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**COMMITTEE ON EMPOWERMENT OF WOMEN
(2009-2010)
(FIFTEENTH LOK SABHA)**

‘WORKING CONDITIONS OF WOMEN IN PRASAR BHARATI’

MINISTRY OF INFORMATION AND BROADCASTING

*[Action Taken by the Government on the recommendations contained in the
Twenty Second Report (Fourteenth Lok Sabha) of the Committee on Empowerment of
Women (2008-09) on ‘Working Conditions of Women in Prasar Bharati’]*

SECOND REPORT



**LOK SABHA SECRETARIAT
NEW DELHI**

MARCH, 2010/PHALGUNA, 1931 (Saka)

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Twenty Second Report (Fourteenth Lok Sabha) of the Committee on Empowerment of
Women (2008-09) on 'Working Conditions of Women in Prasar Bharati']*

Presented to Lok Sabha on 9th March, 2010

Laid in Rajya Sabha on 9th March, 2010



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NEW DELHI

MARCH, 2010/PHALGUNA, 1931 (Saka)

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**COMPOSITION OF THE COMMITTEE ON EMPOWERMENT OF WOMEN
(2009-2010)**

Hon'ble Chairperson - Shrimati Chandresh Kumari

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LOK SABHA

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3. Shrimati Ashwamedh Devi
4. Shrimati Rama Devi
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30. Dr. Prabha Thakur

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- | | |
|------------------------------|-----------------|
| 1. Shri S. Bal Shekar | Joint Secretary |
| 2. Shri C.S. Joon | Director |
| 3. Smt. Reena Gopalakrishnan | Under Secretary |

INTRODUCTION

I, the Chairperson, Committee on Empowerment of Women having been authorized by the Committee to submit the Report on their behalf, present this Second Report (Fifteenth Lok Sabha) on the Action Taken by the Government on the recommendations contained in the Twenty Second Report (Fourteenth Lok Sabha) of the Committee on Empowerment of Women on 'Working Conditions of Women in Prasar Bharati'.

2. The Twenty Second Report (Fourteenth Lok Sabha) of the Committee on Empowerment of Women (2008-2009) was presented to Lok Sabha on 18th February, 2009 and laid in Rajya Sabha on 18th February, 2009. The Ministry of Information and Broadcasting has furnished the Action Taken Replies on all the Observations/Recommendations contained in the Report.

3. The Committee on Empowerment of Women (2009-2010) considered and adopted the Action Taken Report at their sitting held on 7th January, 2010.

4. An Analysis of the Action Taken by the Government on the recommendations contained in the Twenty Second Report (Fourteenth Lok Sabha) of the Committee is given in Appendix II.

5. For facility of reference and convenience, the Observations/Recommendations of the Committee have been printed in bold letters in the body of the Report.

NEW DELHI
05th March, 2010
14 Phalguna 1931 (Saka)

SMT. CHANDRESH KUMARI
CHAIRPERSON
COMMITTEE ON EMPOWERMENT OF WOMEN

CHAPTER I

REPORT

This Report of the Committee deals with the action taken by the Government on the recommendations contained in the Twenty Second Report (Fourteenth Lok Sabha) of the Committee on Empowerment of Women on the subject 'Working Conditions of Women in Prasar Bharati'. The Twenty Second Report of the Committee was presented to Lok Sabha on 18th February, 2009. The report was simultaneously laid in Rajya Sabha.

2. The Ministry of Information and Broadcasting were thereafter requested to furnish action taken replies on the recommendations contained in the Report. Replies of the Government in respect of all the 14 recommendations/observations have since been received and are categorized as under:-

- i) Observations/Recommendations which have been accepted by the Government.

Recommendation Nos:- 3,5,9,11,12 ,13 and 14 (Total-7)

- ii) Observations/Recommendations which the Committee do not desire to pursue in view of the replies of the Government.

Nil

- iii) Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee.

Recommendation Nos:- 1,2,4,6,7,8 and10 (Total-7)

- iv) Observations/Recommendations in respect of which the Government have furnished interim replies.

Nil

3. The Committee trust that utmost importance would be given by the Government to the implementation of their recommendations. In case

where it is not possible for the Government to implement the recommendations in letter and spirit for any reason, the matter should be reported to the Committee with reasons for non-implementation. The Committee further desire that the Action Taken Notes on the recommendations/observations contained in Chapter- I of this Report should be furnished by the Government expeditiously.

4. The Committee will now deal with those action taken replies of the Government which need reiteration or merit comments.

A. Representation of women in Prasar Bharati Board

Recommendation No.1 (Para No.53)

5. Prasar Bharati is the Public Broadcaster in the country with All India Radio and Doordarshan as its two constituents. It was formed under Prasar Bharati (Broadcasting Corporation of India) Act 1990 and came into force on 23rd November, 1997. As per the provisions of the Act, a 15 member Board has been constituted for Prasar Bharati with a Chairman; six part-time members; three whole-time members consisting of an Executive Member, a Member (Personnel) and a Member (Finance); two Ex-Officio Members, viz. DG, Doordarshan and DG, AIR; one representative of the Ministry of Information and Broadcasting and two elected representatives of the employees of the Corporation. Looking at the current composition of the Board, the Committee had noted with disappointment that there was only one woman representative in it. Creating a media environment more responsive to women is the need of the hour and added participation of women in decision making bodies is a pre-requisite for that. Since the Committee had strongly felt that inequality in women's access to and participation in decision making bodies, especially that of media, would lead to misrepresentation of their concerns, the Committee had desired to see more women in the Prasar Bharati Board and hence, had recommended that the Government should incorporate mandatory provisions in the Act to ensure the presence of more women in Prasar Bharati Board. The Committee had also desired that two Members of the Board

should be from SC/ST. The Committee had also been astonished to note that some important posts in the Board viz. DG, Doordarshan and DG, AIR had been lying vacant for about two years. They had hence desired that these vacancies be filled without any further delay.

6. In this regard the Ministry of Information & Broadcasting replied as under:-

“The recommendation of the Committee for more representation of women and SC/ST members in the Prasar Bharati Board is noted and will be kept in view while filling up future vacancies. As such a mandatory provision in the Act to ensure the presence of more women in the Prasar Bharati Board may not be required. As of now, one part-time member on the Board of Prasar Bharati is a woman. Proposals have been sent to DOP&T for approval of the ACC for filling up the posts of DG:AIR and DG:Doordarshan, who are also ex-officio members on the Board of Prasar Bharati. The candidates recommended for both the posts are women”.

