

Skilling Odisha

Perspectives: Skilling Odisha is one of the emerging issues containing the vision of future Odisha in the overall development so to say "A Development Odisha is possible which call for action for rethinking by the political leaders, administrators and policy makers of Odisha.

Abstract: Odisha is a land of rich and diverse cultural identity and artistic achievements. The social culture, social customs and cultural heritage are the flavour of Odisha which makes proud to the people. Odisha as a distinct tradition of dance, music, painting, sculpture, architecture also Odisha is famous for her handicrafts which exhibit the skill and creativity of her artisans. Odisha's brass work, silver work, terracotta art objects, appliqué work, hand woven silken cotton sarees of Sambalpur, Cuttack and Berhampur are the unique examples of artistic excellence. Besides golden grass, cane works, horn works, patta chitra, sand art, stone and wood carving have been recognised by several national and international bodies. In Dance Chhau, Piaka Nrutya, Odishi Dance, Jatra, Palla, Daskathiya, Chaiti Ghoda Dance, Ghumura, Gotipua, Sambalpuri, Danda Nrutya and other folk dances are the rich culture of Odisha. Odisha is famous for its Ratha Yatra, Bali Yatra, Dhanu Yatra, Sital Shasthi and so many others like Snana Yatra, Chandana Yatra, Dola Purnima, Makara Mela, Magha Saptami, Khandagiri Mela, Doranda Mela, Raja, Jhulana Yatra, Nuakhai, Dhamu Yatra, Harishankar and Nrushingha Nath Mela etc. In the geographical features Odisha is rich with a coast line stressed over 480 kms. The mountainous regions cover three fourth of the area of the state. This area is fertile, well drained and thickly populated. Rivers like Brahmani, The Mahanadi and the Banshudhara are the non perennial in character. These three rivers are the potential river for Odisha. Besides there are a number of rivers like Kathajodi, Samolia, Gobar, Prachi, Kadua, Dhanua, Ratanchira, Salandi, Budha Balanga, Salia, Tel, etc. Harnessed for higher agricultural production in Odisha. There are rich stock of forest resources and mountain in Odisha even then, Odisha is displaying all typical symptoms of a failed state. In this in-depth article the author dive deeply into what it means skilling of Odisha and its drawbacks and promotion.

Index Terms: Administration, Knowledge, Management, Market, Production, Resources, Skill

1. INTRODUCTION:

After Independence of India, Odisha became a state among 28 provinces and 7 Union Territories. In the past the nomenclature of Odisha was Kalinga, Odra and Utkala but people apart from the country know it as the land of Jagannath. From the time immemorial skilling is a process in the heart of the people of Odisha which can be visualised sensed and felt through its culture, temple architecture, innovation in the field of science and technology, education, space science, mathematics, geography and what not. Although there is abundant proofs on skill of Odisha it is apparent to discuss on the topic since 261 B.C. History speaks that in 261 B.C emperor Ashoka, the King of Maurya Dynasty invaded Odisha and the war is known as Kalinga War. Ashoka concurred Odisha and after the war, he as known as Chandashoka became Dharmashoka because he was influenced by the brevity, intelligence, culture and solidarity of the people of Odisha. Prior to him the merchants of Odisha were travelling for trade to far away countries and had developed culture of Odisha in Bali, Java, Sumatra and Indonesia, etc. Voyage in the deep sea without modern technology was a herculean task. But because of their skill and intelligence, constructing boats and finding routes in the deep sea definitely proof their skill in the past. After Kalinga war Odisha became a powerful state during the period of Kharavela. It is known that during 6th and 7th Century Odisha was ruled by Sailodbhava Dynasty and thereafter Somavanshi and Ganga Dynasty ruled over the state. In the later years Odisha was under the suzerainty of Afghan, Mughal, Marahatta and finally East India Company. During these period there was development of temple architecture, development of Silver Filigree. People were skilled enough in martial arts, marine science, literature, art, culture and heritage, alpna art, patta chitra, rock and temple paintings- sculptures, architecture. Besides handicrafts in brass work, silver work, terracotta and appliqué are some of the unique examples of artistic excellence. Odisha is famous for its odishi music, handloom and other fabrics. When Skilling Odisha is concerned it is unworthy to think about the progress and prosperity of Odisha without referring the eminent scholars of that time who contributed a lot to Odisha. The temple

