



FI. No. 12/7/2024-RU/RM/SCWD

Government of India

**National Commission for Scheduled Castes**

(A Constitutional Body set up under Article 338 of the Constitution of India)

{Jurisdiction: West Bengal, Odisha, Sikkim & A&N Islands}

**Minutes of the meeting held on 20.11.2024 on the review of the implementation of safeguards provided to Scheduled Castes by the SC/ST Development Department, Govt. of Odisha.**

A Meeting was held on 20.11.2024, at 1630 hours, at ITC, Bhubaneswar on the review of the implementation of safeguards provided to Scheduled Castes by the SC/ST Development Department, Govt. of Odisha.

2. The meeting was attended by the Principal Secretary and Senior Officers of SC/ST Development Department, Govt. of Odisha. The list of the participants is enclosed as **Annexure I**.

3. The Hon'ble Member, National Commission for Scheduled Castes, held a meeting with the Principal Secretary and Senior Officers of SC/ST Development Department, Govt. of Odisha, on 20.11.2024 at 1630 Hrs. The SC/ST Development Department, Govt. of Odisha, briefed the Commission about the reply to the Questionnaire for review of Departments (copy enclosed as **Annexure II**).

4. The Commission gave the following directions/recommendations:

Point No. as per the Questionnaire	Details as per the Questionnaire	Directions/Recommendations of the Commission
8	Please furnish the backlog of SCs on vacancies based roster in all categories prior to 01.01.1997 and the short fall as switching over to post based roster vide DOP&T O.M. No. 3601212/96-Estt.(Res) dated 02.07.1997.	Information is to be submitted as per format within 15 days.
8 (A)	Backlog SCs on vacancy based roster in all category prior to 01.01.1997.	Information is to be submitted as per format within 15 days.

9	Please furnish a statement showing level-wise staff strength as on the date when reservation were enforced in the Ministry/Deptt/Organization/PSUs/Banks and on 31.3.2022, 31.3.2023, 31.3.2024 thus indicating the progress achieved in the following Performa separately.	As on 31.03.2024, percentage of SCs in Group A is 6.8%, Group B is 8.2%, Group C is 9.2% and Group D is 12.4%. The Department is required to submit the reasons for the shortfall and state remedial measures/plan of action to minimize the shortfall.
9 (a)	Please furnish statements, year-wise in the following Performa showing the recruitment * & ** made during the last three years	Information is to be submitted as per format within 15 days.
9 (b)	Please give the representation of Scheduled Castes on (a) Above.	Information is to be submitted within 15 days.
10 (a)	Are rosters being maintained for direct recruitment and promotion for all posts as per orders on the subject? Date of last upation of Roster.	Information is to be submitted as per format within 15 days.
10 (b)	Is the procedure of grouping the posts in the direct recruitment adopted for maintaining rosters? If so, please give details indicating the posts with their pay scale covered under the grouping procedure. Also, please indicate the authority who approved the grouping of posts.	Information is to be submitted as per format within 15 days.
10 (c)	Are the rosters being periodically inspected by Liaison Officer? If so, action taken on the inspection reports of the Liaison Officer for the last three years. The dates of inspection of rosters may be furnished in table below, while comments & action taken reports may be furnished as Annexures and duly linked.	Information is to be submitted as per format within 15 days.
11	Please indicate the number of backlog/shortfall vacancies of Scheduled Castes identified and number of vacancies filled in all the Special Recruitment Drives launched in last five years.	Information is to be submitted as per format within 15 days.

