



An Individual Assignment

Module # 02

National Industrial Policy-2016

On

Skills Development – Bangladesh perspective

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ABBREVIATIONS/ACRONYMS

ADC (G)	Additional Deputy Commissioner (General)
APA	Annual Performance Agreement
BBA	Bangladesh Bureau of Statistics
BIM	Bangladesh Institute of Management
BITAC	Bangladesh Institute of Technical Assistance Centre
BM	Business and Management
BPATC	Bangladesh Public Administration Training Centre
BSCIC	Bangladesh Small and Cottage Industries Corporation
CBT&A	Competency Based Training & Assessment
CEO	Chief Executive Officer
FDI	Foreign Direct Investment
GDP	Gross Domestic Product
GI	Geographical Indication
HSC	Higher Secondary Certificate
ICT	Information and Communication Technology
IT	Information and Technology
ISC	Industry Skill Councils
MOI	Ministry of Industry
MOLE	Ministry of Labour and Employment
NCID	National Council of Industrial Development
NDC	Nazareth Deputy Collector
NIP	National Industry Policy
NPO	National Productivity Organization

NSDC	National Skills Development Council
NTVQF	National Technical and Vocational Qualification Framework
RMG	Readymade Garments
SDG	Sustainable Development Goal
SME	Small and Medium Enterprise
SSC	Senior Staff Course
SSC	Secondary School Certificate
UN	United Nations

Executive Summery

Government has created a vision to develop Bangladesh as a middle income country by 2021 and developed country by 2041. To achieve the visions and goals Bangladesh Government has announced recently a comprehensive industrial policy-2016. The propose policy main objective is economic growth through rapid industrialization of the country. The basis of such rapid industrialization would be through public and private sector initiatives to need skill develop all employees through varieties activities.

Many provisions of the recent industrial policy 2016 are common to that of 2010 and others industrial policy respectively, especially in regards to skills development. This policy review paper identifies few improvements in the current industrial policy over the last policy 2010. Moreover, higher emphasis has been given on skill development. Special attention has also been given to garments sector which was absent in previous policies.

For planned industrial development in the country and to realize a sustainable industrial growth, high priority sector, creative industry and other industries have been defined, protection of intellectual property rights, industrial pollution management, effective skill development programmed, practical policy and strategic facility to develop a strong private sector have been envisaged in the policy.

This paper also identifies that access to finance for effective training programme have become more encouraged than ever due to new extended definition of industries that gives additional opportunity to the established and upcoming effective training programmed to access finance at ease than before.

This policy emphasizes on information, communication and technology (ICT) and skill development. It is essential for developing industrialization for economic growth.

Chapter I

Introduction

1.1 Background and context

Government has created a vision to develop Bangladesh as a middle income country by 2021 and develop country by 2041. To achieve the visions and goals Bangladesh Government has announced recently a comprehensive industrial policy-2016. The propose policy main objective is economic growth through rapid industrialization of the country. The basis of such rapid industrialization would be through public and private sector initiatives to need skill develop all employees through varieties activities.

The industrial policy of any country provides the overall dynamic direction towards getting growth and development in the industrial sector. The policy direction plays a very vital role in devising strategies, plans and strategies for implementing sustainable industrial development initiatives for a country.

Bangladesh Government has undertaken a vision to take Bangladesh into middle income country by 2021. To attain this end, Government has been considering industrialization as the most important tool to promote expected economic development. Accordingly, Bangladesh has adopted the national industrial policy (NIP) in 2016. The ownership of this policy rests with the Ministry of industry (MOI). The current NIP document is an outcome of a combination of a top down & bottom up approach.

1.2 Examine the strategy of NIP

The National Industrial Policy (NIP) is a comprehensive and self-contained statement of policy in the industrial sector. The NIP 2016 of Bangladesh seeks to achieve development through developing socio-economic conditions of the people by ensuring massive employment and steady growth of industries under coordinated efforts of government and private sector. Private sector has been considered as a main force to that end. Effective skill development are given priority.