architecture of Odisha speaks the skill of people. The history says that a twelve year boy Dharmapada had to give his final touch for the construction of the Sun Temple of Odisha. The skill which had left is still alive in the minds of the people of Odisha. Atibadi Jagannath Das had written Bhagabat in a lucid style. The skill which he had left in his poetical form of sentence is the cardinal principles which can be found in the present day Management Study (Personality Development). The skill which we find in the literature of Upendra Bhanja seldom notice elsewhere. In the literacy of Odisha Adi Kabi Sarala Dash, Jabanakabi Salabeg, Bidagdha Kabi Abhimanyu Samanta Sinhar, Kabi Surya Baladev Ratha, Kabibara Radhanath Rai, VyasaKabi Fakir Mohan Senapati, Swabhava Kabi Gangadhar Meher, Bhakta Kabi Madhusudan Rao, Pallikabi Nandakishore Bala, Kabi Sekhar Chintamani Mohanty, Ganakabi VaishnabaPani, Kantakabi Laxmikanta Mohapatra, Kabi Chandra Kali Charan Pattnayak, Kabi Manjula Krushna Prasad Basu, Jatiya Kabi Birakishore Dash, Kishor Kabi Shyama Sundar Das, Utkala Ghanta Jadumani Mohapatra, Utkala Gaurava Madhusudan, Utkala Bhima Padma Charan Pattnaik, Karma Vira Gauri Shankar Rai, Utkali Bharati Kuntala Kumari Sabat, Natya Bharati Ashwini Kumar Bose, Bani Bhusan Mrutyunjaya Ratha are some of the notable and indomitable personalities who are known because of their skill in their literature. The Odisha in the field of politics and administration there are lot of eminent personalities who are recognised for their skill in governing the state. The notable among them are Krishna Chandra Gajapati Narayan Dev, Shri Biswanath Dash, Dr. Harekrushna Mahatab, Neba Krushna Choudhury, Sri Bijaya Nanda Pattnayak, Sri Biren Mitra, Shri Sada Shiv Tripathy, Shri Rajendra Narayan Singhdeo, Shri Biswanath Dash, Smt. Nandita Satpathy, Shi Binayak Acharya, Shri Nilamani Routray, Shri Janakai Ballav Pattnayak and Shri Naveen Pattnayak are some of the personalities who have contributed a lot in the field of administration, politics and social justice. Their contributions in the field of their respective sphere are recognised because of their intelligence and skill. So to say in the field of mathematics, astronomy and space science the calculation of Pathanai Samanta is noteworthy. He is recognised because of his

talent, wisdom and skill. Without talent there is no skill, without skill a state cannot grow. Therefore only skilling people are the visionary for the development of a state. In

educationist, it has produced eminent jurists, it has produced administrators, it has produced dynamic politicians, it has produced sculpturists like Sudarshan Pattnaik who is notable for his sand sculpture. Food Cloth and Shelter are the three basic needs of men. And Odisha has produced many skill oriented people in these three units. The people of Odisha have developed modern scientific apparatus in the field of agriculture. Sambalpuri Saree, Berhampuri Silk Saree, Kandhua Silk Saree, Handloom Weaven Clothes have been recognised throughout the world. Behind all these things there is the skill of people in manufacturing the products. Whereas tourists goes to Puri is forced to see the colourful handmade cotton crafts of Pipili. The product is solely the innovation of Odisha and proves the skill of the workers who have the vision to develop the handicraft. Recently when India launched its Mangalyan there was the news that some of the vital instruments of Mangalyan was the contribution of the scholar scientist of Odisha. It is not a small thing. Behind Vigorous study there was the application of mind and the mind is enhanced with the skill of the persons in their respective field. In Odisha there are talent personalities who have been recognised because of their skill in drama, song, culture and film etc. But in comparison to the other states of Odisha, Odisha is lacking behind in the following fields;

