the SC/ST post lying vacant so that SC/ST employees aren't deprived of their constitutional rights reaffirmed by the Supreme Court *vide* its decision delivered in February, 2022.

### Recommendation (Para No. 2.6)

1.8 The Committee however express their happiness over the fact that all DPC held for various posts including promotions in Group "A" & "B" posts would be reviewed since 2012 with due representation of SCs and STs to implement the judgement of Supreme Court of India and DoPT instructions on reservation. The Committee legitimately expect from the Ministry that they would ensure adequate representation of Scheduled Castes and Scheduled Tribes in Group "A" & "B" posts and below by following reservation in promotion on seniority and on merit basis. The Committee would also like to be apprised about the promotion given in case of Group A and B categories of posts during

the years 2014 to 2019 to ensure that promotion posts reserved for SCs and STs in Group A and B categories have been duly filled up properly. The Committee also desire that the Government should furnish the detailed information as to the promotions effected in each of the categories of Group A and B posts during the years 2014 to 2019, where reservation orders are applicable. The Committee also observe that low representation of STs in promotions in different posts, indicative of the fact that PrasarBharati has not done enough. The Committee would also like to know the reasons of low representation of ST categories in Group "A" & "B" posts and efforts made to fill up all these vacancies.

### **Reply of Government**

1.9 As desired by the Hon'ble Committee, the detailed information on promotions effected in each of the categories of Group 'A' and 'B' posts during the years 2014 to 2019 is given in the Table A below and the detailed information as to the promotions effected in each of the categories of Group 'A' and Group 'B' posts during the years 2014 to 2019, where reservation orders are applicable is given in Table B.

**Table A**

#### **Categories of Group 'A' posts**

SI No	Year of DPC	Name of the Post	Number of officers promoted		
			Total	SC	ST
1.	2014	STS of IB(E)S	97	18	2
2.	2015	Assistant Director(OL)	6	1	1
3.		Audience Research Officer	7	2	1
4.	2016	Assistant Director (Programme)	270	47	21

5.		Dy. Director Administration	2	1	0
6.		STS of IB(E)S	22	10	0
7.		JAG of IB(E)S	78	1	0
8.		Assistant Director(OL)	5	1	0
9.		Assistant Director(OL)	3	0	0
10.		Instrumentalists	16	0	0
11.		News Reader-cum-Translators	51	7	5
12.		Superintending Engineer(C)	1	0	0
13.		Executive Engineer(E)	11	1	1
14.	2017	STS of IB(E)S	297	39	4
15.		SAG of IB(E)S	19	1	0
16.		Assistant Director(OL)	2	1	0
17.		Superintending Engineer(E)	1	0	0
18.		Executive Engineer (E)	2	1	0
19.		Superintending Engineer (C)	2	1	0
20.	2018	Assistant Director (Programme)	131	15	2
21.		Assistant Director (Programme)	488	55	32
22.		JTS of IB(E)S	323	24	10
23.		JAG of IB(E)S	23	17	0
24.		HAG of IB(E)S	1	0	0
25.		Assistant Director(OL)	3	1	0
26.	2019	Dy. Director Administration	6	2	0
27.		JAG of IB(E)S	11	1	0
28.		STS(NFSG) of IB(E)S	219	39	18
29.		Executive Engineer(E)	1	0	0
30.		Superintending Engineer(C)	1	0	0

31.		Superintending Engineer(C)	6	0	1
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**Categories of Group 'B' posts**

SI No	Year of DPC	Name of the Post	Number of officers promoted		
			Total	SC	ST
1.	2014	Administrative Officer	38	10	7
2.		Sr. Administrative Officer	18	0	5
3.		Engineering Assistant	1	0	0
4.	2015	Programme Executive	88	0	9
5.		Administrative Officer	19	10	4
6.		Sr. Administrative Officer	18	7	4
7.		Engineering Assistant	1	0	0
8.		Private Secretary	5	1	0
9.		Assistant Research Officer Grade-II	7	2	1
10.		Technical Officer	6	0	0
11.		Edit Supervisor	04	1	1
12.		2016	Programme Executive	36	1
13.	Administrative Officer		16	4	4
14.	Sr. Administrative Officer		9	2	0
15.	Inspector of Accounts		6	2	0
16.	Engineering Assistant		3	2	0
17.	Private Secretary		6	1	1
18.	Camerman Grade I		33	01	0
19.	Graphic Supervisor		9	1	0
20.	Edit Supervisor		5	0	0
21.	2017	Administrative Officer	15	3	7

22.		Sr. Administrative Officer	10	0	0
23.		Engineering Assistant	4	1	0
24.		Private Secretary	14	2	0
25.		Technical Officer	1	0	0
26.		Graphic Supervisor	03	0	0
27.		Edit Supervisor	01	0	0
28.	2018	Administrative Officer	9	3	3
29.		Assistant Engineer	451	35	6
30.		Assistant Engineer (E)	20	2	1
31.		Cameraman Grade I	13	0	0
32.		Graphic Supervisor	1	1	0
33.		Cameraman Grade III	39	0	0
34.	2019	Announcers	58	5	12
35.		Assistant Engineer	33	0	0
36.		Assistant Engineer (E)	10	1	1
37.		Floor Manager	47	5	5
38.		Edit Supervisor	2	0	0

**Table B**

**Categories of Group 'A' posts**

SI No	Year of DPC	Name of the Post	Number of officers promoted		
			Total	SC	ST
1.	2015	Assistant Director(OL)	6	1	1
2.		Audience Research Officer	7	2	1
3.		Assistant Director(P)	270	47	21

4.	2016	Dy. Director Administration	2	1	0
5.		Assistant Director(OL)	8	1	0
6.		Instrumentalist	16	0	0
7.		News Reader Cum Translator	51	7	5
8.	2017	Assistant Director(OL)	2	1	0
9.		Executive Engineer(E)	2	1	0
10.	2018	Assistant Director(P)	619	70	34
11.		JTS OF IB(E)S	323	24	10
12.		Assistant Director(OL)	3	1	0
13.	2019	Dy. Director Administration	6	2	0
14.		Executive Engineer(E)	1	0	0

