

# **STATE EMPLOYMENT POLICY, 2005**

## **CHAPTER – I**

### **INTRODUCTION**

1.1 Organized sector be it of public or private cannot absorb the huge pool of the unemployed youth. To mitigate the growing problem of unemployment in the State, Government have initiated a number of steps as part of the overall plan strategy. Development Departments have been advised to explore the scope for innovative self employment projects under various sectors and to play more proactive role for creation of large scale self employment and wage employment opportunities ensuring more productive and efficient use of the available human resources.

1.2 Keeping in view the burning problem of unemployment, the State Government have decided to take up a major initiative for creation of self and wage employment opportunities during the years 2003-04 and rest of the 10<sup>th</sup> Plan period up to 2006-07.

1.3 In the latest Election Manifesto of B.J.P and B.J.D, great emphasis has been laid on expansion of self employment opportunity. It has been indicated to maximize self-employment opportunities which in turn will generate associated wage employment. In order to achieve this end, a High Power Employment Mission (HPEM) has been proposed to be constituted to take over the responsibility of coordination with different Departments and related institutions.

1.4 As a part of the State Employment Policy, 2005 an Employment Mission has been proposed. This will be headed by the Chief Minister and shall include all the members of Council of Ministers, 5 M.L.As, 5 M.Ps and 10 members from among Bankers, Professionals, Civil Society organizations etc.

1.5 While this Apex Body will be determining policies and general directions, there will be an Executive Body of the Mission headed by the Chief Secretary. The Mission may constitute if deemed necessary, an Empowered

Committee and Task Forces on different operational aspects. The composition of the High Power Employment Mission and its Executive Body is at Annexure –A.

**OBJECTIVES OF THE MISSION:**

1.6 The main objectives of this Mission shall be as follows:

- i. To facilitate generation of adequate employment opportunities through a policy frame work.
- ii. To recommend and initiate bold steps for infrastructure development which will open up avenues for self employment and create a conducive atmosphere for sustainable wage employment.
- iii. To act as a catalyst in opening of marketing opportunities for commodities and goods produced in the State.
- iv. To mount special drive for creation of self employment opportunities particularly in agriculture and allied sectors and small scale industries, handicraft and cottage industries and in the I.T. sector.
- v. To encourage and facilitate training of young entrepreneurs on development of small scale and cottage industries.
- vi. To monitor generation of employment in different sectors and programmes.
- vii. To facilitate launching of training programmes for both uneducated and educated unemployed persons for upgradation of their skill.
- viii. To formulate area and trade specific strategies for maximizing employment opportunities on a sustainable basis in the State supported and private sectors.
- ix. To facilitate proactively substantial wage employment for various development activities with special emphasis on creation of community and individual assets. Sectors like forestry, watershed development, rural communication, horticulture and land development among others will receive priority.

- x. To facilitate a coordinated approach in achieving the above objectives through convergence of various ongoing schemes for maximizing the benefits over time and space and in reaching out the most needy sections of the population.

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## **CHAPTER- II**

### **POLICY INITIATIVES**

2.1 Govt. of Orissa, through the State Employment Policy- 2005, intends to bring synergy in different development sectors in terms of creation of self employment opportunities. In this regard, following policy interventions are proposed.

(a) **Model Law on Contract farming**

2.2 A model law on contract farming would be introduced so that a legal framework is created linking agriculture with industries.

**Strengthening of Cooperative Movement**

2.3 Cooperatives shall be revitalized through Long Term Operation Funds to promote agricultural and agribusiness activities. Agricultural Term Loan would be doubled in 3 years which would enhance both self employment and wage employment opportunities.

(c) **New and Innovative Self Employment Programmes (SEPs)**

2.4 Development Departments would formulate more proactive and innovative self-employment programmes so as to provide self employment and wage employment opportunities to the youth. Such schemes shall contain training component for up-gradation of skill and entrepreneurial ability.

2.5 Assistance will be provided to educated unemployed persons for their self employment in urban and rural growth centres in the services and small business sectors.