- Poor economic growth
- Poor health care and mal-nutrition
- Not Self sufficiency in agriculture
- Poor Tourism
- Poor Industrialisation
- Large shortage of highly qualified Human Resources
- Poor Infrastructure
- Poor Conservation, Regeneration and Management
- Youths in Odisha are physically deprived, morally depressed, socially ridicule, economically dependent and psychologically frustrated
- Gender Inequality
- Lack of Open Source Software
- Improper Utilisation of Common Property Resources (CPRs)
- Perennial degradation and depletion of forest resources
- Escalating the productivity of water
- Gaps in Entrepreneurial Development congruence between people, ideas, government and financial systems
- Inadequate Development marketplaces
- Lack of Promotion in Private- Public Partnerships
- Corruption in transparency and accountability
- Inefficient Populist Measures which includes Aahar Yojana, Free Laptops to School Students, Free Cycle to College Students, Various BPL Schemes, Re 1/kg Rice, Ration Card Scheme

this respect Odisha is fortunate as because it has produced agriculturalist, it has produced eminent

- Red Tapeism in administration and political corruption
- Poor Quality of Power

Odisha accounts for 3.47 percent of the total population of country and the population density of the state is 269 as against the national average of 382 per sq km. The sex ratio of the state stands at 978 against the national ratio of 940. Taking into the urban sex ratio of Odisha it remains lower at 934 as against the rural sex ratio of 988. The total decadal growth is 13.97%. The literacy of Odisha has been increased from 63.08 to 73.45 as per the census 2011. The literacy rate of female in Odisha stands at 64.36 then male literacy rate 82.40. Odia is one of the oldest languages in the country having Sanskrit origin which is the predominant language spoken in the state and its outline tracts. It is spoken by about 84% of the people of Odisha and they also speak Hindi, Urdu, Bengali and Telugu. Although Odia is the official language of the state even then English is widely spoken and find place in the official language of the state. In comparison to the adjacent state like Andhra Pradesh, West Bengal, Bihar and Madhya Pradesh, Odisha possesses fewer cities of the country. The state has recorded forest area of about 58166.683 sq kms. According to the state of forest report 2009 published by the forest survey of India, the actual forest and tree covered is 53,290 sq kms. So while the recorded forest area constitutes about 37.34% of the total geographical area of the state, actual forest cover exists over only 31.38% of the geographical area and there is tree cover over 2.85% of the geographical area in the state. Therefore forest and tree cover constitutes 34.23% of geographical area. According to the state of the forest report,2009 published by the Forest Survey of India, there has been an increase in the forest cover in the state by 100 sq kms in comparison to state of the state of the Forest Report,2007. It has been attributed to both afforestation and protection of forest. In the forest area there are two national parks and 18 sanctuary have been set up. There has been wild life conservation in participation of the local people of Odisha. The state is endowed with large reserves of Bauxite, China Clay, Chromite, Coal, Dolomite, Fire Clay, Graphite, Gem Stones, Iron Ore, Lime Stone, Manganese Ore, Minerals Sand, Nickle Ore, Puirophyllite and Quartz. There is also diamond in the Dharam Bandh of Nuapada District of Odisha. Besides other minerals of the state includes Copper Ore, Lead Ore, Titanium, Soap Stones and Magnesia rocks. A details of mineral reserves is given in the tabular form below to understand the richness of Odisha. It is apparent to know the skilling Odisha it seems proper to know the sex ratio, literacy rate, male literacy, female literacy and population and decadal growth rate of Odisha, National Parks and Wild Life Sanctuaries and Mineral Reserves in Odisha which have been given in the table below:

SEX RATIO

State/ District Code	State/ District	Sex Ratio (No. of Females per 1000 Males) 2001			Sex Ratio (No. of Females per 1000 Males) 2011		
		Total	Rural	Urban	Total	Rural	Urban
1	2	3	4	5	6	7	8
21	Odisha	972	987	895	978	988	934
01	Bargarh	976	979	935	976	978	961
02	Jharsuguda	946	975	89	951	976	914
03	Sambalpur	969	987	923	973	985	944
04	Debagarh	980	986	911	976	979	933
05	Sundargarh	957	994	889	971	1004	913
06	Keonjhar	977	988	909	987	999	921
07	Mayurbhanj	980	986	895	1005	1010	955
08	Baleswar	953	957	920	957	957	957
09	Bhadrak	974	979	934	981	984	954
10	Kendrapara	1014	1018	948	1006	1010	952
11	Jagatsinghapur	963	984	787	967	975	900
12	Cuttack	938	964	874	955	945	982
13	Jajapur	972	975	905	972	974	946
14	Dhenkanal	961	967	899	947	951	917
15	Anugul	941	958	845	942	952	891
16	Nayagarh	938	939	912	916	916	918
17	Khordha	902	972	817	925	958	890
18	Puri	968	976	921	963	968	932
19	Ganjam	998	1011	939	981	994	934
20	Gajapati	1031	1036	991	1042	1047	1006
21	Kandhamal	1008	1014	928	1037	1043	982
22	Boudh	984	987	937	991	993	949
23	Subarnapur	966	969	927	959	960	943
24	Balangir	984	991	934	983	988	946
25	Nuapada	1007	1009	970	1020	1022	979
26	Kalahandi	1001	1007	930	1003	1008	953
27	Rayagada	1028	1038	968	1048	1064	967
28	Nabrangpur	991	995	928	1018	1020	988
29	Koraput	999	1009	950	1031	1044	970
30	Malkangiri	997	1002	935	1016	1022	948

LITERACY RATE

State/ District Code	State/ District	Literates (Persons) 2011		
		Total	Rural	Urban
1	2	3	4	5
21	Odisha	27,112,376	21,669,993	5,442,383
01	Bargarh	994,056	879,695	114,361
02	Jharsuguda	405,652	231,875	173,777
03	Sambalpur	716,410	478,196	238,214
04	Debagarh	199,877	183,301	16,576
05	Sundargarh	1,357,840	787,605	570,235
06	Keonjhar	1,069,023	895,252	173,771
07	Mayurbhanj	1,392,207	1,242,182	150,025
08	Baleswar	1,647,895	1,454,944	192,951
09	Bhadrak	1,106,962	975,418	131,544
10	Kendrapara	1,105,385	1,038,744	66,641
11	Jagatsinghapur	900,104	807,648	92,456
12	Cuttack	1,993,561	1,383,299	610,262
13	Jajapur	1,302,292	1,199,274	103,018
14	Dhenkanal	841,988	746,712	95,276
15	Anugul	889,122	728,347	160,775
16	Nayagarh	681,522	617,601	63,921
17	Khordha	1,771,198	868,256	905,942
18	Puri	1,309,170	1,094,584	214,586
19	Ganjam	2,244,408	1,659,800	584,608
20	Gajapati	267,697	217,835	49,862
21	Kandhamal	407,383	350,743	56,640
22	Boudh	276,122	259,955	16,167

23	Subarnapur	428,333	390,978	37,355
24	Balangir	944,254	795,185	149,069
25	Nuapada	303,559	279,552	24,007
26	Kalahandi	818,396	728,801	89,595
27	Rayagada	417,632	313,037	104,595
28	Nabrangpur	490,161	429,046	61,115
29	Koraput	579,203	415,850	163,353
30	Malkangiri	250,964	219,278	31,686