**Categories of Group 'B' posts**

SI No	Year of DPC	Name of the Post	Number of officers promoted		
			Total	SC	ST
1.	2014	Administrative Officer	38	10	7
2.		Sr. Administrative Officer	18	0	5
3.		Engineering Assistant	1	0	0
4.	2015	Programme Executive	88	0	9
5.		Administrative Officer	19	10	4
6.		Sr. Administrative Officer	18	7	4
7.		Engineering Assistant	1	0	0
8.		Private Secretary	5	1	0
9.		Assistant Research Officer Grade-II	7	2	1
10.		Technical Officer	6	0	0

11.		Edit Supervisor	4	1	1
12.	2016	Programme Executive	36	1	2
13.		Administrative Officer	16	4	4
14.		Sr. Administrative Officer	9	2	0
15.		Inspector of Accounts	6	2	0
16.		Engineering Assistant	3	2	0
17.		Private Secretary	6	1	1
18.		Cameraman Grade I	33	1	0
19.		Graphic Supervisor	9	1	0
20.		Edit Supervisor	5	0	0
21.		2017	Administrative Officer	15	3
22.	Sr. Administrative Officer		10	0	0
23.	Engineering Assistant		4	1	0
24.	Private Secretary		14	2	0
25.	Technical Officer		1	0	0
26.	Graphic Supervisor		3	0	0
27.	Edit Supervisor		1	0	0
28.	2018	Administrative Officer	9	3	3
29.		Assistant Engineer	451	35	6
30.		Assistant Engineer (E)	20	2	1
31.		Cameraman Grade I	13	0	0
32.		Graphic Supervisor	1	1	0
33.		Cameraman Grade III	39	0	0
34.	2019	Announcers	58	5	12
35.		Assistant Engineer	33	0	0
36.		Assistant Engineer (E)	10	1	1

37.	Floor Manager	47	5	5
38.	Edit Supervisor	2	0	0

1.10 It is submitted that as per direction of the PrasarBharati dated 22.11.2019, all DPCs conducted post issue of DOPT OM dated 15.06.2018, without reservation, are to be reviewed for providing reservation in promotion from 'reserved to reserved and unreserved to unreserved', as per the Hon'ble Supreme Court order dated 17.05.2018 in SLP No. 30621, subject to further orders pending consideration in the matter. In this regard, Para 37 of the Report of the Hon'ble Committee may kindly be referred to. It is further submitted that the DOPT instructions on filling up of the posts of SCs/STs are being followed.

Low representation of STs, *prima-facie*, is due to the fact that

- (i) No major recruitment could be undertaken as the Prasar Bharati Recruitment Board (PBRB) which was mandated to make recruitment under PB Act 1990, to various posts in PrasarBharati less than that of equivalent to the level of Joint Secretary to Government of India could not be setup for many years due to one reason or other.
- (ii) Non-finalization of Recruitment Regulations for various posts.
- (iii) Undertaking of Man Power Audit as per the report of Sam Pitroda Committee. However, PBRB has now been constituted vide Government Notification No. G.S.R. 107(E) dated 12.02.2020. Man power Audit Report has also been submitted by the Agency and is under consideration. It is further submitted that the reserved posts would be filled up as per the DOPT guidelines.



### Comments of the Committee

1.11 The Committee are aghast to note that despite the learned observation of the Committee about low representation of ST in Group 'A' and 'B', no sincere efforts seem to have been taken by Prasar Bharti. It is quite discernible from the data pertaining to promotions furnished by Ministry that only sparse numbers of ST Officers have been promoted in Group A and B category of posts in Prasar Bharti during the years 2014 to 2019. From the reply, as regards to Group A posts, it may be seen that for the post of STS of IB(E)S out of a total of 297 seats only 39 SC and 4 ST Officers were promoted and out of 488 posts of Assistant Director (Programme) only 55 SC and 32 ST Officers were promoted. Further in Group B, for the post of Programme Executive out of 88 posts none of SC Official and only 9 ST Officials were promoted and further out of 451 Assistant Engineers only 35 SC and 6 ST Officials were promoted. The Ministry in their action taken replies have stated that since Prasar Bharati Recruitment Board (PBRB) couldn't be set up, no major recruitment have taken place for many years which may be one of the probable cause of low representation of STs. It has also been informed that recruitment regulations for various posts have not been finalized. The Committee would like to recommend that in order to clear backlog of SC/ST posts, special recruitment drive be carried out within three months without any further delay. Further, since the manpower audit had already been conducted, the Committee would like to reiterate that Ministry should make efficacious efforts to ensure adequate representation of Scheduled Castes and Scheduled Tribes in all Groups i.e., Group "A" & "B" posts and below

as per provisions for reservation made for Scheduled Castes and Scheduled Tribes by the DoPT.

#### **Recommendation (Para No. 2.8)**

1.12 The Committee find that last special recruitment drive for SCs/STs by direct recruitment was undertaken in the year 2010 for 74 posts of Engineering Assistant (48 SCs and 26 STs) and subsequently not any special recruitment drive was conducted to fill-up vacancies of shortfall/backlog in all category of posts. The Committee note that Manpower Audit is under progress in PrasarBharati through a reputed consultant. The manpower audit is being carried out as per the report submitted by Sam Pitroda Committee in 2014. There is likelihood of substantial restructuring in the organisation post Manpower Audit. The Committee may be apprised the manpower audit report and action taken thereon. The Committee desire, the details of number of backlog/shortfall vacancies of SCs/STs in each category of posts and also the number of vacancies filled-up during the last five years through Special Recruitment Drives should be furnished to the Committee.

#### **Reply of Government**

1.13 It is submitted that status regarding Manpower Audit is as under:

- (i) The Manpower Audit report submitted by M/s E&Y LLP was placed before the 159<sup>th</sup> PrasarBharati Board meeting held on 04.02.2020. The Board authorized CEO, PrasarBharati to accord final acceptance after all detailing, modifications, clarifications and improvement as found necessary are in place.
- (ii) Subsequently M/s E&Y has submitted final report on 29.09.2020 which has been accorded approval by CEO, PrasarBharati for acceptance and the same

has been communicated vide PrasarBharati's letter dated 13.10.2020 (Annexure-7).