1.3 Policy Goals

- a) To develop the socio-economic condition of the people of Bangladesh through industrialization and employment generation.
- b) To grow the contribution of industry to GDP from 29 percent to 35 percent and contribution of the labor force to GDP from 18 percent to 25 percent by 2021 to implement the development agenda of the government.
- c) To achieve inclusive growth through employment generation.

1.4 Policy Objectives

- 1. To develop a vibrant and dynamic private sector to realize industrial (goods and services) growth while the government will assist and play the role of the monitor to enhance the efficiency and dynamics of the private sectors;
- 2. To create entrepreneurship through preserving the interest, developing and flourishing domestic industries;
- 3. To create a favorable environment to develop small, medium and cottage industry as the driving force of the industrialization;
- 4. To establish export-oriented industry and diversification;
- 5. Development and maximum usage of area based agriculture, forestry, animal, natural, sea resources.
- 6. To increase the production, quality of the product and marketing capacity of the cottage, small and medium industries. To develop area based eco-friendly industries to preserve local skills by upholding national identity and tradition.
- 7. Regional integration through ICT to improve the competitiveness of the domestic industries in overall economic development.
- 8. Ensuring the quality control and promotion of export growth of the industrial product.
- 9. Encouraging FDI and providing all kind of support to attract FDI.
- 10. Encouraging women entrepreneur's in industrialization.

1.5 Policy Strategies

- 1. Formulating a time bound action plan of the Industrial Policy-2016 to build up a dynamic and efficient industry and service sector;**
- 2. Industrialization by prioritizing backward industrial areas and labor intensive industries;**
- 3. Ensuring quality waste management, healthy security working environment and monitoring the situation.**
- 4. Formulating policy to establish industry cluster and region wise industrialization for efficient utilization of domestic resources and potentials;**
- 5. Enhancing accreditation capacity of the laboratories and strengthening export related institutions to expand the export market and export product diversification;**
- 6. Ensuring proper application of information technology for industrial capacity building and skill development;**
- 7. Amending the existing rules, regulations, and laws to attract the investors from home and abroad;**
- 8. Active participation of all the ministries, department and division in bilateral, regional and multilateral trade agreement and investment issues;**
- 9. Relaxing the rules, regulations and law to increase women entrepreneur's participation in business;**
- 10. Providing supports and incentives to the hand loom, cottage, small and medium industries at a larger scale based on the homegrown tradition and culture;**
- 11. Identifying the PPP sectors and effective coordination in the industrialization process;**
- 12. Formulating specific action plan to develop necessary entrepreneurs and skilled manpower.**

1.6 Objective of the study

The National Industrial Policy-2016 of Bangladesh is undertaken recently. The policy has clear mandate with a broad-based vision for rapid industrialization. The policy include target-oriented action plan. The industrial policy envisages an increase in the industry sector's share in GDP to 35 percent by 2021 from the present, and seek to raise the proportion of the workforce employed in industry to 25 percent of the country's total labour force by 2021 from 18 percent now. My main focus in this paper is skills development as enunciated in the policy. I review and identify what weaknesses and strengths of this policy regarding skills development?

1.7 Planned time

As in the NIP 2016 sets its target to develop Bangladesh as a middle-income country by 2021, for that reason, the implementation time limit of the actions highlighted in the policy will end by 2021.

1.8 Regarding resources

The NIP 2016 has identified 44 activities in the action plan to implement. The implementation responsibility has been given to the concerned ministries/divisions/departments as entity. Private sector is to play an important role to implement the policy. Resource mobilization such as financial, technical and human resources for implementation of the activities would come from Government as well as private sector entities.

1.9 Purpose of the paper

In this paper, an attempt is made to briefly highlight major area of national industrial policy 2016 and investigate how comprehensively this policy addresses skill development issues. Hence the objectives set for this paper are:

- a) To increase the production, quality of the product and marketing capacity of the cottage, small and medium industries. To develop area based eco-friendly industries to preserve local skills by upholding national identity and tradition.
- b) Regional integration through ICT to improve the competitiveness of the domestic industries in overall economic development.
- c) Ensuring the quality control and promotion of export growth of the industrial product.

1.10 Scope

The scope of this policy evaluation report will be limited to NIP 2016 of Bangladesh. Due to time constrain this policy will be confined specifically within skill development related objective (objective no. 6) and relevant policy interventions highlighted in the policy document.