MALE LITERACY

State/ District Code	State/ District	Literates (Males) 2011		
		Total	Rural	Urban
1	2	3	4	5
21	Odisha	15,326,036	12,341,583	2,984,453
01	Bargarh	563,095	500,749	62,346
02	Jharsuguda	228,715	131,262	97,453
03	Sambalpur	401,084	271,053	130,031
04	Debagarh	113,907	104,800	9,107
05	Sundargarh	761,538	446,024	315,514
06	Keonjhar	616,025	517,171	98,854
07	Mayurbhanj	809,654	728,618	81,036
08	Baleswar	918,407	814,701	103,706
09	Bhadrak	601,565	530,040	71,525
10	Kendrapara	589,684	553,933	35,751
11	Jagatsinghapur	488,401	437,288	51,113
12	Cuttack	1,093,224	764,856	328,368
13	Jajapur	714,677	658,877	55,800
14	Dhenkanal	471,681	419,810	51,871
15	Anugul	502,837	412,862	89,975
16	Nayagarh	387,632	352,469	35,163
17	Khordha	972,327	476,715	495,612
18	Puri	716,143	600,491	115,652
19	Ganjam	1,283,157	960,653	322,504
20	Gajapati	157,330	130,316	27,014
21	Kandhamal	239,270	208,661	30,609
22	Boudh	161,440	152,469	8,971
23	Subarnapur	248,893	227,777	21,116
24	Balangir	559,065	476,677	82,388
25	Nuapada	184,049	170,734	13,315
26	Kalahandi	495,187	445,435	49,752
27	Rayagada	248,859	190,583	58,276
28	Nabrangpur	298,693	265,122	33,571
29	Koraput	348,447	258,634	89,813
30	Malkangiri	151,050	132,803	18,247

FEMALE LITERACY

State/ District Code	State/ District	Literates (Females) 2011		
		Total	Rural	Urban
1	2	3	4	5
21	Odisha	11,786,340	9,328,410	2,457,930
01	Bargarh	430,961	378,946	52,015
02	Jharsuguda	176,937	100,613	76,324
03	Sambalpur	315,326	207,143	108,183
04	Debagarh	85,970	78,501	7,469
05	Sundargarh	596,302	341,581	254,721
06	Keonjhar	452,998	378,081	74,917
07	Mayurbhanj	582,553	513,564	68,989
08	Baleswar	729,488	640,243	89,245
09	Bhadrak	505,397	445,378	60,019
10	Kendrapara	515,701	484,811	30,890
11	Jagatsinghapur	411,703	370,360	41,343

12	Cuttack	900,337	618,443	281,894
13	Jajapur	587,615	540,397	47,218
14	Dhenkanal	370,307	326,902	43,405
15	Anugul	386,285	315,485	70,800
16	Nayagarh	293,890	265,132	28,758
17	Khordha	798,871	388,541	410,330
18	Puri	593,027	494,093	98,934
19	Ganjam	961,251	699,147	262,104
20	Gajapati	110,367	87,519	22,848
21	Kandhamal	168,113	142,082	26,031
22	Boudh	114,682	107,486	7,196
23	Subarnapur	179,440	163,201	16,239
24	Balangir	385,189	318,508	66,681
25	Nuapada	119,510	108,818	10,692
26	Kalahandi	323,209	283,366	39,843
27	Rayagada	168,773	122,454	46,319
28	Nabrangpur	191,468	163,924	27,544
29	Koraput	230,756	157,216	73,540
30	Malkangiri	99,914	86,475	13,439