7. **For creating a media environment more responsive to women, the Committee had recommended that the Government should incorporate mandatory provisions in the Prasar Bharati Act to ensure the presence of more women in Prasar Bharati Board. In its reply, the Ministry of Information & Broadcasting has stated that such a mandatory provision in the Act to ensure the presence of more women in the Prasar Bharati Board may not be required. To support their argument it has further been submitted that one part-time member on the present Board is a woman and the candidates recommended for the posts of DG:AIR and DG:Doordarshan, who are also ex-officio members on the Board, are women. However the Committee do not agree with the view of the Government in this regard. They, on the other hand feel that the presence of one woman at present as a part time Member or the short listing of two women for the posts of DG:AIR and DG:Doordarshan are sheer coincidences which should not be taken as a rule. So, to ensure the presence of more women in the Prasar Bharati Board, mandatory provision in the Prasar Bharati Act needs to be incorporated and hence, the Committee reiterate their earlier recommendation in this regard. Regarding their recommendation that two members in the Board should be from SC/ST the Government has stated that the recommendation will be kept in view while**

filling up future vacancies. The Committee hope that this assurance will be taken care of in letter and spirit.

B. Status of Employees in Prasar Bharati

Recommendation No.2 (Para No.54)

8. The Committee had noted that since inception of Prasar Bharati in 1997, the status of its employees was in a state of Limbo. When Prasar Bharati was formed, the services of those employees who were working with AIR and Doordarshan were placed on deemed deputation to Prasar Bharati. Thereafter for over a decade, their status remained ambiguous. Recently, the Government has taken a final decision to grant them the status of Government employees on deemed deputation to the Corporation till the time of their retirement. Only those who were recruited on or after 6th October, 2007 would be Prasar Bharati employees. Though this decision seemed to have put an end to the long stalemate that had crippled the organization, the Committee could not absolve the Government of the delay in taking a final decision in the matter. The Committee also found that the kind of autonomy which ought to have been there was not there in Prasar Bharati. However, the Committee have hoped that the Government and Prasar Bharati would move ahead from this point and work in harmony to strengthen the institution. They had also recommended that the recruitment rules and service conditions of the own employees of Prasar Bharati should be finalized and the confusions, if any, pertaining to the Government employees on deemed deputation to the Corporation should be sorted out within three months under intimation to the Committee.

9. The Ministry of Information and Broadcasting has submitted the following reply in this regard:

“The GoM on Prasar Bharati in its 7th Meeting held on 26th September 2008 had recommended that the Government employees working with Prasar Bharati upto 5/10/2007 may continue to be on ‘deemed deputation’ with Prasar Bharati with all the benefits available to government servants. All employees recruited after 5/10/2007 will be Prasar Bharati employees. This ends the uncertainty and confusion regarding the status of the employees. The Ministry is in the process of making necessary legislation for the implementation of the decision of GoM.

Prasar Bharati has constituted a Task Force with the approval of CEO, for finalization/implementation of the Recruitment Rules already notified by or yet to be notified, and also the Service Conditions of the employees of Prasar Bharati. The task force has been asked to complete its job in a time bound manner. ”

10. The Committee note that the Group of Ministers (GoM) on Prasar Bharati has recommended that the government employees working with Prasar Bharati upto 5.10.2007 may continue to be on ‘deemed deputation’ with all benefits available to government servants and soon a legislation will be made to implement the recommendation of the GoM. Though this decision had put an end to the prolonged uncertainty regarding the status of the employees in the organisation, the Committee had felt that until and unless the recruitment rules and service conditions of Prasar Bharati employees were finalized and the confusions, if any, pertaining to the Government employees on deemed deputation to the Corporation sorted out, the organization was sure to reel under further confusion and unrest. They, therefore had recommended that these issues be sorted out within three months from the presentation of the Report, i.e by May, 2009. The Committee are extremely unhappy to find from the reply that Prasar Bharati is yet to finalise the recruitment rules and service conditions of its employees. It is a serious lapse on the part of Prasar Bharati not to have got the matter expedited through the Task Force before June 2009 as was directed by the Committee. They, therefore, reiterate their earlier recommendation and desire that the Prasar Bharati Board should finalise the service conditions/recruitment rules of its employees and intimate the same to the Committee within a month from the date of presentation of this Report.

C. Filling up of vacant posts in AIR and Doordarshan

Recommendation No. 4 (Para No.56)

11. The Committee had observed that a large number of posts in Doordarshan and AIR were lying vacant. As per the information furnished to the Committee as many as 4629 posts in Doordarshan and 6433 posts in AIR were remaining unfilled.

The Committee were astonished to see this shortage of 44.8% of the sanctioned strength in Group 'A' and about 40 % in Group 'B' in Doordarshan. In AIR 58.8% of Group 'A' posts were lying vacant. At the same time, the Committee had found that no recruitment was ever been made in IB(P)S since its inception in 1990. Recruitment to the post of Programme Executives was last made in 1991. The case was no different in various other categories in AIR and Doordarshan. Though there were legal and administrative constraints behind this state of affairs, the Committee were extremely unhappy that a large number of creative young women and men were being denied the chance to be a part of the public broadcasting service in the country. To make up for the long recruitment delay, the Committee wanted Prasar Bharati to pull up its socks and start the recruitment process at the earliest. When recruitments were made for a specific grade, the selected candidates should be appointed to that very grade and no administrative discretion should be exercised to offer posts in a lower grade to the successful candidates. If it had become unavoidable to make such appointments, adequate and sufficient reasons for offering a lower post should be communicated to the candidate in writing. In all cases where such appointments had already taken place, the question of appointing those candidates to the higher posts for which they had originally applied should be taken up and they should be appointed to the higher posts within a period of three months from the date of appointment. The Ministry should issue suitable directives immediately in this regard to the Prasar Bharati with a view to ending exploitation of the hapless employees.

12. Replying to the above recommendation, the Ministry of Information & Broadcasting has submitted as follows:

“As regards starting the recruitment process, Prasar Bharati has informed that with the approval of CEO, a task force has already been constituted which would draft the Recruitment Rules and Service Conditions for the employees of Prasar Bharati among other things. After the finalization of RRs and service conditions, necessary action would be taken.

As regards the other observation that no discretion should be exercised to offer posts in a lower grade to the successful candidates who had applied and were selected in higher grade, Prasar Bharati has reported that no such incidence has come to their notice.

13. The Committee had observed that about 44.8% of the sanctioned strength in Group 'A' and about 40 % in Group 'B' in Doordarshan and 58.8% of Group 'A' posts in AIR were lying vacant, not only denying chance to a large number of creative young women and men to be a part of the public broadcasting service in the country but also crippling the Organisation. The Committee had also noted with dismay that no recruitment had ever been made in IB(P)S since its inception in 1990. Recruitment to the post of Programme Executives was last made in 1991 and so was the case with various other categories in AIR and Doordarshan. The Committee, therefore had desired that Prasar Bharati should start recruitment process at the earliest. However, it is seen from the reply that the process could not be initiated because of the absence of proper service/recruitment rules. The Committee are extremely unhappy with the callous approach of Prasar Bharati. After having a recruitment holiday of about 20 years, the Organization cannot afford to sink into further lethargy in finalising the recruitment rules. The Committee view the delay seriously and reiterate that the recruitment process should not be delayed any further. All the pre-requisites to initiate the process should be completed on a war footing.