1.11 Limitations of the study

In any study/evaluation with financial resources and time, boundaries have to be set. This evaluation report therefore has some limitations which are as follows:

- a) As there are ten objectives in the policy, the evaluation is limited to one objective (objective-6) only to make it manageable.
- b) Key informants Interview is carried out with three organization only.
- c) No formal survey is carried out in the field level to know the impact of the current policy due to time constrain. Addition, the NIP 2016 published only recently which does not justify such an early impact evaluation.

Chapter Outline:

Background and context, Examine the strategy of NIP, Policy Goals, Policy Objectives, Policy Strategies, Objective of the study, Planned time, Regarding resources, Purpose of the paper, Scope and Limitations of the study were discussed in the Chapter I.

Chapter II

Evaluation Methodology/Approach

The methodology used in conducting any research/evaluation is very important and deserves attentive consideration. The writer followed the underlying steps carefully in conducting this evaluation.

2.1 data collection process

After the decision from the course management on policy selection, the writer spent time during different stages soft evaluation started from the beginning with the Group Mentor to get guideline on how to proceed with the work.

2.1.1 Questionnaire preparation

At the beginning, the writer decided to conduct interviews from MOI, MOLE, NSDC, BSCIS Industrialists Association, District Chamber of Commerce and Industry, Feni to gather key information's. They are the relevant organizations. Pre-structured questionnaire was prepared to key information's opinion/comments on the current Industrial Policy in general and skill development in particular. The questionnaire prepared for this evaluation is a mixed type questionnaire (Closed-ended and open-ended questions together).

2.2 Literature review

The objective of a literature review was to get ideas about key issues related to industrial policy in general and skill development participation in industrialization development in particular and to give the researcher more insight about proposed evaluation.

Literature for this evaluation was mainly collected from library and from internet. The library of Bangladesh Public Administration Centre (BPATC) and Ministry of Industries were used for literature collection and review. The internet facilities in BPATC were intensively used to collect literature and required information.

2.3 Approach of Analysis

Evaluation was carried out through in-depth study of the policy document, literature review, informal discussion and interview with key informants. Informal discussion was made during field attachment with one industry owner in Fein District (Jamuna Group). Interviews with key informants were taken senior secretary, Joint secretary and senior assistant secretary of the Ministry of Industry and two interviews from NSDC. The BSCIS Industrialists Association, District Chamber of Commerce and Industry, Fein was also interviewed as key informants. In the closed-ended questions, the researcher used mainly nominal measurement type scale as all qualities measurements are one of nominal like 'yes' or 'no' types. The response categories for open-ended questions consisted of only one or more blank spaces where the respondent wrote his or her response.

Chapter Outline:

Data collection process, Questionnaire preparation, Literature review and Approach of Analysis were discussed in the Chapter II.

Chapter III

Evaluation Findings

3.1 Short review of the policy

The National Industrial Policy-2016 of Bangladesh is undertaken recently. The policy has clear mandate with a broad-based vision for rapid industrialization. The policy include target-oriented action plan. The industrial policy envisages an increase in the industry sector's share in GDP to 35 percent by 2021 from the present, and seek to raise the proportion of the workforce employed in industry to 25 percent of the country's total labour force by 2021 from 18 percent now.

To ensure the growth and expansion of the industrial sectors, the new policy makes available adequate opportunities for establishing both import-substituting industries that will cater for the domestic market and expanding and developing export-oriented ones.

The policy gives priority to providing the industrial sector with adequate facilities of electricity, gas and water, and other physical infrastructure like road, rail transport and telecommunications. Agro-based, food processing, and labor-intensive industries will receive priorities in matters of getting financial and other incentives. Attempts will be taken to raise investment in the tourism industry and raise its efficiency. The policy puts emphasis on the development of small, medium and cottage industries, including giving encouragements to women entrepreneur's participation to boost economic growth through creating more employments.

The NIP 2016 has also brought an improvement over the industrial policy 2016 by changing the order of chapter and the number of working population engaged in the industries, investment incentive etc. The changes brought in the NIP 2016 are:

- a) Change in size of definition and replacement cost of industries.
- b) Emphasis on increasing the quality of product.
- c) In NIP 2016 the number of 'Service Industries' has been added to 35 from 31 in the NIP 2010.
- d) Increased investment incentives.