Details of number of backlog/shortfall vacancies of SCs/STs is as below:

Sl. No.	Name of the Post	Backlog/ Shortfall*	
		SC	ST
1.	JTS of IB(E)S	54	27
2.	JTS of IB(P)S	34	17
3.	Program Executive	124	65
4.	Transmission Executive	177	30
5.	Library Information Assistant	10	4
6.	Cameraman Gr.II	50	32
7.	Cameraman Gr.III	9	1
8.	Graphic Artist	7	3
9.	Make up Artist	3	2

1.14 Regarding backlog/shortfall of vacancies of SCs/STs, it is submitted that no large scale direct recruitment could be undertaken during the last five years in view of the following reasons:

- (a) With the establishment of PrasarBharati, as an Autonomous Body with effect from 23.11.1997 by an Act of Parliament, PrasarBharati Recruitment Board which has been mandated to make Recruitment of PB Employees could not be set up for many years due to one reason or other. However, PBRB has now been constituted vide Government of India Notification No. G.S.R. 107(E) dated 12.02.2020.

- (b) As per the report of Sam Pitroda Committee, manpower audit of PrasarBharati is presently underway and post manpower audit, there is likelihood of substantial restructuring in the organization.
- (c) Non finalization of Recruitment Regulations for many categories of posts as PBRB could not be set up for many years. Besides, the finalization of Recruitment Regulations has been kept on hold till finalization of the Man Power Audit.
- (d) Backlog vacancies are being identified by PrasarBharati and identification process is expected to be completed within a period of 2 months. Thereafter, process for filling up of the backlog vacancies will be taken up by PrasarBharati Recruitment Board.

Number of vacancies filled-up during the last five years through Special Recruitment Drives:

No special recruitment drive carried out during last five years. Hence, the information is 'NIL'. However, direct recruitment for certain categories of posts was undertaken through SSC in 2013, as one time dispensation by the Government of India wherein the backlog of vacancies pertaining of SCs/STs till that time were considered.

#### **Comments of the Committee**

**1.15 The Committee are pained to note that a massive backlog of SC/ST vacancies which persists in Prasar Bharti. As per the action taken replies forwarded by the Ministry there a total of 468 SC vacancies and 181 ST vacancies lying vacant among various posts. It has also been informed that since 2013 no special recruitment drive has been initiated to fill theses vacancies. The Committee are baffled at the complacent stance of Ministry towards the clearance of the said backlog. It has almost been a decade since the last drive aimed to fill-**

up vacancies of shortfall/backlog in various category of posts was carried out. It is due to the nonchalant attitude of Ministry that backlog clearance of around 650 posts is still being kept at abeyance. The Committee are given to understand that the Man Power Audit report of Sam Pitroda Committee has been submitted by the Agency and is under consideration. The Committee would like to recommend that post restructuring of organization based on recommendations of the Man power audit report, Ministry should strive to make all out endeavors to ensure that reserved posts are filled up as per the DOPT guidelines laid down for representation for SCs/STs. It has also been stated that Backlog vacancies are being identified by Prasar Bharati and identification process would be completed within a period of 2 months. Following which process for filling up of the backlog vacancies will be taken up by Prasar Bharati Recruitment Board. The Committee may be apprised of the findings in the matter. The Committee are of the considered view that till the process of restructuring of the organization, setting up of PRRB and finalization of Recruitment regulations is effected, it is imperative that Prasar Bharti should carry out a special recruitment drive as a one time exercise to clear the existing backlog within three months from the date of presentation of the Report. The Committee feel that procrastinating the matter further would not only create a mammoth backlog but would also deprive the deserving SC/ST candidates in securing employment and promotion among various category of posts in Prasar Bharti. In any way, interests of SC/ST may be safeguarded with sincere effort and Committee may be informed about the efficacious steps taken/being taken in this regard.

### **Recommendation (Para No. 2.9)**

1.16 The Committee note that the grievances and complaints on service matters such as discrimination in promotion or non-consideration for promotion, non inclusion of name in ACP Scheme, financial upgradation, violation of reservation policies etc., have far reaching consequences and may have an adverse effect on the career growth of SC/ST employees. The Committee, therefore, recommend the PrasarBharati, All India Radio and Doordarshan to prepare a schedule to dispose of all the grievances and complaints of SC/ST employees pertaining to service matters within a stipulated time frame. The Committee recommend that PrasarBharati, All India Radio and Doordarshan should also hold separate periodic meetings with the representatives of the SC/ST Welfare Associations to sort out various problems/grievances relating to reservation policies. The Committee also recommend that the proceedings of the meetings should be recorded for follow up action and a copy of the minutes of the meetings should be circulated to the representatives of the SC/ST Welfare Associations and to the concerned Ministry of Information and Broadcasting for information and necessary action so that purpose of such meetings may not be defeated.

### **Reply of Government**

1.17 To redress the grievances Prasar Bharati has an Employees Grievance Portal on the Prasarnet where the employees can file/submit their grievances. Further, Nodal Officers are deputed by Prasar Bharati at Secretariat/ Directorate/ Zonal levels. The details are as under:

<u>Sl. No.</u>	<u>Offices</u>	<u>Nodal Officer</u>
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1.	PrasarBharati Secretariat	DDG (Legal and CA)
2.	Doordarshan Directorate	DDG (Administration)
3.	All India Radio Directorate	DDG (Administration)
4.	All all Zones (NZ, SZ, EZ, WZ and NEZ)	Respective Additional Director General (A)

#### **Comments of the Committee**

**1.18 The Committee would like to commend the efforts of Prasar Bharti by enabling the employees to lodge complaints /grievances on online portal thereby making the whole process transparent. However, the Committee would like to reiterate that service related grievances of SC/ST employees need immediate and expeditious consideration and disposal so as not hamper their career growth. The Committee would like to be apprised regarding the grievance redressal system especially for SC/ST employees for submission of their complaints. The Committee would also like to be made aware of the number and nature of complaints received from SC/ST employees during the past five years along with reasons of pendency and present status of corrective measures taken in this regard with reasons for rejections.**