D. Status of Promotion in AIR and Doordarshan

Recommendation No.6 (Para No.58)

14. With regard to promotions in All India Radio and Doordarshan, it was disheartening to note that some categories of employees, especially the UPSC recruited Programme Executives had been languishing in the same post without a single promotion for over 20 years. Promotions in higher grades too had been delayed for years. This was, perhaps, something unheard of in a Government set up. The Committee were not satisfied with the reply of the Government that the root cause of the problem was court cases, stays etc. During their study visits, the Committee had been informed that there was acute stagnation in the engineering and administration cadres also. It was brought to the notice of the Committee that promotional avenues were not opened to Assistant Engineers

(Diploma holders) and they had been stagnating for over 20 years. The Committee were extremely disappointed about the sorry state of affairs in the organization which had hampered the career prospects of a large number of talented people in it. At the same time a ray of hope was seen in the recent promotions in some grades and the proposals made for convening DPCs. The Committee had recommended that special efforts should be made to finalize promotions in all grades at the earliest. The Committee felt that women employees were discriminated against in terms of their promotions and hence had recommended that their claims should be adequately addressed at the time of finalizing promotions. Constitutional provisions for reservation should also be followed in promotions. They had also desired that the Prasar Bharati should work out proper and adequate promotional avenues for the Diploma Engineers in the organization.

15. In this regard , the Ministry of Information & Broadcasting replied as under:

“Doordarshan & AIR :-

The Ministry has initiated a number of steps to conduct DPC/ meeting of Screening Committees for various levels in the IB(P)S and IB(E)S and other Group ‘A’ services for grant of promotion. There is no separate quota for promotion of women employees. However, women candidates are getting their promotion as per rules. Promotional avenues for diploma engineers are under consideration of cadre review committee of Prasar Bharati”.

16. The Committee were extremely disappointed about the sorry state of affairs in the organization with regard to promotions. They found it to be quite disheartening that different categories of employees, especially the UPSC recruited Programme Executives, had languished in the same post without a single promotion for over 20 years. The Committee now find from the reply that the situation in AIR and Doordarshan continue to remain the same without any change. They observe with great disappointment that the Ministry is still repeating the same reply which they had given to the Committee at the time of oral evidence in February 2009 that they have

initiated a number of steps to conduct DPC/meeting of Screening Committees for various levels in the IB(P)S. The Committee totally disapprove of the pace in which things are being handled. They, therefore, once again recommend that special efforts should be made to finalize promotions in all grades without any further delay and the progress in this regard may be intimated to the Committee within a month.

E. Regularization of Casual employees

Recommendations No. 7 (Para No.59)

17. The Committee had found that to cope up with the man power shortage, both All India Radio and Doordarshan had been resorting to the services of casual employees in large numbers. About 680 casual assignees are being engaged in Doordarshan and 2200 in AIR. A large number of them are women. The Committee were distressed to note that many of them had been working in AIR & Doordarshan as Production assistants, anchors, news readers, news translators, news monitors, make-up artists etc. for over 10 to 15 years and had made many requests for regularization but to no avail. During the evidence, it had been submitted that such requests could not be considered in the absence of any regularization scheme. The Committee, however, were of the view that the organization was guilty of unfair labour practices as these employees were kept as casual workers against jobs which were of permanent nature. The Committee, therefore, had recommended that a policy on regularization of casual employees in Prasar Bharati, especially women employees be finalized and put into operation immediately. Since a large number of women were engaged as contractual and casual employees in various grades, especially in Group 'D', their regularization should be taken up on priority.

18. In reply, the Ministry of Information & Broadcasting submitted as below:

“Doordarshan:-

There are two schemes for regularization of casual employees in Doordarshan as per DoPTs scheme of 1993 for conferment of temporary status and regularization of causal worker. The casual workers who have been conferred the temporary status are regularized as per their seniority against available vacancies in Group 'D' posts. Similarly as per the regularization of casual artist's scheme of 1992 and 1994, the casual

General Assistant, erstwhile staff artists posts being dealt with Directorate are regularized against the vacant posts in their respective grade of CGII/LDC as and when available. However, the Head of Doordarshan Kendras are competent for regularization of casual workers under both the above scheme. Their services are regularized as per their seniority as when vacancies are available in their turn. There is no provision for regularization of the women employees ignoring the seniority of their senior casuals. No discrimination is made against the women casual employees at the time of regularization.

AIR :-

The casual employees are engaged on assignment basis upto less than 72 days in a year”.

19. The Committee had noted that a large number of women who had been working in AIR & Doordarshan as Production assistants, anchors, news readers, news translators, news monitors, make-up artists etc. on casual assignment basis for over 10 to 15 years were not regularized despite their repeated requests. It was submitted before the Committee at the time of evidence that such requests could not be considered in the absence of any regularization scheme. In view of the fact that the organization was guilty of unfair labour practices in keeping these employees as casual workers against jobs which were of permanent nature, the Committee had recommended that a policy on regularization of casual employees in Prasar Bharati, especially women employees should be finalized and put into operation immediately. In reply, the Ministry of Information & Broadcasting has stated that in Doordarshan there are two schemes for regularization of casual employees. One is as per DoPTs scheme of 1993 for conferment of temporary status and regularization of casual workers in Group ‘D’ posts and another one is as per the regularization of casual artist’s scheme of 1992 and 1994 whereby the erstwhile staff artists are regularized against the vacant posts in their respective grade of CG II/LDC as and when the posts are available. The reply further states that the Heads of Doordarshan Kendras are competent to regularize casual workers under both the above schemes and their

services are regularized as per their seniority as and when vacancies arise. The Committee find the reply to be contradictory to the Ministry's earlier stand that 'there was no approved scheme in Doordarshan for regularization of casual employees since 1993 (when a regularization scheme was formulated as per court direction)'. The Committee were also informed during evidence that the regularization schemes available in 1992 and 1994 were just one time schemes. Going by the present reply of the Organization/ Ministry, it appears that the schemes are still available and the services of casual employees are regularized as per their seniority as and when vacancies are available. The Committee find the reply to be an attempt to twist facts and misguide them. If the above-said schemes were available all these years, there would not have been such a huge backlog of requests for regularization from those working on casual basis for over 10-15 years. The Committee need a clarification in this regard. Moreover, in view of the reply furnished by the Ministry, the Committee desire that the number of casual assignees regularized in Doordarshan Kendras since 1992, year-wise, under the above-mentioned two schemes should be intimated to the Committee within one month from the date of presentation of this Report. With regard to the casual assignees who number about 2200, the Committee observe that the limit of 72 days of engagement in a year is again an exploitative and unfair measure and there should be uniformity in this matter between AIR and Doordarshan and the limit of 72 days in a year should be scrapped forthwith in AIR.