- e) In NIP 2016, the number of 'Thrust Sector Industries' has been reduced to 23 from 32 of the NIP 2016.
- f) Incentives will be provided to import-replaceable industries capable of producing international standard and cost-effective quality products.
- g) Women entrepreneur's participation in industrial development will be one of the leading forces of growth.

The NIP 2016 also added few new areas which are as follows:

- a) 7 high priority sectors.
- b) Increasing government support for the establishment of the Green industry.
- c) These industries shall be eligible for especial fiscal incentives, tax exemption, avoidance of double taxation, etc.
- d) Initiation of preparing a Database of Geographical Indication (GI) and traditional knowledge.
- e) Time Bound Action Plan for Industrial Policy Implementation has been added in NIP 2016.
- f) According to the NIP 2016 High Priority Sector Industries are industries which have high growth potential.
- g) Export Oriented Industries in Priority Sector will get special facilities and Risk Funding (Venture Capital).
- h) Sponsoring Authority.
- i) 'Creative industry' which refer to the production of creative products such as advertising, film and video, media, art and antique, fashion design, music etc.

During the key informant's interview, the response given by the respondents are shown in Table-1 on the question whether the respondents agree that the NIP 2016 policy is a forwarded looking policy or not.

Table 1: Response of key informants whether the NIP 2016 policy is a forward looking policy or not.

SL No of the respondents	Would you like to indicate that NIP 2016 is a forward looking policy or not?	
	Yes, I do agree	No, I do not agree
1	✓	
2	✓	
3	✓	
4	✓	
5	✓	

As per Table-1, it is observed that hundred percent of the respondents believe that the policy is a forward looking policy. While asking the reasons for such agreement, most of them indicated that this policy has brought some improvement over the previous policy as well as new dimension has also been added to that. Moreover five respondents indicated that this policy added a time bound action plan which made this policy a forward looking and unique one. The in-depth study of the NIP 2016 by the writer also endorses the above views which have been highlighted in the previous paragraph. While the informants were asked to indicate the major shift of the current policy from the previous one, all respondents indicated that inclusion of a very specific time bound action plan which is prepared with 47 concern ministries/division/departments and other relevant organizations from public and private sector with the NIP is the shift. They expect that this effort will help to achieve the goals and objectives of the policy.

One of the respondents also highlighted that the inclusion of RMG sector in the policy as a good shift from the 2010 and 2005 NIP. Moreover, he also indicated that classification of industries in NIP 2016 which is different from NIP 2010 is a major shift.

Another strategies of the NIP-2016 during the key informant's interview, the response given by the respondents are shown in Table-2 on the question whether the respondents agree that the NIP 2016 policy is support sufficient training facilities will be established to train up the workers of the high priority sectors along with readymade garments or not.

Table 2: Response of key informants whether the NIP 2016 policy support sufficient training facilities will be established to train up the workers of the high priority sectors along with readymade garments or not.

SL No of the respondents	Would you like to indicate that NIP 2016 support sufficient training facilities will be established to train up the workers of the high priority sectors along with readymade garments or Not?	
	Yes, I do agree	No, I do not agree
1	✓	
2	✓	
3	✓	
4	✓	
5		✓

It is observed from Table-2 that 80 percent of the respondent believes that the current policy support sufficient training facilities will be established to train up the workers of the high priority sectors along with readymade garments. Only 20 percent respondent will not agree such high priority sectors. So this policy support to the high priority of training programs. New policy has safe guard for skill development. Due to appropriate definition, different incentive and benefit declared in the policy will be the established and upcoming training programs.