## CHAPTER – II

### RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

#### Recommendation (Para No. 2.2)

2.1 The Committee note that Director General, AIR has been directed vide PrasarBharati Secretariat Letter dated 22.11.2019 to review all the DPCs conducted post issue of DoPT O.M. dated 15.06.2018 providing for reservation in promotion from 'reserved to reserved' and 'unreserved to unreserved' as per Hon'ble Supreme Court Order dated 17.05.2018 in SLP(C) No. 30621 of 2011 and the communication of M/o I&B dated 18.03.2019. The Committee have been apprised that the DPC is to be Chaired by the Member, Personnel of the PrasarBharati, which is vacant at present. So, with the approval of the Minister, they have authorized the CEO to hold the DPC under his Chairmanship and further the Minister has also directed that at least one ADG level officer belonging to SC/ST community should be there in the DPC. The Committee have been assured that review of DPC will be completed within one month and for fresh DPC, the CEO has been authorized. The Committee are of the view that review of DPC for promotions from JE (Civil) to AE(Civil) should be completed within stipulated time so that SC/ST employees are not deprived of their genuine claim. The Committee would also like to be apprised of outcome of the review of DPC at the earliest.

#### Reply of Government

2.2 Based on the directions of PrasarBharati, instructions to review DPC on the basis of DOP&T OM dated 15.06.2018 have been issued to all Zonal Heads/Staff Sections vide DG: AIR letter No. 18/11/2019-SC/ST Cell/574 dated 29.11.2019 (**Annexure -1**).



Again instructions of Ministry of Information & Broadcasting & Prasar Bharati Secretariat were circulated vide letter of even number dated 02.12.2019 (**Annexure-2**). In this regard many reminders also have been issued from time to time on 20.12.2019, 03.01.2020, 14.01.2020, 28.01.2020, 28.02.2020 and 13.03.2020(**Annexure-3**).

Complete review of the DPC held on 19.06.2019 for promotion from AE(C)-P to AE(C), CCW, has been done and now Review/Regular DPC for the vacancy year 2018, 2019 and 2020 has been held on 04.12.2020, by providing reservation in terms of the DOP&T OM dated 15.06.2018 and based on the certificate of reservation provided by the Liaison Officer.

2.3 It is also submitted that a DPC for promotion of AE(E) to Ex. Engineer(E), CCW, has been held on 09.01.2020 and the details are as given below:-

Sl. No.	Vacancy Year	Number of officers promoted		
		Total	SC	ST
	2019	09	00	00
3.	2020	02	00	00
	Total	11	00*	00

Note \* - One post of SC could not be filled up due to non availability of SC officer in normal as well as extended zone.

Further, after settlement of litigation, a DPC for promotion of AE(C) to Ex. Engineer(C), CCW, has been held on 03.02.2020, and the details are as given below:-

Sl. No	Vacancy Year(s)	Number of officers promoted		
		Total	SC	ST
2.	2008-09 to	46	07	02*

	2020			
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Note \* - One post of ST could not be filled up due to non-availability of ST officer in the normal as well as extended zone.

It is apprised that ten number of review DPC in Group B have been held for promotion of Announcer Cadre and two review DPCs held for promotion to A.O. as per details given below:

b. Announcer Cadre

Sl. No	Name of the Zone	Number of officers promoted		
		Total	SC	ST
2.	Gujarat	2	0	1
3.	Meghalaya	1	0	0
4.	Punjab	8	2	0
5.	Karnataka	3	0	1
6.	Tamilnadu	4	1	0
7.	Kerala	3	0	0
8.	UP	5	1	0
9.	MP	16	3	5
10.	HP	1	0	0
11.	Maharashtra	16	0	3

c. Administrative Officer(AO)

Sl. No	Name of the Post	Number of officers promoted		
		Total	SC	ST
2.	Administrative Officer(AO)	89	18	10

### **Comments of the Committee**

#### **2.4 Please see Para No. 1.7 of Chapter I**

#### **Recommendation (Para No. 2.4)**

2.5 The Committee are of the view that roster system is the only mechanism to watch the proper implementation of reservation policy for Scheduled Castes and Scheduled Tribes in services as per the points reserved for them in the rosters and these would cease to have any significance if these are not maintained properly. The Committee would like to emphasize that the rosters should be maintained by authorities concerned in accordance with the existing orders on the subject and checked regularly by competent authorities. Discrepancies noticed during inspection of rosters should be rectified immediately and also brought to the notice of the Head of the Department. The Committee also desire that Reservation Rosters of All India Radio and Doordarshan along with the outcome of yearly inspection undertaken by the Ministry must be uploaded online within a period of three months to maintain transparency in the system.

#### **Reply of Government**

2.6 It is submitted that the Roster registers are being maintained by PrasarBharati as per the instructions issued by the DOPT from time to time. All DPCs wherever reservation is applicable are being convened after getting a certificate of reservation for SC/ST from Liaison Officer to ensure that the interests of SC/ST officers are fully protected. A Circular regarding maintaining of Reservation Roster has been issued vide DG:AIR letter No. 4/1/2018-SC/ST Cell dated 29.11.2019 (**Annexure-4**) and another Circular vide letter No.4/1/2020-SC/ST Cell dated 07.02.2020 (**Annexure-5**). As

desired by the Hon'ble Committee, Reservation Rosters of All India Radio and Doordarshan would be uploaded online by PrasarBharati within a period of two months.

#### **Recommendation (Para No. 2.4)**

2.7 The Committee are of the view that roster system is the only mechanism to watch the proper implementation of reservation policy for Scheduled Castes and Scheduled Tribes in services as per the points reserved for them in the rosters and these would cease to have any significance if these are not maintained properly. The Committee would like to emphasize that the rosters should be maintained by authorities concerned in accordance with the existing orders on the subject and checked regularly by competent authorities. Discrepancies noticed during inspection of rosters should be rectified immediately and also brought to the notice of the Head of the Department. The Committee also desire that Reservation Rosters of All India Radio and Doordarshan along with the outcome of yearly inspection undertaken by the Ministry must be uploaded online within a period of three months to maintain transparency in the system.