F. Remuneration offered to casual employees

Recommendation No. 8 (Para No.60)

20. The Committee during their study visits and through representations were informed that the casual assignees who had been working in various categories in Doordarshan and casual news reader cum translator in the regional news divisions of All India Radio were not given adequate remuneration. It had also come to the notice of the Committee that there exists a lot of disparity in the fee given to the regional language assignees and English news readers. The

Committee had also come across grievances in respect of the total number of days of assignment permitted to them and the maximum ceiling of annual payment given to them. Adequate and prompt remuneration is the minimum that should have been ensured to the casual employees whose services are invaluable in the day to day functioning of these organizations. The Committee, therefore, had recommended that the fees given to various categories should be revised, existing anomalies resolved, total number of assignments per month increased and the ceiling on annual payment enhanced at the earliest under intimation to the Committee.

21. Replying to the above recommendation, the Ministry of Information & Broadcasting has replied as under:

“Doordarshan

A sub Committee was formed by Prasar Bharati to look in to the issue. The findings of the committee are awaited. In so far as the Group ‘D’ employees in the Directorate as well as at Doordarshan Kendra are concerned, they are paid as per the Minimum Wage Act of the State Government concerned. As and when the rates are revised, the same are made applicable to the Casual Employees.

AIR

The fees have been revised upto 35%. The booking can be given for 6 to 10 days in a month subject to assignment of less then 72 days in a year. The ceiling on annual payment has been enhanced in respect of the following:-

Sl. No.	Assignment	Present fee in a year	Revised fee in a year
1.	Casual Talker	Rs. 15,000	Rs. 30, 000/-
2.	Casual Artist	Rs. 30, 000	Rs. 58, 000/-
3.	Casual NRT	---	Rs. 68, 000/-
4.	FM/VVS	---	Rs. 78, 000/-

22. The Committee had observed that the remuneration given to casual assignees working in various categories in Doordarshan and casual News Reader cum Translator (NRT) in the regional news division of All India Radio was not adequate. The disparity in the fee given to the regional language NRTs and English news readers was also a matter of serious concern. The Committee therefore had recommended that the anomalies should be resolved and the fee given to various categories revised along with an enhancement in total number of assignments/ceiling on annual payment. In reply it has been informed that in Doordarshan a sub-committee was formed by Prasar Bharati to look into the issue and its findings are awaited. As far as AIR is concerned, it has been submitted that the ceiling on annual payment has been enhanced. However, the Ministry is silent about the anomalies in fee given to regional news readers and English/Hindi news readers. The Committee once again recommend that such disparities should be resolved and decent hike in fee for casual assignees as well as regional NRTs should be ensured under intimation to the Committee. The Committee further recommend that the Sub-Committee formed in respect of Doordarshan in this matter should be given a definite time-frame to study the issue and to submit their report expeditiously.

G. Awards and Recognitions

Recommendations No. 10 (Para No.62)

23. With a view to promoting professional excellence and to bring out the best in the staff working in Akashvani and Doordarshan, these organizations had instituted Annual Awards in various categories. Programming and technical excellence were being rewarded through these awards. The committee were happy to see that 18 women in Doordarshan and 26 women in Akashvani had been recognized through these awards in the last three years. Awards are important because they make people feel special. Awards make people feel that their efforts are important, valued and appreciated. Above all, Awards connect people to what is important in the organization. The committee, while

appreciating the record of Prasar Bharati in this regard had recommended that special awards should also be instituted for the best women programmer and engineer zone-wise.

24. The Ministry of Information & Broadcasting, in its reply has submitted as under:

“Doordarshan

The process of finalization of DD awards, 2009 for the various engineering categories has already been started. However, a suitable proposal for the creation of special awards for “Best Woman Engineer” category (zone wise) is being worked out for the approval of the competent authority for DD awards 2010.

AIR

The recommendations of the Committee have been noted”.

25. With a view to promoting professional excellence the Committee had recommended that special awards should be instituted for the best women programmer and engineer zone-wise. The Committee find from the Reply of the Ministry of Information & Broadcasting that in Doordarshan a suitable proposal for the creation of special awards for “Best Woman Engineer” category (zone wise) is being worked out for the approval of the competent authority for DD awards 2010. However, the Committee are surprised to see that no such proposal is there to institute the ‘best women programmer’ award even though the programmers are the mind and soul of any broadcasting organization. Moreover, the response from AIR has been quite casual, which the Committee does not approve of. The Committee, therefore, once again desire that both AIR and Doordarshan should institute special awards for best women programmers, language-wise and for engineers, zone-wise from 2010 onwards.

CHAPTER II

OBSERVATIONS/RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation No.3 (Para No. 55)

Number of Women working in All India Radio and Doordarshan

The Committee find that Prasar Bharati under its two wings – Doordarshan and All India Radio (AIR) has about 40,000 employees. At present Doordarshan has about 17079 and AIR, about 22296 employees. In Doordarshan a total of 1353 women are working in various categories. 1854 women work in AIR from Group 'A' to 'C'. The percentage of women in Group 'A' and Group 'B' is found to be 25% and 19% in Doordarshan while it is 14% and 15% in AIR. Though the Committee is comparatively satisfied with the representation of women in higher posts in both the organisations, they are quite unhappy to see their dwindling numbers in lower categories. The Committee believe that there is a strong connection between women in media and issue of empowerment of women. Moreover, it is an accepted fact that women are better communicators than men. The Committee look forward to Prasar Bharati, the National Broadcaster becoming a model institution as far as the employment of women are concerned. The Committee, therefore, recommend that the organization should take appropriate measures to create more job opportunities for women and enhance their representation in its workforce.

Reply of the Government

Doordarshan & AIR :-

The recommendation of the committee has been noted. However, it is submitted that the recruitment of employees in AIR is made in accordance with the policy framed by DOP & T which does not specify a quota for women.

[Ministry of Information and Broadcasting O.M. No. 1604/8/2007-BA(E) Vol.III dated 12.11.2009]

Recommendation No. 5 (Para No. 57)

Filling up of backlog in SCs/STs vacancies

The Committee also find backlog in SC/ST vacancies. Though there was a one-time drive in 2005 to fill up SC/ST vacancies, a good number of posts could not be filled due to various reasons. From the data furnished to the Committee it is observed that there are still 105 SC/ST vacancies in Doordarshan and 289 in All India Radio. This is a matter of serious concern and anxiety. The Committee, therefore recommend that Prasar Bharati should take immediate steps to fill up the backlog SC/ST vacancies.