POPULATION AND DECADAL GROWTH RATE

State/ District Code	State/ District	Population 2011			Percentile Decadal Growth (Persons) 2001-2011		
		Total	Rural	Urban	Total	Rural	Urban
1	2	3	4	5	6	7	8
21	Odisha	41,947,358	34,951,234	6,996,124	13.97	11.71	26.80
01	Bargarh	1,478,833	1,329,125	1,329,125	9.84	6.95	44.59
02	Jharsuguda	579,499	348,339	348,339	12.56	5.89	24.36
03	Sambalpur	1,044,410	733,021	733,021	12.24	8.32	22.70
04	Debagarh	312,164	289,814	289,814	13.88	14.09	11.22
05	Sundargarh	2,080,664	1,342,031	1,342,031	13.66	11.70	17.39
06	Keonjhar	1,802,777	1,549,671	1,549,671	15.42	14.88	18.82
07	Mayurbhanj	2,513,895	2,321,091	2,321,091	13.06	12.25	23.83
08	Baleswar	2,317,419	2,064,357	2,064,357	14.47	14.42	14.84
09	Bhadrak	1,506,522	1,320,766	1,320,766	12.95	10.74	31.68
10	Kendrapara	1,439,891	1,356,351	1,356,351	10.59	10.46	12.68
11	Jagatsinghapur	1,136,604	1,020,710	1,020,710	7.44	7.06	10.96
12	Cuttack	2,618,708	1,886,926	1,886,926	11.87	11.02	14.14
13	Jajapur	1,826,275	1,691,264	1,691,264	12.43	9.02	85.00
14	Dhenkanal	1,192,948	1,075,714	1,075,714	11.82	10.45	26.17
15	Anugul	1,271,703	1,065,309	1,065,309	11.55	8.53	30.29
16	Nayagarh	962,215	882,489	882,489	11.30	6.65	115.09
17	Khordha	2,246,341	1,165,620	1,165,620	19.65	8.76	34.13
18	Puri	1,697,983	1,432,537	1,432,537	13.00	10.31	30.10
19	Ganjam	3,520,151	2,753,588	2,753,588	11.37	5.73	37.78
20	Gajapati	575,880	505,354	505,354	10.99	8.46	33.35
21	Kandhamal	731,952	659,788	659,788	12.92	9.22	63.66
22	Boudh	439,917	419,482	419,482	17.82	18.05	13.37
23	Subarnapur	652,107	602,175	602,175	20.35	20.01	24.62
24	Balangir	1,648,574	1,451,413	1,451,413	23.29	22.70	27.76
25	Nuapada	606,490	572,490	572,490	14.28	14.35	13.19
26	Kalahandi	1,573,054	1,451,130	1,451,130	17.79	17.47	21.66
27	Rayagada	961,959	814,203	814,203	15.74	13.76	28.03
28	Nabrangpur	1,218,762	1,131,057	1,131,057	18.81	17.03	47.98
29	Koraput	1,376,934	1,151,528	1,151,528	16.63	17.24	13.58
30	Malkangiri	612,727	563,891	563,891	21.53	20.08	41.08

NATIONAL PARKS AND WILDLIFE SANCTUARIES IN ODISHA

Sl. No.	Name of N.P & W.L.S	District	Area (km.sq)	Ideal Season For visit	Contact Officer
NATIONAL PARK					
1	Simlipal	Mayurbhanj	845.70	14 th Nov to 15 th June	Baripada: Field Director Simplipal Tiger Reserve, Phone-52593 (O) 60773 (R) Fax- (06792) 56705 DFO-51613(O), 52532(R) Jashipur: A.C.F. (Wildlife) Phone-52240
2	Bhitarkanika	Kendrapara	145.00	Round the year movement inside the sanctuary through water routes	Rajnagar: DFO: Mangrove Forest Division (W.L) Rajnagar Fax/Ph: (06729) 72460 (O) 72464 (R) Chandbali: A.C.F. (Wildlife) Ph. (06786) 20072
SANCTUARY					
1	Bhitarkanika	Kendrapara	672.00	Same as N.P	Same as National Park
2	Simplipal	Mayurbhanj	2200.00 Core:845.70 Buffer: 1924.30	Same as N.P	Same as National Park
3	Satkosia Gorge	Angul/Boudh/ Cuttack/ Nayagarh	795.52	Round the year	Angul, DFO(WL) Satkosia Ph-06762-30218 (O) 30219 (R)
4	Hadgarh	Keonjhar	191.06	October- March	Keonjhar, DFO (T) Ph: 06766-54315 (O) 55315 (R)
5	Nandankanan	Khurda	4.40	Round the Year	Director, Nandankanan Zoological Park, Ph: 515840 (O) 436573 (R)
6	Baisipalli	Nayagarh	168.35	October- March	Nayagarh, DFO (T) Ph. 06753-52226 (O) 52227 (R)
7	Kotagarh	Kondhmal	399.05	October- March	Phulbani, DFO, Baliguda Ph. 06846- 43249 (O) 43239 (R)
8	Chandaka-Dampara	Khurda/ Cuttack	175.79	Round the Year	Bhubaneswar, DFO Chandaka (WL) Ph. 472040 (O) 440168 (R)
9	Khalasuni	Sambalpur	116.00	October- March	Redhakhhol, DFO (T) Ph. 06644-53004 (O) 53005 (R)
10	Balukhand- Konark	Puri	71.72	October- March	Khurda, DFO, Puri (T) Ph. 06755-20539 (O) Fax/Ph. 20540 (R)
11	Kuldiha	Balasore	272.75	October- March	Baripada, DFO (T) Ph. 52613 (O) 52532
12	Debrigarh	Bargarh	346.91	October- March	Sambalpur, DFO Badrama (WL) Ph. 0663-402741 (O) 402729 (R)
13	Lakhari Valley	Gajapati	185.78	October- March	Paralakhemundi, DFO (T) Ph. 06824-22214 (O) 22204(R)
14	Chilika (Nalaban)	Puri	15.53	October-May Movement inside sanctuary through water route	Bhubaneswar, DFO Chilika (WL) Ph. 0674-470149 (O) or Balugaon (R.O)
15	Badrama	Sambalpur	304.03	October- March	Bamara, DFO (T) Ph. 06642-79211 (O) 79204 (R)
16	Sunabeda	Nuapada	500.00	October- Feb	Nuapada, DFO (WL) Ph. 06678-23372 (O) 23401
17	Karlapat	Kalahandi	147.66	October- Feb	Bhawanipatna, DFO (T) Fax/ Ph. 06670-30526 (O) 32626 (R)
18	Gahiramatha (Marine)	Kendrapara	1435.00	October- Feb	Same as Bhitarkanika