2.6 Development of infrastructure for marketing shall be given utmost priority.

2.7 Export promotion in Handloom, Coir and Cottage Industries will be given priority.

2.8 Handicraft artisans and Handloom Weavers would be assisted with a particular emphasis on market orientation and linkage with the SME sector.

2.9 Special measures will be initiated for improving the skills of young persons in order to improve their employability.

2.10 Ancillarisation of large industries and promotion of downstream industries will receive priority of attention.

(d) **Reorganisation of Directorate of Employment**

2.11 The Director of Employment will monitor all sorts of employment programmes particularly the Self Employment Programmes (SEPs) . The Director of Employment will be redesignated as Director Employment -cum- Joint Commissioner of Employment Mission. The Employment Exchanges will also be reorganized and District Employment Officers(DEOs) will be given responsibilities for counseling on Self Employment Programmes and will be redesignated as Project Directors of Employment Mission-cum-District Employment Officers.

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**CHAPTER – III**  
**SECTORAL STRATEGY**

3.1 The following strategies shall be adopted in various sectors to boost up generation of employment in next five years. Key sectors/ economic activities will be identified in each district and special attention will be given to develop the identified sectors in those districts.

**1. Agriculture & Allied Sector:**

**(a) Agriculture**

3.2 Strategies have to be made for diversification of crops from paddy to pulses, oil seeds, cash crops and plantations. Agriculture diversification planning have to be done on the basis of agro-climatic zones. Specific programme will be taken up on an extensive scale so that production reaches a critical mass for market development.

3.3 Agri-Enterprises and Agro-Processing will be encouraged under Agriculture Policy, 1996 and under Special Package for Self Employment Programmes. Training would be imparted for developing skills of entrepreneurship.

3.4 Farm mechanisation will be intensified and Self Help Groups would be assisted to own mechanical devices.

3.5 Private Lift Irrigation Points such as Shallow Tube-wells, Deep Tube-wells and Bore Wells will be promoted so as to raise the crop intensity as well as generate substantial employment opportunities in the rural areas.

**(b) Horticulture & Floriculture :**

3.6 Steps shall be taken to increase area as well as productivity under cashew, coconut, banana, lemon, guava, orange and mango & other plantation crops. Production would have to reach the critical mass on zone specific basis so as to attract the market in a substantive capacity.

3.7 Fruit processing including production of jam and jelly will be encouraged .

3.8 Floriculture will be taken up in compact patches under Work Plan which can provide substantial employment and income to the farmers as well as to the traders.

3.9 Medicinal and other plantation crops would be encouraged with all backward and forward linkages in private lands and in degraded Government lands, and Forests through appropriate long term arrangement, usufructuary rights and marketing commitments.

**(c) Pisciculture :**

3.10 Steps shall be taken to promote Pisciculture through Reservoir Fisheries and Tank Fisheries under the new policy of encouraging the Self Help Groups and Self Help Cooperatives.

3.11 Special attention will be given to marine and brakish water pisciculture and to achieve higher magnitude of growth in terms of exports.

3.12 Special emphasis will be given for development of infrastructure, particularly for communication, storage and port related facilities to achieve this objective.

**(d) Animal Husbandry & Poultry**

3.13 Procurement capacity of OMFED will be increased to generate substantial employment and income for the rural people. In non-OMFED areas, alternative modes of procurement can be tried with involvement of entrepreneurs.

3.14 Dairy and poultry programmes will be intensified in clusters and through S.H.Gs and such farms will be promoted through organizations such as OMFED, OPOLOFED and also under State Agriculture Policy through the APICOL.

3.15 Poultry, Piggery and Dairy schemes will be implemented both under Individual Mode and Group Mode under SGSY.

**(e) Apiculture**

3.16 Apiculture will be promoted extensively through different agencies such as APICOL, DRDAs and ITDAs, etc. Floriculture and Apiculture shall be well co-ordinated including marketing tie up for marketing of flowers as well as honey.

**2. Handloom and Sericulture Sector:**

3.17 Necessary support will be extended through Self Help Groups, SMEs, Cooperatives and exporters with regard to products and designs, training support, marketing and development of infrastructure. Utmost importance would be given to Designs and Training. Advantage will be taken of current and new schemes of DC, Handlooms, GoI.