3.2 Encouraging skills development in the industrial policy 2016

- a) A data base named Skilled Labor: Supply and Demand will be developed to meet the demand for labor in the domestic and international market. The managers, planners and industries of private and public sectors would have access to the database.**
- b) Sufficient training facilities will be established to train up the workers of the high priority sectors along with readymade garments.**
- c) Successful entrepreneurs would be given social and national recognition to facilitate entrepreneurship.**
- d) A short, medium and long-term action plan will be formulated to enhance the industrial management capacity.**
- e) Training for the private sector professional's under corporate leadership will be appreciated.**
- f) Workers of the labor intensive industries (building infrastructure, welding, packaging, cleaning, transport, etc.) will be provided training. Apprenticeship activities in the industries will be strengthened.**
- g) An institutional framework will be developed to ease the process of job searching and hiring procedure for the skilled workers of the industries.**

competency standards and that students only receive NTVQF qualifications if they are assessed as competent.

- d. All instructors and trainers will be provided with adequate training so they can develop and implement CBT&A programs. Considerable investments will also be made to upgrade the facilities and equipment of select training institutes so they can deliver the new industry endorsed qualifications.
- e. The impact of CBT&A will be closely monitored to ensure the opportunities for skills development available to industry and learners are not adversely affected due to additional costs.

3.5 Industry Training & Workforce Development

For Bangladesh to prosper in the future, employers and workers must become more actively involved in skills development. New and upgraded workplace skills are required for enterprises to retain their workers and remain competitive. Higher and new skills also support improved employability for workers, better career paths and higher income.

Key industries, such as agriculture, Ministry of Labour and Employment, IT and manufacturing, including garments, textiles and other manufacturing sectors, are currently constrained by the lack of skills and face reduced growth in the future due to growing demand for skills. New skill demands are also expected to arise from environmental issues and climate change.

- a) To support employment growth and skills development in the workplace and along industry value chains, government will:
- b) Promote a positive lifelong learning culture in companies through a strong and consistent policy framework;
- c) Encourage enterprises to train their workforce as part of business development, with particular attention paid to occupational health and safety, and skills upgrading in SMEs and of low-skilled workers;
- d) Strengthen the quality assurance of training and certification of skills obtained, so that skills, including those acquired through informal and on-the-job learning, become nationally recognized and are transferable;
- e) Explore a range of mechanisms, include financial incentives, to encourage and enable enterprises to train their workforce as part of business development, with particular focus on SME and low-skilled workers;

competency standards and that students only receive NTVQF qualifications if they are assessed as competent.

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- d) Strengthen the quality assurance of training and certification of skills obtained, so that skills, including those acquired through informal and on-the-job learning, become nationally recognized and are transferable;
- e) Explore a range of mechanisms, include financial incentives, to encourage and enable enterprises to train their workforce as part of business development, with particular focus on SME and low-skilled workers;

- f) Establish a national Human Resources Development fund to provide additional funding for industry training initiatives;
- g) Reinforce international labour standards, especially those which provide freedom of association, the right to collective bargaining and gender equality in the workplace;
- h) Support social dialogue on skills development at the enterprise, sectoral, national and regional levels, particularly through establishment of industry skill committees and including national and regional industry representatives on the NSDC;
- i) Promote public private partnerships which add value to meeting skills development needs of enterprises and workers;
- j) Encourage private and public employers to adopt best practices in human resources development, including the recognition of prior learning (RPL); and
- k) Encourage multinational enterprises to provide training for all of their staff to meet company needs and contribute to the development of human capital in the country.

3.6 Financing

Skills development brings returns to individuals, enterprises and society as a whole. Therefore all stakeholders, including government, public and private enterprises, and individuals as direct beneficiaries, should contribute to the national investment in education and skills training.

To build a strong foundation for skills development the government and its partners will introduce a new funding framework that will be based on three fundamental pillars:

- a) Reducing Poverty by providing increased public funding of skills training for disadvantaged groups;
- b) Improving the efficiency of institutions which receive public funding by creating incentives for results and quality; and
- c) Strengthening partnerships with the private sector so they increase their role in the governance, financing and delivery of skills training;

3.7 Relevance of the new policy

In order for achieving sustainable economic development, the current industrial policy-2016 has been encouraging labor intensive women enterprise as well as the private sector. From the previous discussion, it is clearly observed that the NIP 2016 is a policy that gives a vital sense of direction of women participation industrialization sector in the country. The government feel the need for developing this sector long time ago. The past National industrial policies and subsequent National Industrial Policy 2016 gave the policy direction towards development of this sector. The current policy gives the direction with the high emphasis keeping the previous guideline in mind, one can see that the industrial policy 2016 has been gradually seeing improvement over the previous policies. Moreover, the specific activities/action included in the action plan made this policy highly relevant in relation to achieve the skills development.