#### **Reply of Government**

2.8 It is submitted that the Roster registers are being maintained by PrasarBharati as per the instructions issued by the DOPT from time to time. All DPCs wherever reservation is applicable are being convened after getting a certificate of reservation for SC/ST from Liaison Officer to ensure that the interests of SC/ST officers are fully protected. A Circular regarding maintaining of Reservation Roster has been issued vide DG:AIR letter No. 4/1/2018-SC/ST Cell dated 29.11.2019 (**Annexure-4**) and another Circular vide letter No.4/1/2020-SC/ST Cell dated 07.02.2020 (**Annexure-5**). As

desired by the Hon'ble Committee, Reservation Rosters of All India Radio and Doordarshan would be uploaded online by PrasarBharati within a period of two months.

CHAPTER – III

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

**Recommendation (Para No. 2.1)**

3.1 The Committee have been apprised that Civil Construction Wing (CCW) Directorate moved a proposal for promotion from AE(C)-P to AE(C) cadre in which SC/ST employees were also considered owing to the roster position. The DPC was convened on 19.06.2019 and the proposal was sent to Directorate General (DG), All India Radio(AIR) for approval. However, the proposal was refused and revised proposal was made without considering the reservation in promotion to SC/ST employees. The Committee are of the view that DoPT is the nodal agency deciding the policy matter of the Government of India in service matters as per the decision of Hon'ble Supreme Court, DG, AIR/Other Departments/Ministry can not implement any interim order of Hon'ble Supreme Court or in any other state without the specific order of DoPT. The Committee therefore would like to know the reasons to revise the DPC proposal without considering the reservation in promotion to SC/ST employees. The Secretary, Ministry of Information & Broadcasting during the evidence before Committee deposed that a complete review of DPC has been ordered by CEO, PrasarBharati. Accordingly, the Committee hope that review would encompass the reservation of SC/ST candidates as per DOPT guidelines.

**Reply of Government**

3.2 It is submitted that the DPC held on 19.06.2019 was reviewed by the Directorate General, All India Radio in view of circular dated 28.12.2017, issued by DG:AIR

directing 'Henceforth, no reservation will be given in promotion till the specific direction or the clarification is received for reservation in the matter of promotion from the Ministry of I&B', keeping in view the orders of Hon'ble CAT PB New Delhi, Hon'ble High Court of Delhi and Hon'ble Supreme Court in various cases as mentioned in the circular. The facts in this regard are contained in Para 13 to Para 24 of the Report of the Hon'ble Committee. However, after the direction of the PrasarBharati dated 22.11.2019 to review all DPCs conducted post issue of DOPT OM dated 15.06.2018, without reservation, by providing reservation in promotion from 'reserved to reserved and unreserved to unreserved', as per the Hon'ble Supreme Court order dated 17.05.2018 in SLP No. 30621, subject to further orders pending consideration in the matter, instructions dated 29.12.2019, have already been issued by DG:AIR to review DPCs according to DOP&T OM dated 15.06.2018.

3.3 Accordingly, a complete review of the DPC held on 19.06.2019 for promotion from AE(C)-P to AE(C), CCW, has been done and now Review/Regular DPC for the vacancy year 2018, 2019 and 2020 has been held on 04.12.2020, by providing reservation in terms of the DOP&T OM dated 15.06.2018 and based on the certificate of reservation provided by the Liaison Officer.

### **Recommendation (Para No. 2.3)**

3.4 The Committee also note that all the eligible officers have been considered and promoted to the grade of Assistant Engineer (Civil) during the year 2019. DPC meeting for promotion from Junior Engineer (Civil) to Assistant Engineer(Civil) against the vacancies of the year 2018 (05 vacancies) & 2019 (21 vacancies) was convened on

19.06.2019. According to information provided by the Ministry in that DPC, 27 Unreserved Category officers, 04 SC Category Officers and 1 ST category officer were recommended for promotion. The Committee observe that the number of recommended candidates for promotion is higher than the number of vacancies and out of which 6 were also retired during the year 2018 and 2019 and the resultant vacancies were to be filled from the available panel of recommended candidates. As the CEO PrasarBharati, has ordered a complete review of the DPC which was done on 19.06.2019, the Committee hope that the promotion process in PrasarBharati and AIR shall be expedited by pragmatically by protecting interest of SCs and STs employees working in PrasarBharati.

### **Reply of Government**

3.5 As stated in reply to the Recommendation No. 2.1 of the Report, a complete review of the DPC held on 19.06.2019, has been done and Review/Regular DPC for promotion from JE(Civil) to AE(Civil) of CCW, for the vacancy years 2018, 2019 and 2020 has been held on 04.12.2020.

### **Recommendation (Para No. 2.5)**

3.6 The Committee note that the reservation rosters of All India Radio/ Doordarshan for SC/ST are inspected by the Liaison Officer for SCs/STs before convening every DPC or undertaking direct recruitment where reservation is applicable. The Committee have been given to understand that DPC for promotion to the grade of Junior Time Scale (JTS) of Indian Broadcasting (Programme) Service held on 19.08.2018 in UPSC and on 12.12.2018 in PrasarBharati Secretariat, the roster was duly inspected by the Liaison Officer and a certificate to the effect that proper reservation to SCs/STs is



endorsed. Surprisingly, after intervention by the Parliamentary Committee, a SC/ST officer was also nominated as a member of the DPC to protect the interest of SC/ST, which should have been done automatically as per norms fixed by DoPT in this regard.

### **Reply of Government**

3.7 PrasarBharati has been directed to follow the instructions issued by DOP&T regarding inclusion of a SC/ST Officer as member of the DPC constituted for promotion to the various Grades and where reservation is to be provided. The instructions of DOP&T are being complied with in letter and spirit by PrasarBharati and one SC/ST Officer is nominated in all such DPCs. Further, a circular re-iterating the nomination of one SC/ST officer in the DPC, as per guidelines of DOPT has been issued vide DG:AIR letter dated 3.12.2020 (**Annexure -6**).