3.18 Tassar, Mulberry and Eri Silk production will be taken up in bigger way.

3.19 Cluster approach will be adopted to facilitate sustainable development and economies of scale.

**3. Handicraft Sector:**

3.20 Handicrafts Sector is a major provider of employment in the non-farm sector.

3.21 Special efforts will be made to promote handicrafts by pulling resources from different sources for welfare of handicraft artisans. Introduction of new design and technique, marketing support, construction of Work Shed and Work Shed-cum- Houses and training support will be provided to the artisans for their capacity building and development of handicraft will be taken up on cluster basis.

3.22 Organized production base will be created through cluster development and association of artisans through SHGs, SMEs, Cooperatives and exporters and their capacity building.

3.23 Entrepreneurs will be identified both from within and outside the State to set up handicraft units/adopt developed clusters/ SHGs through skill upgradation, design and marketing support.

3.24 Presentation of products will be made before the potential buyers through buyer seller meets, road shows, exhibitions and export promotion activities.

3.25 Members of viable but sick handicraft cooperative societies will be assisted through formation of Self Help Groups.

3.26 Artisan credit cards will be provided in selected clusters through the mode of Self Help Group..

3.27 Steps will be taken for employment generation in coir and salt sectors.

3.28 Training of girls for carpet weaving and setting up of production and finishing centres by exporters in the state will be encouraged.

3.29 Funds and support from current and new schemes of DC, Handicrafts, GOI will be availed to promote the sector.

#### **4. Industries Sector**

3.30 Incentives will be provided for setting up small scale industries in particular through cluster development approach under Industrial Policy Resolution,2001 and Special Package for Self Employment Programmes as implemented from 2003-04.

3.31 Engineering Schools/ Polytechnics will be associated in imparting orientation training, specialized training and skill upgradation training to unemployed persons. In this regard, corporate initiatives will also be encouraged. Requirement of such trainings will be supported with inputs from HRD consultants. Apprenticeship and summer placement programmes will also be initiated. State Council of Vocational Education and Training and Director, Technical Education will be involved in organising trainings in self financing schemes in Govt. and private I.T.Is and Polytechnics.

3.32 Development of ancillaries and downstream industries will receive priority of attention.

#### **5. Forest Sector**

3.33 Policy intervention relating to minor forest produce will be fine-tuned to enhance livelihood support to the tribal people and generate substantial self employment opportunities for them.

3.34 Cultivation of medicinal plants ( i.e. herbal garden ) and other plantation crops will be intensified in KBK districts under RLTAAP Programme with the help of Self Help Groups and “Vana Samrakshyan Samitis”, with usufructry rights & tree pattas to the Samitis.

3.35 Steps will be taken to focus on artisans/ workers involved with bamboo works to enhance their income and employment under Bamboo Mission.

3.36 Economic Plantation and Afforestation Programme will be well coordinated so that it can generate adequate wage employment. Externally Assisted Projects for catchment protection of Upper Kolab and Indravati rivers would generate adequate wage employment and create durable assets for the Vana Samrakshyan samitis.

3.37 Large scale afforestation in catchment areas of multipurpose projects will be taken up. Emphasis will be given for multi-variety plantation with special emphasis on fruit trees, medicinal plants and other species which will be acceptable to the communities and deepen their stake in to protection, management and growth of such forests.

## **6. Biotechnology Sector**

3.38 Tissue culture has got potential for self employment as a part of biotechnological intervention. Banana, Bamboo etc. and horticulture species will be given emphasis. Tissue culture again is an industry opening opportunities for women employment by and large. Entrepreneurs will be encouraged to set up tissue-culture laboratories with suitable support in different regions.

3.39 Production, demonstration and establishment of cottage industries for cyanobacteria (BGA) bio-fertilizer for self employment for unemployed youth will be promoted in the State. Similar projects on production of other bacteria bio-fertilizer e.g. Rhizobium, Azotobacter, Azospirillum etc. will be undertaken for self employment in Biotechnology Sector.

## **7. Information Technology Sector**

3.40 Establishment of I.T. Kiosks in the urban area will be encouraged under special package of assistance for promotion of self-employment.

