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Shri.
Hon'ble Governor

Dated:

Sub: Humble request for your kind intervention to stop discrimination & victimisation of employees by Shri. Fayyaz Sheheryar, Director General, AIR.

Sir,

National Federation of Akashvani & Doordarshan (NFADE) is the umbrella organization of the employees of AIR & Doordarshan represented by various Associations. With due respect we request your kind attention to the following few lines:

We, the employees of All India Radio & Doordarshan, the National & Public Service Broadcaster of the country felt elevated when the Hon'ble Prime Minister of India selected All India Radio to convey his "**Mann Ki Baat**" to the masses of the country. We are proud to carry the messages of the Hon'ble Prime Minister on the policies of the Government, including the efforts to curb discrimination on any ground and thereby ensuring equality among the citizens of this great nation.

But Hon'ble Sir, on the morning of 7th Sept'2016 to our shock and disbelief and in contravention to the policies of the largest functioning democracy in the world, O/o DG: AIR, New Delhi barred the entry of all employees to Akashvani Bhawan, Parliament Street, New Delhi from the newly constructed automatic door except other than the VIPs, DG & ADGs. Employees working in Akashvani Bhawan and employees who come from outside stations/offices were surprised to see three security guards and one armed guard deployed in front of the door to stop employees from entering through it. A sign board was also displayed in front of the gate restricting the entry only to VIPs, DG & ADGs.

This immediately brought back the worst memories of pre Independence colonial era during which the "Indians / Blacks are not allowed" signs were a common sight.

Since it was a severe attack on the self-respect of the employees, they gathered in front of the door during the lunch hours of 8th September irrespective of their cadres, discipline etc to protest democratically against the discrimination and Officer Racism at workplace. It was not only the question of employees working in the 5 storeyed building, but also of all employees working at different AIR&DD stations across the country who visit DG:AIR for all issues related to their service, for DG:AIR is the cadre controlling authority.

Leaders of most of the recognised service Associations including Presidents of ADTEA, ARTEE, PSA and leaders of other Associations including ADASA etc addressed the gathering and called upon them to protest till the derogatory, illegal and unconstitutional order to bar the entry is withdrawn. Thereafter authorities opened the door after 4pm for all on holding negotiations and assured to keep the order in abeyance. Employees thought the issue is settled.

But unfortunately, instead of withdrawing/keeping in abeyance the order as assured, show cause notices were issued to 4 Associations for the incident. Once the associations submitted their reply, the O/o DG: AIR made individuals participated in the spontaneous reaction as targets.

After taking up the matter with Hon'ble Minister of I&B through Hon'ble Members of Parliament the matter was resolved amicably after a meeting with Dr. A. Surya Prakash, Chairman, Prasar Bharati on 07 October 2016. Consequently, Federation expressed our gratitude to the Hon'ble Minister for his kind intervention.

However, we are shocked and pained to inform you regarding the vindictive attitude of DG:AIR, who has unleashed victimization of the employees, as feared by us earlier, by issuing charge-sheets to four employees including a lady on 14 October 2016 for their participation in the protest on 08 September.

By realizing the gravity of the issue 7 Associations - ADTEA, PSA, Group D Employees Association(ABAEDCSKS), ADASA, Akashvani Announcers' Association, Audience Research Employees' Association &CCW Employees' Union have already submitted their agitation notice demanding Enquiry on entire episode, withdrawal of charge sheets issued to 4 employees and regular meetings of DG:AIR Office Council. On 24th October ARTEE also issued notice on the same lines.

Not holding the necessary meeting for such a long time has deprived the ten recognized Associations a platform for redressal of their genuine and justified grievances. This has led to unrest and loss of faith in the system. In the absence of effective and efficacious Grievances Redressal Mechanism, the relations between Management and Employees are likely to suffer a setback which may not prove conducive to the smooth and congenial working atmosphere---so essential for the proper functioning of the National Broadcaster.

On earlier occasions also, DG:AIR had issued show cause notice to Programme Staff Association (PSA) for de recognition of the Association on account of court case filed by their members for promotions! Similarly once he had issued a letter to all Associations prohibiting the entry of their office bearers in any of the sections dealing with staff welfare matters!

Under such compelling circumstances, we are left with no other alternative but to resort to means of agitation to ward off victimization.

The agitated employees demonstrated a Gate Meeting during Lunch hour on 7.11.2016 at Akashvani Bhavan New Delhi (HQ), which was attended by more than 400 employees. In the second programme we had Lunch hour Gate meeting on 15.11.2016 at Five Zonal Headquarters i.e Delhi, Chennai, Mumbai, Kolkata & Guwahati and representation to Hon'ble Minister.

In continuation of the agitation programme:

- Wearing of Black Badges from 15.11.2016 to 18.11.2016 at all Stations/ Kendras of AIR and Doordarshan. In this period, Units will send representation to Hon'ble Minister of I&B requesting his kind intervention.
- Lunch hour Gate meeting at all stations of AIR and Doordarshan on 18.11.2016. Unit at capital Stations will submit a representation to Hon'ble Governor of their respective state.

Now the charge sheeted employees are transferred from their present stations with a motive to stop the employees' movement.

Agitation shall be further intensified if our demands are not met which includes institution of **High Level Enquiry (considering DG:AIR as one party and employees as second party) as already demanded by us, by way of immediate withdrawal of charge - sheets and continuation of OCM at DG:AIR.**

Under these circumstances we request your good self for your kind intervention to settle the issue as early as possible.

Thanking you

Sincerely yours