Reply of the Government

Prasar Bharati has been directed vide letter dated 22.5.2009 to fill up the backlog vacancies including SC/ST at the earliest. Further Prasar Bharati has been directed vide letter dated 17.9.2009 to finalise early the recommendations of the Task Force constituted for formulating the service conditions and recruitment rules in respect of employees of Prasar Bharati.

[Ministry of Information and Broadcasting O.M. No. 1604/8/2007-BA(E) Vol.III dated 12.11.2009]

Recommendation No. 9 (Para No.61)

Transfer Policy

The Committee understand that most of the posts in Group 'A' & 'B' in Prasar Bharati have all India transfer liability . As per Prasar Bharati, women are generally not posted to difficult stations or far flung areas and while transferring them, apart from the exigencies of service, other factors such as family and health, educational commitment of the children are taken into consideration. The Committee are happy to hear that to the extent possible, the policy that the husband and the wife should be posted at same station is followed. Further, it has been submitted that tenure policy is followed judiciously . However, the Committee find from the replies furnished that there are cases in AIR and Doordarshan where the officials have to wait for transfer for years together even after completion of their tenure in difficult stations. At the same time, a large number of officials continue in one station for years together irrespective of all India transfer liability. The Committee, therefore recommend that the tenure policy should be strictly adhered to while effecting transfers and those who had completed their tenure in difficult stations should be given posting to the station of their choice without any delay, especially in the case of women.

Reply of the Government

Doordarshan

Most of the posts in Group 'A' and 'B' have all India transfer liability. However, while making transfer of women officer, it is kept in mind that women are generally not posted to difficult stations and far flung areas. Apart from the exigency of service, the other factors such as family and health, educational commitment of the children are taken into consideration. Also, wherever possible the policy that husband and wife should be posted at the same station is followed. The power to transfer the officers are vested with PB Sectt./DG:DDn and Regional DDGs. However, it will be ensured that recommendations of the committee are complied with that the tenure policy should be strictly adhered to while effecting transfers.

AIR

Transfer of employees is considered as per provisions of the Transfer policy. However, in some cases transfer orders have to be issued in exigencies of service, and on administrative grounds. However, Women employees who have completed their tenure at difficult stations are given posting to the stations of their choice.

[Ministry of Information and Broadcasting O.M. No. 1604/8/2007-BA(E) Vol.III dated 12.11.2009]

Recommendation No. 11(Para No. 63)

Welfare measures for Women Employees

The Committee note that various welfare measures have been undertaken for women employees in AIR and Doordarshan. This includes recreation clubs, canteen facilities, ladies special rooms, pick up and drop facilities during odd hours, health care facilities, separate toilets, office accommodation, etc. However, the Committee during their study visits have observed that in many Doordarshan Kendras and All India Radio stations, the toilets are not maintained properly and in many stations separate rest rooms for ladies are not available. They desire that such complaints may be addressed promptly and directions to this effect may be given to all station heads. With respect to official accommodation, the Committee recommend that provision for ladies pool, with sub quota for single lady and married ladies, should be incorporated in the allotment rules of residential quarters of AIR and DD on the lines of the rules being followed by the Directorate of Estates.

Reply of the Government

Doordarshan

All the kendras/DMC/HPTs are instructed to take necessary action on the recommendation for strict compliance. Toilets in the Directorates are being maintained properly and hygienically. Canteen facility is also available for all the employees for DG: Doordarshan.

AIR

Heads of all AIR Stations / offices have been directed to take necessary action in this regard immediately and to attend to such complaint promptly. Necessary action to provide for ladies pool with such quota for single ladies and married ladies in the AIR Allotment of Accommodation Rules has been initiated by Prasar Bharati.

[Ministry of Information and Broadcasting O.M. No. 1604/8/2007-BA(E) Vol.III dated 12.11.2009]

Recommendation No. 12 (Para No. 64)

Grievance-Redressal Mechanism

Regarding the mechanism that is currently available for the redressal of grievances of women employees in AIR and Doordarshan, it is observed that there are two types of facilities which are available in Doordarshan. One is Grievance Redressal Mechanism headed by DDG(A) and the other is Women's Cell. The Women's Cell is the nodal agency in respect of the complaints of sexual harassment of woman employees of Doordarshan. Both the mechanisms are available at the Head Quarters level. In All India Radio, in pursuance of the Supreme Court verdict, a Complaints Committee was set up in 1998. This Committee functioned as the nodal agency in respect of the complaints of sexual harassment of women employees of AIR. This committee was reconstituted from time to time and designated as Women's Cell. An officer of the level of Deputy Secretary heads it. Similar committees have been functioning at the station level, which are headed by lady Officers. The Committee find that in the last three years, only one complaint has been registered in Doordarshan and six in All India Radio. Going by these numbers, the Committee feel that the lady employees are not aware of their rights and privileges. The Committee, therefore, desire that the provisions for grievance redressal should be brought to the notice of all women working in Prasar Bharati including casual employees through repeated circulars. Since casual women employees are more prone to harassment at workplace, the Committee recommend that their grievances should also be addressed by the Women's Cell. The Committee also recommend that the complaints pertaining to sexual harassment should be addressed with greater gender sensitivity and settled without delay, without giving any chance to the employees lose faith in the system.

Reply of the Government

Doordarshan

Women employees can send their complaints to (i) the grievance committee in Doordarshan (ii) Head of the office, nominated as grievance officer where they are working and (iii) to the Department of Administrative Reforms and Public Grievance. All women working in Doordarshan including casual women employees are made aware about the Grievance Redressal Mechanism and their rights and privileges through repeated circulars. Further the recommendation that their grievances should also be addressed by the Women's cell the complaints pertaining to sexual harassment should be addressed with greater gender sensitivity and settled without delay, without giving any chance to the employees to lose faith in the system relates to women's cell. In this regard a circular is being issued to tell the kendras to take early necessary action.

AIR

To comply with the recommendations of Parliamentary Committee all heads of AIR Stations/ offices have been requested to constitute (i) Grievance Cell and (ii) Women Cell at their units and display about these information on Notice Boards and give wide publicity among the employees and send a compliance report. They have also been advised that the grievances of casual employees should be addressed by the Women Cell and complaints pertaining to sexual harassment should be dealt with greater gender sensitivity and settled without delay, without giving any chance to the employees to lose faith in the system.