3.41 Computer training will be given for setting up I.T. Kiosks, through Bank loans and subsidy as admissible under existing self employment schemes.

3.42 A Business Process Outsourcing Complex (BPO Complex) will be set up at Bhubaneswar which will generate some high quality employment, particularly, for the educated unemployed persons and I.T. professionals in the state. Suitable facilitation of enterprises as well as development of Human Resources will be done on high priority.

### **8. Development of SC & ST/OBC & Minorities**

3.43 Steps will be taken to cover adequate number of ST & SC, OBC and Minorities unemployed persons under various Self Employment Programmes to provide them self employment opportunities.

3.44 Activities of Orissa SC & ST Development Finance Cooperative Corporation (OSFDC) will be expanded.

3.45 Possibility of imparting vocational/professional training to unemployed persons belonging to SC/ST/OBC category with assistance from Govt. of India will be explored.

### **9. Empowerment of Women**

3.46 Formation of new Women Self Help Groups and strengthening of the existing groups will be encouraged, so as to saturate the state within a period of five years.

3.47 Mahila Vikas Samabaya Nigama (MVSN) will be strengthened to play a pro-active role in generation of self employment opportunities for women and disabled persons.

3.48 Voluntary organizations/ Non-Government Organizations (NGOs) will be encouraged to impart training, capacity building and promoting self-employment for women.

### **10. Organizing Rally for recruitment**

### **in respect of persons for Defence Services**

3.49 There is large scope for recruitment of youth for enrolment in the 3 wings in Defence Services like; Army, Airforce and Navy. This is one of the key areas for providing employment opportunities to the youth both in Urban and Rural Sector. At present the limited number of rallies conducted by Government is not sufficient to realize the full potential of the State in respect of youth remaining unemployed including those in tribal dominated pockets. Taking the national scenario, Orissa still remains much behind the required recruitment quota for want of the suitable youths. Therefore, regular rallies at the district level are to be organized in collaboration with the Branch Recruiting Officers of Govt. of India to conduct special rallies across the state including tribal pockets for recruitment of tribal youth. For this purpose suitable programmes for facilitating preparation by youth to participate and succeed in the competition in such rallies will be taken up. This will be done in collaboration with NCC Directorate, Recruitment Centres, CRPF and Territorial Army located at Bhubaneswar.

3.50 Orissa is not able to get its major share in the C.D.S.(Combined Defence Services) Examination and S.S.B.(Service Selection Board) for women. This is because due to want of necessary infrastructure available in the State for which the youth are to be trained to face different kind of competitive examinations at the National Level. In the Capital city of Bhubaneswar only one Academy called Kalinga Academy has got necessary infrastructure for imparting training in C.D.S. examination for boys and S.S.B. examination for girls.

3.51 Assistance would be provided to train the graduate girls and +2 qualified youth to get into the technical wings of the services through entrance examinations.

### **11. Rural Sector**

3.52 In order to create marketing outlets at various growth centres for the products of the rural artisans and Self Help Groups steps will be taken under the existing programme.

3.53 In addition to the various general programmes, sector specific special programmes will be launched with relevant line departments to take advantage

of various GOI schemes including those of RD Department. Particular emphasis will be given to horticulture, sericulture, handloom, coir, handicrafts, fisheries and forestry sectors. Special schemes of GOI for regeneration of traditional industries will be taken up to supplement funding from other sources.

## **12. Urban Sector**

3.54 Steps will be taken for “Generation of self-employment through Kiosks/shopping units.” Besides this, adequate finance linkage may be provided to take up any vocational trade/ small business in the occupied kiosks so that it would not be difficult for the beneficiaries to start the venture.

## **13. Wage Employment**

3.55 Adequate wage employment opportunities will be assured to the unskilled labourers under SGRY, PMGSY, NFFW and the proposed Employment Guarantee Scheme of Govt. of India and special awareness will be created for its successful implementation. A coordinated inter-sectoral, inter-scheme approach will be followed.

## **14. Institutional Arrangement**

3.56 An Employment Mission will be set up at the state level to look into employment related issues and monitor employment generation programmes at each level.