N.B.: DFO: Divisional Forest Officer
 C.F.: Conservator of Forests
 WL: Wildlife (T): Territorial
 R.O: Range Officer

Minerals Reserves in Odisha (By the end of 2009-10)
(in million tonne)

Minerals/Ores	Total Reserve	% of Total State Reserve of All Minerals
Bauxite	1805.72	2.41
China Clay	313.95	0.42
Chromite	170.39	0.23
Coal	65121.37	87.00
Dolomite	329.62	0.44
Fire Clay	175.46	0.23
Graphite	4.38	0.01
Iron Ore	5073.63	6.78
Lead & Zinc Ore (Base metal)	4.98	0.01
Limestone	1004.47	1.34
Manganese Ore	119.21	0.16
Heavy Mineral	226.00	0.30
Nickel Ore	174.48	0.23
Pyrophy Lite	8.33	0.01
Mineral Sand	226.00	0.30
Vanadium Ore	2.50	0.00
Quartz & Silica Sand	70.39	0.09
Tin Ore (tons)	347.56	0.46
Total	74830.88	100.00

Source: Directorate of Geology (Economic Survey 2010-11), Odisha

On assessment and analysis of the above table and facts narrated above the study intends to provide a frame work for analysing the government readiness towards the state. The readiness analysis has been drawn in two factors. One is push factors, the second is Pre requisites. Odisha is among the least developed states of India. It is because of the structural adjustments, competitive markets, regionalisation of economies, domestic reality which are the bigger turbulence for Odisha. The Government of Odisha needs to manage this transition in order to improve its services, reduce costs and embrace efficiency, accountability and transparency in its public delivery system. For managing these pressures the government departments of Odisha should require more participation, autonomy, information sharing and responsiveness of employees towards their stake holders. It is assumed that there may not be competition in the product or services market but there is competition in the labour market. It is a good initiative of the government of India to implement the Right to Information Act, 2005. At least the government employees are answerable to the public for their performance and actions. Despite there are 12 Cabinet Ministers and 14 Minister of State in Odisha at present, the level of performance seems to be low. This is because of the attributed to the lack of motivation among employees for which the final delivery suffers. The lack of ability to make adequate use of these established systems has been influenced on the final results of State Government Departments. The notable factor that affect the functioning is the influence of the political parties on the government departments. Ministers had the government department, and under them, are the secretaries, with additional secretaries and joint secretaries in the hierarchy. Because of tight political factors, the autonomy with these secretaries