*Signature*

12	Please furnish a statement in the following Performa showing the total number of employees promoted and the number and percentage of Scheduled Castes. Respectively among them during each of the last three years in respect of various levels / categories of posts separately.	Information is to be submitted as per format within 15 days.
13	The impact and the resultant action on each category of post taken by the Ministry/Deptt./Organization on the DoP&T:- (1) O.M. No. 36012/28/96-Estt. (Res) Vol II dated 3.10.2000-Reservation in promotionprescription of under qualifying marks/lessees standard of evolution. (2) O.M. No. 20011/1/2001-Estt. (D) dated 21.1.2002 -Seniority of SC/STs Govt.. servant on promotion by virtue of rule of Reservation/Roster. (3) O.M. No. 36028/17/2001-Estt. (Res) dated 11.7.2002.-Reservation in promotion of SC/ST candidates promoted on their own merit. (4)O.M. No. 36012/45/2005-Estt. (res.) dated 10.08.2010- Reservation in promotion of SC/ST candidates promoted on their own merit.	Information is to be submitted as per format within 15 days.
19 (b)	How many complaints, were received from SC employees during each of the last three years? Data may please be furnished in table	Information is to be submitted as per format within 15 days.
19 (e)	What was the nature of these complaints, the number of complaints disposed of favorably and the time taken for disposal of each complaint? The number and nature of complaints pending disposal may also be furnished. The information to be furnished as per format.	Information is to be submitted as per format within 15 days.
19 (f)	Have you come across any case (s) of harassment or discrimination against SC employees on grounds of social origin? If yes, please indicate the number of such cases during last three years and the action taken therein.	Information is to be submitted as per format within 15 days.

*Laxmi*



19 (g)	Does the Ministry / Deptt. / Organization hold periodical meetings with Scheduled Castes employees to sort out their problems and grievances? The details of periodical meetings held for the last three years i.e. 2016, 2017 & 2018 and issues raised and copy of Action Taken Report may be furnished.	Information is to be submitted as per format within 15 days.
20	Is any representative of Scheduled Castes included in various recruitment Boards/ Selection Committees/ DPCs for the post wherein reservations/Concessions for Scheduled Castes are applicable? The list of recruitment board/ selection committee/DPC with names of SC members may be furnished for the last three recruitment years.	Information is to be submitted as per format within 15 days.
28	Are there instances where persons have obtained employment in your Organization on the basis of false caste certificate? If so, please indicate the number of such cases, action taken and present position of each case. Also, please indicate the steps taken to avoid the occurrence of such cases.	<p>It has been mentioned by the Department that during the last 5 years, 67 nos of such cases have been found.</p> <p>It is directed that action is to taken on each of the cases in a time bound manner and in those cases where the individuals have been found guilty should be dismissed from service immediately with full recovery of salaries and other financial benefits disbursed from Govt. funds. It is also directed to file criminal cases against such individuals and conduct investigation and file charge sheet in a time bound manner.</p> <p>The Department is also directed to issue an Advisory to Office of all the District Magistrates of the State to ensure that SC Certificates are issued only after following proper verification process in order to avoid issue of fake/false caste certificates.</p> <p>The ATR is to be submitted within 15 days.</p>



33	Please indicate the details of the Government Schemes with financial allocations and expenditure incurred by the PSU/Bank for the Welfare of Scheduled Castes during the last 5 years.	Information is to be submitted as per format within 15 days.
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5. The Commission has further directed that an impact assessment may be done with regard to the Odisha Inter-Caste Marriage Scheme.

6. The Commission has directed that an Action Taken Report is to be submitted by the Department within 15 days.

  
 (Love Kush Kumar)  
 Member

**Annexure I****Officers of NCSC:**

1. Ms. Sonali Dutta, Director, NCSC, State Office, Kolkata
2. Shri Sharad Kumar Garg, PS to Hon'ble Member, NCSC, Hqrs., New Delhi
3. Mrs. Puloma Basu, Senior Investigator, NCSC, State Office, Kolkata
4. Shri Ramesh Kumar, LDC, NCSC, State Office, Kolkata

**Officers of SC/ST Development Department, Govt. of Odisha**

Sl. No.	Name	Designation
1.	Sh.Bishnupada Sethi	Principal Secretary
2.	Sh.Laxman Kumar Mallick	Director SC Welfare
3.	Ms.Soojata Misra	Addl. Secretary
4.	Ms.Banita Dash	Addl. Secretary
5.	Itushree Dui	GM (OSFDC Ltd)
6.	Ms. Kumudeni	Deputy Secretary
7.	Sh.Manoj Kumar Nayak	Deputy Director
8.	Sh.Sheshadera Behera	OD-cum-DS
9.	Ms.Surbhi	Sr. Consultant, SMU
10.	Sh. Shiba Prasad Hansdah	Section Officer