3.57 P & C Deptt. will be the Nodal Deptt. The Employment Mission will function in the P & C Department which will be headed by an Officer of the rank of Commissioner . The Mission office will be fully equipped with adequate personnel and infrastructure. A Project Appraisal Cell will be created in P & C Department which will formulate new and innovative Self Employment Programmes in consultation with different Administrative Departments and draw funds from different sources including Government of India. The Director, Employment will function as the Joint Commissioner of Employment Mission, assist the Commissioner of Employment Mission and coordinate various employment programmes in the field.

3.58 For imparting training to young entrepreneurs on development of small scale and cottage industries, ITIs and Engineering Schools would start

self financing skill upgradation schemes in different trades and disciplines. Entrepreneurship Development Programmes will be taken up vigorously through existing institutions. Hands on skills will be imparted in various trades such as automobile repair, pump repair, electrification, masonry, joinery works, plumbing, grafting, floriculture, horticulture, sericulture, pisciculture, handloom and handicraft, Agro-Service Centre etc. Soft skills including English language skills will be provided to skilled workmen to enable them to become employable at the national and international level.

3.59 A 10 year Human Resources Plan taking into account latest technology interventions will be prepared for development of human resources in the state, associating technically competent national organizations.

3.60 Employment Exchanges in the State will be re-organised to effectively motivate the educated unemployed persons to go for self-employment ventures.

3.61 All the Development Departments will be required to monitor the generation of employment on monthly basis and report the achievement to Planning & Co-ordination Department and Labour & Employment Department . This will cover generation of regular employment, contractual employment, wage employment and self employment through Government initiatives.

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## **CHAPTER – IV**

### **Operational Guidelines Relating to Employment Programmes**

4.1 High Power Employment Mission headed by the Hon'ble Chief Minister will look into all policy matters relating to Employment Programmes. It should meet at least twice a year. It may constitute separate task forces as required or felt necessary.

4.2 The Executive Body of the Mission headed by the Chief Secretary will look into execution of policy decisions and should meet once in each quarter.

4.3 The Mission Director will function as the Member Secretary of the Executive Body of the Mission.

### **Role of Director, Employment**

4.4 Director, Employment will look after all routine works of the Mission and guide the Employment Exchanges on counselling the job seekers for taking up self employment ventures. The Executive Wing of the Employment

Mission will be located in the Directorate of Employment. Director, Employment may compile districtwise targets vrs. achievements under Employment Programmes on monthly basis and report the same to Labour & Employment Department and P & C Department. Finance Department may support the Directorate with necessary contingency funds.

### **Role of District Employment Officers**

4.5 District Employment Officer-cum-Project Directors of Employment Mission will report to collectors. They will attend to all works relating to Self Employment Programmes in promotion of self employment ventures, survey of job seekers, identification of key activities, and proper counselling to the job seekers. Achieving the targets for self-employment for each district would be monitored by them every month and reported to proper quarters. They would also attend to the statutory works as District Employment Officers. They will monitor generation of all sorts of employment in district and furnish reports/returns to all quarters. They will also function as the Member-Convenor of the District Level Committee for implementation and monitoring of Self Employment Programmes at the district level ( as constituted earlier).

### **Role of P & C Department:**

4.6 The P & C Department will be the Nodal Department and coordinate policy making and macro issues as well as overall strategies.

### **Role of Labour & Employment Department:**

4.7 Labour & Employment Department will monitor various employment generation programmes and compile generation of employment i.e. regular employment, contractual employment, self employment and wage employment Departmentwise, schemewise and districtwise on monthly basis. In this regard they will guide the Joint commissioner, Employment Mission and the District Employment Officers on proper counseling to the job seekers

and submission of report returns in time. They will forward the consolidated monthly progress reports to P & C Department.