[Ministry of Information and Broadcasting O.M. No. 1604/8/2007-BA(E) Vol.III dated 12.11.2009]

Recommendation No. 13 (Para No. 65)

Compassionate appointments

The Committee have been informed that compassionate appointments are made in AIR and Doordarshan as per relevant rules. The Committee find from the replies furnished that in the last five years 9 compassionate appointments in Doordarshan and 16 in AIR have been given. Here again the Committee find court cases coming in the way. Since the objective of the very scheme is to grant appointment on compassionate grounds to a dependent family member of a Government servant dying in harness leaving his family in penury and without any means of livelihood, the Committee are of the opinion that no such request should remain ignored. The Committee, therefore, recommend that all pending requests for compassionate appointments should be considered at the earliest and the Committee may be apprised of the action taken in this regard within six months.

Reply of the Government

Doordarshan

During 2006-2008 due to various Court cases pending in the different Hon'ble CAT, High Court & Supreme Court no offer of appointment was issued in the year 2006-07 & 2008. The appointment of the dependents of the deceased Government Servant while in service is a continuing process. As per DoPT's instructions, the compassionate appointments are made to the extent of 5% vacancies of direct recruitment quota in a year. As soon as the requests for compassionate appointments are received, they are processed and submitted to the committee for Compassionate appointment in the directorate every year some time in the last month of the year. The lists of all pending cases for the last preceding three year alongwith the vacancy position is provided to the committee. The committee takes necessary action after taking into account the financial status of the family, size of the family, marriageable daughters, movable & immovable properties. A meeting of the Compassionate appointment committee was held on 19.02.2009 in which the death cases for the year 2005, 2006 & 2007 have been Considered 9 names for appointment against nine vacancies for the year 2007. Out of 9 persons, there are 6 women candidates

who have been approved and asked to issue the offer of appointment after completion of pre-appointment formalities. As and when the case for compassionate appointment becomes ripe, they are being considered sympathetically.

AIR

Under ADRP 2006, 7 vacancies were cleared by Screening Committee for compassionate appointment to Group 'D' post. After approval of most deserving candidates by the Ministry, necessary action for compassionate appointment has been taken. Under ADRP 2008-09, 07 vacancies of Group 'D' posts have been cleared by Screening Committee for compassionate appointments. Further action is being taken by DG:AIR.

[Ministry of Information and Broadcasting O.M. No. 1604/8/2007-BA(E) Vol.III dated 12.11.2009]

Recommendation No. 14 (Para No. 66)

Gender Budgeting

Though gender perspective on public expenditure has been gaining ground, the Committee have been told that the Directorate General of Doordarshan and All India Radio have not incorporated the concept of Gender Budgeting in its budget proposals. However, it has been submitted that a number of programmes generated and broadcast by DD and AIR are specifically meant for women. Gender Budgeting is not a separate budget for women: it is rather an approach, which translates gender commitments into budgetary commitments. The Committee firmly believe that every organisation should have a 'Women Component Plan' in its proposals. The Committee, therefore, urge upon the Ministry of Information and Broadcasting and Prasar Bharati to incorporate the concept of Gender Budgeting in its budget proposals and keep a vigil to ensure that the flow of funds brings forth a holistic approach towards empowering women.

Reply of the Government

Allocation of funds for Prasar Bharati is gender neutral as it is not a beneficiary oriented scheme and relates mainly to creation of broadcast infrastructure. Although there is no separate budget allocation for women empowerment in AIR/DD programme budgeting, almost all AIR/DD Stations regularly broadcast programmes for women – both urban and rural for 3-4 days a week and, at some Stations, everyday. This necessitates regular and consistent expenditure for programming on gender issues. In addition, audience programmes like Yuv Vani, Rural Programmes, Industrial Workers Programmes etc., also involve expenditure from the programme budget. It may be mentioned that allocation of funds is made under Software Plan Schemes for production of in- house and outsourced programmes on various themes which include programmes on women empowerment as well.

[Ministry of Information and Broadcasting O.M. No. 1604/8/2007-BA(E) Vol.III dated 12.11.2009]

CHAPTER III

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

-Nil-

CHPATER IV

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

Recommendation No. 1 (Para No. 53)

Representation of Women in Prasar Bharati Board

Prasar Bharati is the Public Broadcaster in the country with All India Radio and Doordarshan as its two constituents. It was formed under Prasar Bharati (Broadcasting Corporation of India) Act 1990 and came into force on 23rd November, 1997. As per the provisions of the Act, a 15-Member Board has been constituted for Prasar Bharati with a Chairman; six part-time members; three whole-time members consisting of an Executive Member, a Member (Personnel) and a Member (Finance); two Ex-Officio Members, viz. DG, Doordarshan and DG, AIR; one representative of the Ministry of Information and Broadcasting and two elected representatives of the employees of the Corporation. Looking at the current composition of the Board, the Committee note with disappointment that there is only one woman representative in it. Creating a media environment more responsive to women is the need of the hour and added participation of women in decision making bodies is a pre-requisite for that. Since the Committee strongly feel that inequality in women's access to and participation in decision making bodies, especially that of media, will lead to misrepresentation of their concerns, the Committee desire to see more women in the Prasar Bharati Board and hence, recommend that the Government should incorporate mandatory provisions in the Act to ensure the presence of more women in Prasar Bharati Board. The Committee also desire that two Members of the Board should be from SC/ST. The Committee are also astonished to note that some important posts in the Board viz. DG, Doordarshan and DG, AIR are lying vacant for about two years. They desire that these vacancies be filled without any further delay.

Reply of the Government

The recommendation of the Committee for more representation of women and SC/ST members in the Prasar Bharati Board is noted and will be kept in view while filling up future vacancies. As such a mandatory provision in the Act to ensure the presence of more women in the Prasar Bharati Board may not be required. As of now, one part-time member on the Board of Prasar Bharati is a woman. Proposals have been sent to DOP&T for approval of the ACC for filling up the posts of DG: AIR and DG: Doordarshan, who are also ex-officio members on the Board of Prasar Bharati. The candidates recommended for both the posts are women.

[Ministry of Information and Broadcasting O.M. No. 1604/8/2007-BA(E) Vol.III dated 12.11.2009]

Comments of the Committee

(Please see para 7 of Chapter I of the Report)

Recommendation No. 2 (Para No. 54)

Status of Employees in Prasar Bharati

The Committee note that since inception of Prasar Bharati in 1997, the status of its employees was in a state of limbo. When Prasar Bharati was formed, the services of those employees who were working with AIR and Doordarshan were placed on deemed deputation to Prasar Bharati. Thereafter for over a decade, their status remained ambiguous. Recently, the Government has taken a final decision to grant them the status of Government employees on deemed deputation to the Corporation till the time of their retirement. Only those who are recruited on or after 6th October, 2007 will be Prasar Bharati employees. Though this decision seems to have put an end to the long stalemate that had crippled the organization, the Committee could not absolve the Government of the delay in taking a final decision in the matter. The Committee also find that the kind of autonomy which ought to have been there is not there in Prasar Bharati. However, the Committee hope that the Government and Prasar Bharati would move ahead from this point and work in harmony to strengthen the institution. They also recommend that the recruitment rules and service conditions of the own employees of Prasar Bharati should be finalized and the confusions, if any, pertaining to the Government employees on deemed deputation to the Corporation be sorted out within three months under intimation to the Committee.