required to bring in any change and transform the system the system is bare minimum. This results in lack of enthusiasm among the employees to think beyond the basic mundane routine task towards performance enhancement. Therefore it becomes critical in managing the cost efficiency of the government. So it is felt that by linking certain portion of the compensation to the productivity results, the costs can be managed sufficiently. All and above an opportunity should be created in the government departments for self review of their processes. This process will help the governments to find out the weaknesses in the performance of employees and provide them with training to harness the skills thereby the state government departments can analyse their existing systems, functioning, structural issues, culture and redesign systems by introducing new processes. On the whole it requires clear statement of goals and refine process of performance management to understand and resolve the environmental, organisational and individual issues. There is a huge pool of human resources in the government of Odisha but the department are facing a dearth of skill and talented people who are ready and committed to deliver the results. Again with no new recruitment taking place, the existing employees are overburden and frustrated because there is no extra rewards coming in for their performance. In ten organisational system of the government it is found there is lack of motivation and as a result of which there is lack of desire to deliver results. Therefore a culture of performance required to be developed by institutionalising reward system for extra ordinary performance and commitment. The Government Departments need to manage the employee costs and a proper distribution of reward which may help in bringing efficiency among the employees. Now the Odisha governments organisational

structure is too bureaucratic and hierarchical in nature. The Performance Recovery Programme System may help to redesign the structure so as to support the promotion of productivity and performance in the departments. Further the Odisha Government Department need to be focused and clear about their short term and long term targets. It has been examined that the five utilities department have their fixed short term and long term targets. At present in the Odisha Government appraisals are individual based, focusing on providing promotions to employees and increments based on pay grades. E. Deeming in its book *Out of Crisis*, 1986 has claimed that "this leads to a rise in unhealthy competition and lack of cooperation among employees ; this is most likely to happen when employees work together". In these cases, individual oriented rewards act as a barrier in building cohesiveness within the term. Accomplishing tasks in the department demand team sharing . Unhealthy competition acts as a barrier, and negatively affects the departmental performance. It is therefore expected that the perceived procedural justice may help in reducing appraisal politics. The Odisha Government is having a huge body of employees working in several departments of the ministry. Though after Odisha is a independent state w.e.f 1st April, 1936. Even then the Odisha Government Administrative structure is based on the British Administrative System. The bureaucratic system of Odisha form over the years is on the Royal Royee Bullock Cart system which provide support for delivering public services to people has created a bottleneck in the growth of the state. This is because of the lack of the adaptability of the system to the transition taking place in the economy. It has become complacent and non performing, inspite of there are best talents in the administration of Odisha. The system suffers due to lack of

transparency and information sharing, non productive organisational climate and culture, lack of freedom to employee for planning their own work and due to the fact that this has been trapped within the functioning of the peoples representative in power. There is non motivation for employee to perform by tapping their hidden talent including the age old rudimentary systems and the lack of desire to perform lead to poor performance in the government. So far the topic is concerned there is the need for a proper planning of Skilling Odisha relating to natural calamities industrialisation, building of an Educational Atmosphere, poor management of ecosystem , upbringing of "Gel" Hydroponics, Agro Base technologies, Entrepreneurial Development, Natural Resources, Mineral Resources, Agricultural Resources, Biological Resources and Human Resources. Enactment of a gender equality act, four line high ways and new railway infrastructure, Vocational Training Campaign, Network of Irrigation. In formulating plan and implementation it is the government to provide a climate of openness, information sharing and trust. There should be proper communication system be developed where employees needs to be told about the planned objectives of their respective departments and their role in the achievement of those goals. There should be absolute clarity about their contribution towards the departmental startegies. The employees should be given complete autonomy to work and held accountable for the delivery of the desire results within a set period. For this the government of Odisha should develop a robust performance management system otherwise the performance cannot be measured perfectly. In the opinion of this author by implementing all these programme, a skilling Odisha or an another Odisha is possible.

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