**Role of Administrative Departments:**

4.8 The Administrative Departments will implement ongoing Self Employment Programmes, special programmes and formulate new and innovative Self Employment Schemes. They will suggest targets to Planning & Co-ordination Department well in advance. After finalization of the targets at P & C Department level, they will accordingly make budget provision. Thereafter, they will communicate district-wise targets, necessary allotment and operational guidelines to their field functionaries with copies to the concerned Collectors, Director, Employment and Planning & Co-ordination Department. They will sensitize the Collectors and all their field functionaries on their Self Employment Programmes. They should ear-mark a Nodal Officer in their Department on Employment Programmes who can make liaison with different agencies and ensure forward and backward linkages for success of Self Employment Programmes. The Nodal Officer in each Department will take steps to ensure that the target set under each sector is achieved at the end of the year. He should furnish reports and returns to Labour and Employment Department, Director, Employment as well as to P & C Department in time as prescribed. The Administrative Departments will monitor generation of all sorts of employment on monthly basis and report the same to Director, Employment as well as to P & C Department.

**Role of Heads of Department:**

4.9 The concerned Heads of Departments will have the responsibility of execution of Employment Programmes in the field, monitor both physical and financial aspects, co-ordinate all activities and furnish report returns schemewise and districtwise to the Administrative Departments, Nodal Department and Director, Employment. They must regularly inspect physically at the field level and take up appropriate corrective actions. They will also document the success stories and send the same to P & C

Department, concerned Administrative Department and the Director, Employment. They may supply necessary Booklets, Pamphlets and Operational Guidelines for awareness of all concerned.

**Role of Collectors:**

4.10 The Collector as the head of the team at the district level would be responsible for achieving the district target and will plan, execute and monitor the progress of Employment Programmes (including Self Employment Programmes) both physical and financial every month as head of the District Level Committee for implementation and monitoring of Self Employment Programmes as already constituted and furnish report returns to all concerned in time. He will also sort out various problems at the district level and in case of issues to be resolved at the state level, the same shall be brought to the notice of the respective state level authorities. He will associate DRDAs, ITDAs, Special Projects, NGOs and other organizations to promote self employment ventures adequately and effectively. He will furnish Monthly Progress Report of the district to the Director, Employment with copies to concerned Heads of Departments/ Administrative Departments/ R.D.C./P & C Department.

**Role of District Level Officers:**

4.11 District Level Officers of Departments, Corporations and Agencies shall communicate the targets for their subordinate officers such as Blocks, implement the programmes, monitor their progress and co-ordinate with different agencies/organizations to ensure forward and backward linkages for success of their programmes. They have to monitor both physical and financial aspects and furnish report returns to respective Heads of the Departments and Collectors as prescribed in time.

**Role of B.D.O:**

4.12 The B.D.O will identify the key activities in his area with consultation of the concerned District Level Officers. He will ensure that VLWs/ VAWs and Extension Officers are all actively associated in the programme.

### **Role of Lead Bank Manager & NABARD:**

4.13 The Lead Bank Manager and NABARD district manager together will allocate the targets under Self Employment Programmes to respective Bank Branches keeping in view the over all targets of the district and service area of different banks. They shall keep provisions under the Annual Credit Plan. The L.B.M will issue necessary guidelines to respective Banks. As and when necessary he will sensitise the bankers on Government Policy and about various new and innovative schemes. In case of any difficulty, he will bring the matter to the notice of the Convenor, SLBC. He must ensure that the targets allotted to the district is realized at the end of the year and for that purpose adequate credit is made available to the beneficiaries. He should coordinate with Collectors for organizing Block level recovery melas for different Banks and arrange for subsequent disbursement of sanctioned cases. NABARD would be requested to assist in monitoring the programmes.

### **Role of the Convenor, SLBC:**

4.14 The Convenor, SLBC may ensure that problems and prospects of new & ongoing Self Employment Programmes are discussed in the SLBC meeting regularly and the problems, if any, be sorted out. He will co-ordinate on different issues with NABARD and Reserve Bank of India as and when necessary. He should have close liasion with the Employment Mission so that Mission can achieve its cherished goals. He should take all steps in close link with the Commissioner, Institutional Finance. All the Banks and Departments are to ensure that Bank credit is available in full for all the Self Employment schemes.

### **Role of I & P.R. Department:**

4.15 They will publish brochures, pamphlets, scheme outlines and success stories to be circulated. They will make Video films for telecast in T.V and

Gramsat Programme and render necessary assistance in organizing awareness camps and credit-cum-recovery camps.