### **Recommendation (Para No. 2.7)**

3.8 The Committee note that no reservation policy exists while engaging persons on contract. The Committee would like to have details of contractual employees being engaged and as to whether these employees are being paid adequate minimum wages, medical facilities, EPF and PPF facilities, etc. The Committee legitimately expect from the Ministry that as per DoPT order contractual labours who have worked more than 45 days are eligible for reservation in service. There shall be reservation for SC/ST candidates in all temporary appointments, which are to last for 45 days or more. The Committee may be apprised of the compliance of DoPT order in this regard. The Committee also desire that accountability be fixed, if DoPT order for reservation of SCs and STs are not implemented by the principal employer where they enter into contract

with the contractor. The Committee expect that PrasarBharati including Akashvani&Doordarshan to follow Department of Personnel & Training (DoPT) instructions on reservation policy issued from time to time and will strictly comply with any instructions issued by the Government regarding reservation for SCs/STs in outsourcing of works and contractual employment. The Committee are of the firm view that in outsourced works where reservation is not applicable, the Government being a principal employer enter into contract with the agency to insert a Clause of reservation of SCs and STs to ensure social justice as enshrined in our constitution.

### **Reply of Government**

3.9 Regarding engagement of Contractual Employees, following details are submitted:

- i. The contractuels hired by PrasarBharati are professionals and not contract labourers. These professionals are selected on the basis of specific talents/ experience/ qualifications in Media or other fields required for performing the tasks of specialized or technical nature.
- ii. In order to cope with the acute shortage of professionals, contractual engagees are being hired by PrasarBharati for fulfilling the only need based requirements and assignments against available sanctioned posts or even against a post created temporarily, in pursuance of PrasarBharati's Contractual Engagement Policy 2012.
- iii. It has been certified by PrasarBharati that all the contractual engagees are being paid adequate minimum wages. These contractual engages are not eligible for EPF facility as all of these contractuels are being paid remuneration much higher than Rs. 15000 per month. However each contractual is free to open a PPF account in any authorized bank/ post office. Further, procurement of Medical Policy i.e Corona Kawach is under process in PrasarBharati. Further the

contractual engagees are already enrolled under Group Personal Accident Policy and the term insurance policy for them has also been finalized by PrasarBharati.

- iv. Further, outsourced manpower i.e. data entry operator, MTS, etc., are being engaged by PrasarBharati Secretariat through out sourced/ private agency. The agency is engaged through tendering process from the Government e-Marketplace (GeM) portal. There is no provision on the GeM portal for making reservation for SC/ST categories in the tendering process. Accordingly, issue may be flagged to GeM for making necessary provision for selection of outsourced manpower by the agency.

Prasar Bharati has reiterated that it is following Department of Personnel and Training (DOPT) instructions on reservation issued from time to time and will comply with any instructions issued by the Government regarding reservation for SC/ST in outsourcing work and contractual employment.

## CHAPTER – IV

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

#### Recommendation (Para No. 2.6)

4.1 The Committee however express their happiness over the fact that all DPC held for various posts including promotions in Group "A" & "B" posts would be reviewed since 2012 with due representation of SCs and STs to implement the judgement of Supreme Court of India and DoPT instructions on reservation. The Committee legitimately expect from the Ministry that they would ensure adequate representation of Scheduled Castes and Scheduled Tribes in Group "A" & "B" posts and below by following reservation in promotion on seniority and on merit basis. The Committee would also like to be apprised about the promotion given in case of Group A and B categories of posts during the years 2014 to 2019 to ensure that promotion posts reserved for SCs and STs in Group A and B categories have been duly filled up properly. The Committee also desire that the Government should furnish the detailed information as to the promotions effected in each of the categories of Group A and B posts during the years 2014 to 2019, where reservation orders are applicable. The Committee also observe that low representation of STs in promotions in different posts, indicative of the fact that PrasarBharati has not done enough. The Committee would also like to know the reasons of low representation of ST categories in Group "A" & "B" posts and efforts made to fill up all these vacancies.

**Reply of Government**

4.2 As desired by the Hon'ble Committee, the detailed information on promotions effected in each of the categories of Group 'A' and 'B' posts during the years 2014 to 2019 is given in the Table A below and the detailed information as to the promotions effected in each of the categories of Group 'A' and Group 'B' posts during the years 2014 to 2019, where reservation orders are applicable is given in Table B.

**Table A**

**Categories of Group 'A' posts**

SI No	Year of DPC	Name of the Post	Number of officers promoted		
			Total	SC	ST
32.	2014	STS of IB(E)S	97	18	2
33.	2015	Assistant Director(OL)	6	1	1
34.		Audience Research Officer	7	2	1
35.	2016	Assistant Director (Programme)	270	47	21
36.		Dy. Director Administration	2	1	0
37.		STS of IB(E)S	22	10	0
38.		JAG of IB(E)S	78	1	0
39.		Assistant Director(OL)	5	1	0
40.		Assistant Director(OL)	3	0	0
41.		Instrumentalists	16	0	0
42.		News Reader-cum-Translators	51	7	5
43.		Superintending Engineer(C)	1	0	0
44.		Executive Engineer(E)	11	1	1
45.		2017	STS of IB(E)S	297	39

46.		SAG of IB(E)S	19	1	0
47.		Assistant Director(OL)	2	1	0
48.		Superintending Engineer(E)	1	0	0
49.		Executive Engineer (E)	2	1	0
50.		Superintending Engineer (C)	2	1	0
51.	2018	Assistant Director (Programme)	131	15	2
52.		Assistant Director (Programme)	488	55	32
53.		JTS of IB(E)S	323	24	10
54.		JAG of IB(E)S	23	17	0
55.		HAG of IB(E)S	1	0	0
56.		Assistant Director(OL)	3	1	0
57.	2019	Dy. Director Administration	6	2	0
58.		JAG of IB(E)S	11	1	0
59.		STS(NFSG) of IB(E)S	219	39	18
60.		Executive Engineer(E)	1	0	0
61.		Superintending Engineer(C)	1	0	0
62.		Superintending Engineer(C)	6	0	1