Reply of the Government

The GoM on Prasar Bharati in its 7th Meeting held on 26th September 2008 had recommended that the Government employees working with Prasar Bharati upto 5/10/2007 may continue to be on 'deemed deputation' with Prasar Bharati with all the benefits available to government servants. All employees recruited after 5/10/2007 will be Prasar Bharati employees. This ends the uncertainty and confusion regarding the status of the employees. The Ministry is in the process of making necessary legislation for the implementation of the decision of GoM. Prasar Bharati has constituted a Task Force with the approval of CEO, for finalization/implementation of the Recruitment Rules already notified by or yet to be notified, and also the Service Conditions of the employees of Prasar Bharati. The task force has been asked to complete its job in a time bound manner.

[Ministry of Information and Broadcasting O.M. No. 1604/8/2007-BA(E) Vol.III dated 12.11.2009]

Comments of the Committee

(Please see para 10 of Chapter I of the Report)

Recommendation No. 4 (Para No. 56)

Filling up of vacant posts in All India Radio and Doordarshan

The Committee observe that a large number of posts in Doordarshan and AIR are lying vacant. As per the information furnished to the Committee as many as 4629 posts in Doordarshan and 6433 posts in AIR remain unfilled. The Committee are astonished to see that this implies a shortage of 44.8% of the sanctioned strength in Group 'A' and about 40% in Group 'B' in Doordarshan. In

AIR 58.8% of Group 'A' posts are vacant. At the same time, the Committee find that no recruitment has ever been made in IB(P)S since its inception in 1990. Recruitment to the post of Programme Executives was last made in 1991. The case is no different in various other categories in AIR and Doordarshan. Though there were legal and administrative constraints behind this state of affairs, the Committee are extremely unhappy that a large number of creative young women and men are denied the chance to be a part of the public broadcasting service in the country. To make up for the long recruitment delay, the Committee want Prasar Bharati to pull up its socks and start the recruitment process at the earliest. When recruitments are made for a specific grade, the selected candidates should be appointed to that very grade and no administrative discretion should be exercised to offer posts in a lower grade to the successful candidates. If it becomes unavoidable to make such appointments, adequate and sufficient reasons for offering a lower post should be communicated to the candidate in writing. In all cases where such appointments have already taken place, the question of appointing those candidates to the higher posts for which they have originally applied should be taken up and they should be appointed to the higher posts within a period of three months from the date of appointment. The Ministry should issue suitable directives immediately in this regard to the Prasar Bharati with a view to ending exploitation of the hapless employees.

Reply of the Government

As regards starting the recruitment process, Prasar Bharati has informed that with the approval of CEO, a task force has already been constituted which would draft the Recruitment Rules and Service Conditions for the employees of Prasar Bharati among other things. After the finalization of RRs and service conditions, necessary action would be taken.

As regards the other observation that no discretion should be exercised to offer posts in a lower grade to the successful candidates who had applied and were selected in higher grade, Prasar Bharati has reported that no such incidence has come to their notice.

[Ministry of Information and Broadcasting O.M. No. 1604/8/2007-BA(E) Vol.III dated 12.11.2009]

Comments of the Committee

(Please see para 13 of Chapter I of the Report)

Recommendation No. 6 (Para No. 58)

Status of promotions in AIR and Doordarshan

With regard to promotions in All India Radio and Doordarshan, it is disheartening to note that some categories of employees, especially the UPSC recruited Programme Executives, have been found languishing in the same post without a single promotion for over 20 years. Promotions in higher grades too have been delayed for years. This is, perhaps, something unheard of in a

Government set up. The Committee are not satisfied with the reply of the Government that the root cause of the problem is court cases, stays etc. During their study visits, the Committee have been informed that there is acute stagnation in the engineering and administration cadres also. It has been brought to the notice of the Committee that promotional avenues are not opened to Assistant Engineers (Diploma holders) and they have been stagnating for over 20 years. The Committee are extremely disappointed about the sorry state of affairs in the organisation which has hampered the career prospects of a large number of talented people in it. At the same time a ray of hope is seen in the recent promotions in some grades and the proposals made for convening DPCs. The Committee recommend that special efforts should be made to finalise promotions in all grades at the earliest. The Committee feel that women employees are discriminated against in terms of their promotions and hence recommend that their claims should be adequately addressed at the time of finalising promotions. Constitutional provisions for reservation should also be followed in promotions. They also desire that the Prasar Bharati should work out proper and adequate promotional avenues for the Diploma Engineers in the organisation.

Reply of the Government

Doordarshan & AIR

The Ministry has initiated a number of steps to conduct DPC/ meeting of Screening Committees for various levels in the IB(P)S and IB(E)S and other Group 'A' services for grant of promotion. There is no separate quota for promotion of women employees. However, women candidates are getting their promotion as per rules. Promotional avenues for diploma engineers are under consideration of cadre review committee of Prasar Bharati.

[Ministry of Information and Broadcasting O.M. No. 1604/8/2007-BA(E) Vol.III dated 12.11.2009]

Comments of the Committee

(Please see para 16 of Chapter I of the Report)

Recommendation No. 7 (Para No. 59)

Regularisation of Casual Employees

The Committee find that to cope up with the man power shortage, both All India Radio and Doordarshan have been resorting to the engagement of services of casual employees in large numbers. About 680 casual assignees are at present engaged in Doordarshan and 2200 in AIR. A large number of them are women. The committee are distressed to note that many of them are working in AIR & Doordarshan as production assistants, anchors, news readers, news translators, news monitors, make-up artists etc. for over 10 to 15 years and have made many requests for regularization but to no avail. During the evidence, it has been submitted that such requests cannot be considered in the absence of any regularization scheme. The Committee, however, are of the view that the organization is guilty of unfair labour practices as these employees are kept as casual workers against jobs which are of permanent nature. The Committee,

therefore, recommend that a policy on regularization of casual employees in Prasar Bharati, especially women employees, be finalized and put into operation immediately. Since a large number of women are engaged as contractual and casual employees in various grades, especially in Group 'D', their regularisation should be taken up on priority.