**Annexure-A**

**Sub: “Constitution of “Employment Mission”**

Realising very limited scope for generation of employment in Organised Sector, the State Government have accorded very high priority on generation of self employment to reduce unemployment problem in the State. The Government have mounted a Special Drive on Self-Employment Programme (SEP).

2. To co-ordinate creation of employment opportunities it has been decided to constitute a High Power Employment Mission headed by Hon’ble Chief Minister.

3. The composition of the Mission shall be as follows :

1. All the members of the Council of Ministers
2. Five MPs and five MLAs to be nominated by Government
3. Chief Secretary
4. APC-cum-ACS
5. Development Commissioner-cum-Additional Chief Secretary

& Secretary to Government, P & C Department.  
Secretary

Member

6. Ten members to be nominated by the Govt. from among bankers, professionals, civil society organizations etc.

4. As and when necessary, the Member-Secretary, may invite a few eminent professionals to attend meetings of this Mission with permission of the Chairman. The meeting of the High Power Employment Mission will be held at Bhubaneswar at least twice a year. Besides, emergency meeting of the Mission can be convened at short notice with the permission of the Chairman. Mission will determine policy and look into various aspects of the generation of employment, particularly self employment opportunity in the State. The Mission may constitute an Empowered Committee with limited members from out of its members to streamline day to day activities.

5. There will be an executive body of the Mission headed by the Chief Secretary to oversee implementation of policies and decisions as taken by the High Power Employment Mission. The executive body may meet on quarterly basis. Emergent meeting of the executive body of the Mission will be convened as and when necessary.

6. The composition of the executive body shall be as follows:-

- |    |   |          |
|----|---|----------|
| 1. | Chief Secretary   | Chairman |
| 2. | Development Commissioner-cum-<br>Additional Chief Secretary &<br>Secretary to Government,<br>Planning & Co-ordination Department. | Member   |
| 3. | Agriculture Production Commissioner-cum-<br>Additional Chief Secretary.   | Member   |
| 4. | Principal Secretary/<br>Commissioner-cum-Secretary,<br>Finance Department.  | Member   |
| 5. | Principal Secretary/<br>Commissioner-cum-Secretary,<br>F & E Department.  | Member   |
| 6. | Principal Secretary/<br>Commissioner-cum-Secretary,<br>H & UD Department.   | Member   |
| 7. | Principal Secretary/<br>Commissioner-cum-Secretary,<br>Agriculture Department.  | Member   |
| 8. | Principal Secretary/<br>Commissioner-cum-Secretary,<br>Industries Department.   | Member   |

9.	Principal Secretary/ Commissioner-cum-Secretary, F & ARD Department.	Member
10.	Principal Secretary/ Commissioner-cum-Secretary, T & H Department.	Member
11.	Principal Secretary/ Commissioner-cum-Secretary, PR Department	Member
12.	Principal Secretary/ Commissioner-cum-Secretary, IT Department.	Member
13.	Principal Secretary/ Commissioner-cum-Secretary, S & T Department.	Member
14.	Principal Secretary/ Commissioner-cum-Secretary, W & CD Department.	Member
15.	Principal Secretary/ Commissioner-cum-Secretary, WR Department.	Member
16.	Principal Secretary/ Commissioner-cum-Secretary, Tourism Department.	Member
17.	Principal Secretary/ Commissioner-cum-Secretary, Co-operation Department.	Member
18.	Principal Secretary/ Commissioner-cum-Secretary, ST & SC Dev. Department.	Member
19.	Principal Secretary/ Commissioner-cum-Secretary, R.D. Department.	Member
20.	Principal Secretary/ Commissioner-cum-Secretary, P.E. Department.	Member
21.	Principal Secretary/ Commissioner-cum-Secretary, L & E Department.	Member
22.	Principal Secretary/ Commissioner-cum-Secretary,	Member

C & T (Transport) Department.

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|-----|---|------------------|
| 23. | Five Professionals to be nominated by Government. | Members          |
| 24. | Mission Director                                  | Member Secretary |