**Categories of Group 'B' posts**

SI No	Year of DPC	Name of the Post	Number of officers promoted		
			Total	SC	ST
39.	2014	Administrative Officer	38	10	7
40.		Sr. Administrative Officer	18	0	5
41.		Engineering Assistant	1	0	0
42.	2015	Programme Executive	88	0	9
43.		Administrative Officer	19	10	4

44.		Sr. Administrative Officer	18	7	4
45.		Engineering Assistant	1	0	0
46.		Private Secretary	5	1	0
47.		Assistant Research Officer Grade-II	7	2	1
48.		Technical Officer	6	0	0
49.		Edit Supervisor	04	1	1
50.	2016	Programme Executive	36	1	2
51.		Administrative Officer	16	4	4
52.		Sr. Administrative Officer	9	2	0
53.		Inspector of Accounts	6	2	0
54.		Engineering Assistant	3	2	0
55.		Private Secretary	6	1	1
56.		Cameraman Grade I	33	01	0
57.		Graphic Supervisor	9	1	0
58.		Edit Supervisor	5	0	0
59.		2017	Administrative Officer	15	3
60.	Sr. Administrative Officer		10	0	0
61.	Engineering Assistant		4	1	0
62.	Private Secretary		14	2	0
63.	Technical Officer		1	0	0
64.	Graphic Supervisor		03	0	0
65.	Edit Supervisor		01	0	0
66.	2018	Administrative Officer	9	3	3
67.		Assistant Engineer	451	35	6
68.		Assistant Engineer (E)	20	2	1

69.		Cameraman Grade I	13	0	0
70.		Graphic Supervisor	1	1	0
71.		Cameraman Grade III	39	0	0
72.	2019	Announcers	58	5	12
73.		Assistant Engineer	33	0	0
74.		Assistant Engineer (E)	10	1	1
75.		Floor Manager	47	5	5
76.		Edit Supervisor	2	0	0

**Table B**

**Categories of Group 'A' posts**

SI No	Year of DPC	Name of the Post	Number of officers promoted		
			Total	SC	ST
15.	2015	Assistant Director(OL)	6	1	1
16.		Audience Research Officer	7	2	1
17.	2016	Assistant Director(P)	270	47	21
18.		Dy. Director Administration	2	1	0
19.		Assistant Director(OL)	8	1	0
20.		Instrumentalist	16	0	0
21.		News Reader Cum Translator	51	7	5
22.	2017	Assistant Director(OL)	2	1	0
23.		Executive Engineer(E)	2	1	0
24.	2018	Assistant Director(P)	619	70	34
25.		JTS OF IB(E)S	323	24	10
26.		Assistant Director(OL)	3	1	0



27.	2019	Dy. Director Administration	6	2	0
28.		Executive Engineer(E)	1	0	0

**Categories of Group 'B' posts**

SI No	Year of DPC	Name of the Post	Number of officers promoted		
			Total	SC	ST
39.	2014	Administrative Officer	38	10	7
40.		Sr. Administrative Officer	18	0	5
41.		Engineering Assistant	1	0	0
42.	2015	Programme Executive	88	0	9
43.		Administrative Officer	19	10	4
44.		Sr. Administrative Officer	18	7	4
45.		Engineering Assistant	1	0	0
46.		Private Secretary	5	1	0
47.		Assistant Research Officer Grade-II	7	2	1
48.		Technical Officer	6	0	0
49.		Edit Supervisor	4	1	1
50.		2016	Programme Executive	36	1
51.	Administrative Officer		16	4	4
52.	Sr. Administrative Officer		9	2	0
53.	Inspector of Accounts		6	2	0
54.	Engineering Assistant		3	2	0
55.	Private Secretary		6	1	1
56.	Camerman Grade I		33	1	0
57.	Graphic Supervisor		9	1	0

58.		Edit Supervisor	5	0	0
59.	2017	Administrative Officer	15	3	7
60.		Sr. Administrative Officer	10	0	0
61.		Engineering Assistant	4	1	0
62.		Private Secretary	14	2	0
63.		Technical Officer	1	0	0
64.		Graphic Supervisor	3	0	0
65.		Edit Supervisor	1	0	0
66.		2018	Administrative Officer	9	3
67.	Assistant Engineer		451	35	6
68.	Assistant Engineer (E)		20	2	1
69.	Cameraman Grade I		13	0	0
70.	Graphic Supervisor		1	1	0
71.	Cameraman Grade III		39	0	0
72.	2019	Announcers	58	5	12
73.		Assistant Engineer	33	0	0
74.		Assistant Engineer (E)	10	1	1
75.		Floor Manager	47	5	5
76.		Edit Supervisor	2	0	0

4.3 It is submitted that as per direction of the PrasarBharati dated 22.11.2019, all DPCs conducted post issue of DOPT OM dated 15.06.2018, without reservation, are to be reviewed for providing reservation in promotion from 'reserved to reserved and unreserved to unreserved', as per the Hon'ble Supreme Court order dated 17.05.2018 in SLP No. 30621, subject to further orders pending consideration in the matter. In this regard, Para 37 of the Report of the Hon'ble Committee may kindly be referred to. It is

further submitted that the DOPT instructions on filling up of the posts of SCs/STs are being followed.

Low representation of STs, *prima-facie*, is due to the fact that

- (i) No major recruitment could be undertaken as the PrasarBharati Recruitment Board (PBRB) which was mandated to make recruitment under PB Act 1990, to various posts in PrasarBharati less than that of equivalent to the level of Joint Secretary to Government of India could not be setup for many years due to one reason or other.
- (ii) Non-finalization of Recruitment Regulations for various posts.
- (iii) Undertaking of Man Power Audit as per the report of Sam Pitroda Committee. However, PBRB has now been constituted vide Government Notification No. G.S.R. 107(E) dated 12.02.2020. Man power Audit Report has also been submitted by the Agency and is under consideration. It is further submitted that the reserved posts would be filled up as per the DOPT guidelines.