Reply of the Government

Doordarshan

There are two schemes for regularization of casual employees in Doordarshan as per DoPTs scheme of 1993 for conferment of temporary status and regularization of casual worker. The casual workers who have been conferred the temporary status are regularized as per their seniority against available vacancies in Group 'D' posts. Similarly as per the regularization of casual artist's scheme of 1992 and 1994, the casual General Assistant, erstwhile staff artists posts being dealt with Directorate are regularized against the vacant posts in their respective grade of CGII/LDC as and when available. However, the Head of Doordarshan Kendras are competent for regularization of casual workers under both the above scheme. Their services are regularized as per their seniority as when vacancies are available in their turn. There is no provision for regularization of the women employees ignoring the seniority of their senior casuals. NO discrimination is made against the women casual employees at the time of regularization.

AIR

The casual employees are engaged on assignment basis upto less than 72 days in a year.

[Ministry of Information and Broadcasting O.M. No. 1604/8/2007-BA(E) Vol.III dated 12.11.2009]

Comments of the Committee

(Please see para 19 of Chapter I of the Report)

Recommendation No.8 (Para No. 60)

Remuneration offered to Casual Employees

The Committee during their study visits and through representations have also been informed that these casual assignees who have been working in various categories in Doordarshan and casual news reader cum translator in the regional news division of All India Radio are not given adequate remuneration. It has also come to the notice of the Committee that there exists a lot of disparity in the fee given to the regional language assignees and English news readers. The Committee have also come across grievances in respect of the total number of days of assignment permitted to them and the maximum ceiling of annual payment given to them. Adequate and prompt remuneration is the minimum that should be ensured to the casual employees whose services are invaluable in the day to day functioning of these organizations. The Committee, therefore, recommend that the fees given to various categories should be revised, existing

anomalies resolved, total number of assignments per month increased and the ceiling on annual payment enhanced at the earliest under intimation to the Committee.

Reply of the Government

Doordarshan

A sub Committee was formed by Prasar Bharati to look in to the issue. The findings of the committee are awaited. In so far as the Group 'D' employees in the Directorate as well as at Doordarshan Kendra are concerned, they are paid as per the Minimum Wage Act of the State Government concerned. As and when the rates are revised, the same are made applicable to the Casual Employees.

AIR

The fees have been revised upto 35%. The booking can be given for 6 to 10 days in a month subject to assignment of less then 72 days in a year. The ceiling on annual payment has been enhanced in respect of the following:-

S.No.	Assignment	Present fee in a year	Revised fee in a year
1.	Casual Talker	Rs. 15,000	Rs. 30, 000/-
2.	Casual Artist	Rs. 30, 000	Rs. 58, 000/-
3.	Casual NRT	---	Rs. 68, 000/-
4.	FM/VVS	---	Rs. 78, 000/-

[Ministry of Information and Broadcasting O.M. No. 1604/8/2007-BA(E) Vol.III dated 12.11.2009]

Comments of the Committee

(Please see para 22 of Chapter I of the Report)

Recommendation No. 10 (Para No. 62)

Awards and Recognitions

With a view to promoting professional excellence and to bring out the best in the staff working in Akashvani and Doordarshan, these organisations have instituted Annual Awards in various categories. Programming and technical excellence are rewarded through these awards. The Committee are happy to see that 18 women in Doordarshan and 26 women in Akashvani have been recognised through these awards in the last three years. Awards are important because they make people feel special. Awards make people feel that their

efforts are important, valued and appreciated. Above all, Awards connect people to what is important in the organization. The Committee, while appreciating the record of Prasar Bharati in this regard also recommend that special awards should also be instituted for the best women programmer and engineer zone-wise.

Reply of the Government

Doordarshan

The process of finalization of DD awards, 2009 for the various engineering categories has already been started. However, a suitable proposal for the creation of special awards for “ Best Woman Engineer” category (zone wise) is being worked out for the approval of the competent authority for DD awards 2010.

AIR

The recommendations of the Committee have been noted.

[Ministry of Information and Broadcasting O.M. No. 1604/8/2007-BA(E) Vol.III dated 12.11.2009]

Comments of the Committee

(Please see para 25 of Chapter I of the Report)

CHAPTER V

**OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH THE
GOVERNMENT HAVE FURNISHED INTERIM REPLIES**

NIL

**NEW DELHI
05th March, 2010
14 Phalguna 1931 (Saka)**

**SMT.CHANDRESH KUMARI
CHAIRPERSON
COMMITTEE ON EMPOWERMENT OF WOMEN**

**MINUTES
COMMITTEE ON EMPOWERMENT OF WOMEN (2009-2010)**

**Sixth Sitting
(07.01.2010)**

The Committee sat on Thursday, the 7th January, 2010 from 1500 hrs. to 1600 hrs. in the Chamber of Hon'ble Chairperson, EWC (Room No.130), First Floor, Parliament House Annexe, New Delhi.

PRESENT

Smt. Chandresh Kumari - Hon'ble Chairperson

MEMBERS

LOK SABHA

2. Smt. Shruti Choudhry
3. Smt. Ashwamedh Devi
4. Smt. Rama Devi
5. Smt. Jyoti Dhurve
6. Shri T.K.S.Elangovan
7. Smt. Sumitra Mahajan
8. Smt. Jayshreeben Kanubhai Patel
9. Smt. Rajesh Nandini Singh
10. Shri Umashankar Singh

RAJYA SABHA

11. Smt. Maya Singh
12. Smt. Vasanthi Stanley
13. Smt. Syeda Anwara Taimur
14. Dr. C.P. Thakur
15. Dr. Prabha Thakur

SECRETARIAT

- | | | |
|----|---------------------------|------------------|
| 1. | Shri S. Bal Shekar | Joint Secretary |
| 2. | Shri C.S. Joon | Director |
| 3. | Smt. Mamta Kemwal | Deputy Secretary |
| 4. | Smt. Reena Gopalakrishnan | Under Secretary |

2. The Committee took up for consideration the draft Action Taken Report on the subject '**Working Conditions of Women in Prasar Bharati**'. After some deliberations, the Committee adopted the draft Report with minor modifications and authorised the Chairperson to finalise the Report and present the same to the Parliament.

The Committee then adjourned.

APPENDIX II

(Vide Para 4 of the Introduction)

ANALYSIS OF ACTION TAKEN BY GOVERNMENT ON THE TWENTY-SECOND REPORT OF THE COMMITTEE ON EMPOWERMENT OF WOMEN (14TH LOK SABHA)

(i)	Total No. of Recommendations	14
(ii)	Observations/Recommendations which have been accepted by the Government: Recommendation Nos. 3,5,9,11,12,13 and 14.	07
	Percentage to Total	50%
(iii)	Observations/Recommendations which the Committee do not desire to pursue in view of the replies of the Government:Nil	Nil
	Percentage to Total	Nil
(iv)	Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee: Recommendation Nos. 1,2,4,6,7,8 and 10.	07
	Percentage to Total	50%
(v)	Observations/Recommendations in respect of which the Government have furnished interim replies: Recommendation No. Nil	Nil Nil