#### **Comments of the Committee**

**4.4 Please see Para No. 1.11 of Chapter I**

#### **Recommendation (Para No. 2.8)**

4.5 The Committee find that last special recruitment drive for SCs/STs by direct recruitment was undertaken in the year 2010 for 74 posts of Engineering Assistant (48 SCs and 26 STs) and subsequently not any special recruitment drive was conducted to fill-up vacancies of shortfall/backlog in all category of posts. The Committee note that Manpower Audit is under progress in PrasarBharati through a reputed consultant. The manpower audit is being carried out as per the report submitted by Sam Pitroda Committee in 2014. There is likelihood of substantial restructuring in the organisation

post Manpower Audit. The Committee may be apprised the manpower audit report and action taken thereon. The Committee desire, the details of number of backlog/shortfall vacancies of SCs/STs in each category of posts and also the number of vacancies filled-up during the last five years through Special Recruitment Drives should be furnished to the Committee.

### Reply of Government

4.6 It is submitted that status regarding Manpower Audit is as under:

- (i) The Manpower Audit report submitted by M/s E&Y LLP was placed before the 159<sup>th</sup> PrasarBharati Board meeting held on 04.02.2020. The Board authorized CEO, PrasarBharati to accord final acceptance after all detailing, modifications, clarifications and improvement as found necessary are in place.
- (ii) Subsequently M/s E&Y has submitted final report on 29.09.2020 which has been accorded approval by CEO, PrasarBharati for acceptance and the same has been communicated vide PrasarBharati's letter dated 13.10.2020 (Annexure-7).

Details of number of backlog/shortfall vacancies of SCs/STs is as below:

Sl. No.	Name of the Post	Backlog/ Shortfall*	
		SC	ST
10.	JTS of IB(E)S	54	27
11.	JTS of IB(P)S	34	17
12.	Program Executive	124	65
13.	Transmission Executive	177	30
14.	Library Information	10	4

	Assistant		
15.	Cameraman Gr.II	50	32
16.	Cameraman Gr.III	9	1
17.	Graphic Artist	7	3
18.	Make up Artist	3	2

Regarding backlog/shortfall of vacancies of SCs/STs, it is submitted that no large scale direct recruitment could be undertaken during the last five years in view of the following reasons:

- (a) With the establishment of PrasarBharati, as an Autonomous Body with effect from 23.11.1997 by an Act of Parliament, PrasarBharati Recruitment Board which has been mandated to make Recruitment of PB Employees could not be set up for many years due to one reason or other. However, PBRB has now been constituted vide Government of India Notification No. G.S.R. 107(E) dated 12.02.2020.
- (b) As per the report of Sam Pitroda Committee, manpower audit of PrasarBharati is presently underway and post manpower audit, there is likelihood of substantial restructuring in the organization.
- (c) Non finalization of Recruitment Regulations for many categories of posts as PBRB could not be set up for many years. Besides, the finalization of Recruitment Regulations has been kept on hold till finalization of the Man Power Audit.
- (d) Backlog vacancies are being identified by PrasarBharati and identification process is expected to be completed within a period of 2 months. Thereafter, process for filling up of the backlog vacancies will be taken up by PrasarBharati Recruitment Board.

Number of vacancies filled-up during the last five years through Special Recruitment Drives:

No special recruitment drive carried out during last five years. Hence, the information is 'NIL'. However, direct recruitment for certain categories of posts was undertaken through SSC in 2013, as one time dispensation by the Government of India wherein the backlog of vacancies pertaining of SCs/STs till that time were considered.

### **Comments of the Committee**

**4.7 Please see Para No. 1.15 of Chapter I**

### **Recommendation (Para No. 2.9)**

4.8 The Committee note that the grievances and complaints on service matters such as discrimination in promotion or non-consideration for promotion, non inclusion of name in ACP Scheme, financial upgradation, violation of reservation policies etc., have far reaching consequences and may have an adverse effect on the career growth of SC/ST employees. The Committee, therefore, recommend the PrasarBharati, All India Radio and Doordarshan to prepare a schedule to dispose of all the grievances and complaints of SC/ST employees pertaining to service matters within a stipulated time frame. The Committee recommend that PrasarBharati, All India Radio and Doordarshan should also hold separate periodic meetings with the representatives of the SC/ST Welfare Associations to sort out various problems/grievances relating to reservation policies. The Committee also recommend that the proceedings of the meetings should be recorded for follow up action and a copy of the minutes of the meetings should be circulated to the representatives of the SC/ST Welfare Associations and to the concerned Ministry of Information and Broadcasting for information and necessary action so that purpose of such meetings may not be defeated.

### Reply of Government

4.9 To redress the grievances PrasarBharati has an Employees Grievance Portal on the Prasarnet where the employees can file/submit their grievances. Further, Nodal Officers are deputed by PrasarBharati at Secretariat/ Directorate/ Zonal levels. The details are as under:

<u>Sl. No.</u>	<u>Offices</u>	<u>Nodal Officer</u>
1.	PrasarBharati Secretariat	DDG (Legal and CA)
2.	Doordarshan Directorate	DDG (Administration)
3.	All India Radio Directorate	DDG (Administration)
4.	All all Zones (NZ, SZ, EZ, WZ and NEZ)	Respective Additional Director General (A)

### Comments of the Committee

4.10 Please see Para No. 1.18 of Chapter I

CHAPTER – V

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

- Nil -

New Delhi  
\_\_\_\_\_, 2022  
, 1944 (Saka)

DR. KIRIT P. SOLANKI  
Chairperson,  
Committee on the Welfare  
of Scheduled Castes and  
Scheduled Tribes.



APPENDIX -II

(Vide Para 4 of Introduction)

**Analysis of action taken by the Government on the recommendations contained in the Fourth Report (Fifteenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.**

1.	Total number of recommendations.....	9
2.	Recommendations/observations which have been accepted by the Government (vide recommendations at Sl. No. 2.2 and 2.4).....	2
	Number Percentage to the total .....	22%
3.	Recommendations/observation which the Committee do not desire to pursue in view of the Government replies (vide recommendations at Sl. Nos. 2.1, 2.3, 2.5 and 2.7).....	4
	Number Percentage to the total.....	45%
4.	Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration (vide recommendations at Sl. Nos. 2.6, 2.8 and 2.9).....	3
	Number Percentage to the total.....	33%
5.	Recommendations/observations in respect of which final replies of the Government have not been received .....	NIL