3.8 Efficiency

The Policy adopted well-convinced medium-and long-term measures for the development of the industrial sector and to devise workable and efficient institutional arrangements for expanding industrial activities and a mechanism to monitor the progress in the implementation of industrial sector projects.

The Ministry of Industries shall be the focal point for the promotion of industrial activity. The National Skills Development Council (NSDC) shall be the main agency to coordination and develop varieties training programs.

The Policy seeks to make the programs of different training institutes under different ministries engaged in human resource development more dynamic and effective. The main responsible for coordinator and curriculum develop National Skills Development Council. The training institutes named in the policy are Bangladesh Institute of Management (BIM); Bangladesh Institute of Technical Assistance Centre (BITAC); National Productivity Organization (NPO); Small and Cottage Industry Training Institute (SCITI); National Technical and Vocational Qualification Framework (NTVQF); Industry Skill Councils (ISCs), etc.

To manage the implementation of the NIP 2016, a Research, Monitor and Data Cell will be established at the MOI. It is expected that this cell will be monitor implementation of the Industrial Policy, collect and analyze data and put policy recommendations for the acceleration of industrialization process in the country.

Moreover Programs and action plans of various private sector organizations shall be utilized for effective implementation of the 2016 industrial policy.

3.9 Partnership and Cooperation:

The industrial policy 2016 cross cuts many areas of other ministries. As the National Industrial policy 2016 is made in consultation with the relevant ministers/division and other related organization, it is expected that implementation would be bit easier than before. Specifically the action plan of the policy would support the implementation. The overall coordination of the NIP 2016 rests with the ministry of industries. According to the action plan, implementations of the actions are the responsibility of the concerned ministry/organizations.

A national committee has been set to as per the policy known as the national council for industrial development (NCID) with prime minister in the chair. NCID undertakes various development aiming at establishing countrywide small, medium and heavy industries at a massive scale. An executive committee of the NCID has also been formed to monitor strict compliance of the industrial policy together with the protection of environment and advice solutions in case of any problem. Probe into complaints/allegations and if necessary, recommended action against concerns if found negligence or indifference of any sort in abiding by the directives.

It is expected that the private sector involvement especially chamber of commerce, industries, NSDC and other trade bodies in making of the policy, will ensure their support in policy implementation.

3.10 Challenges of the policy

- 1. Implementation of 44 action plan.**
- 2. Skills Labour force.**
- 3. Shortage of machineries parts.**
- 4. Lack of coordination.**
- 5. Lack of infrastructure.**
- 6. Shortage of land.**
- 7. Industry Training and Workforce Development.**
- 8. Establish a national Human Resources Development fund.**
- 9. Support social dialogue on skills developments and financing.**

3.11 Impact of the policy

The policy intervention highlighted in the NIP in 2016 is expected to create a conducive environment for the women entrepreneur's participation in industrialization. Growth of women managed enterprises in rural areas will reduce the pressure of migration to urban areas. This will bring huge positive impact on the rural economy.

The policy puts emphasis on total development of the industrial sector – cottage, micro, small, medium and large industries including special encouragements to the women entrepreneurs. The policy is also giving emphasis to boost economic growth through creating more jobs. It is expected that women folk will get benefit out of the policy intervention through their involvement in the economic activities. This will bring in a positive change.

Despite of the above positive impact of the NIP on women entrepreneur's participation in industrialization, a big concern remains in the National industrial policy which is extended definition of the industries category. According to the new definition any establishment with fixed cost without establishment is 7.5 million to 160 million will fall into the small industry category which was 5 million to 100 million in industrial policy 2010. Similar base of all categories of industries has been increased in the new policy. But if we calculate the inflation and growth in the economy of Bangladesh of the last five years, it does not support the 50% increase of the base investment. It is also applicable to the other major categories i.e. medium and large size industries. It will ultimately shift the full structure of the industries. As a result, the micro and small segments will remain as the missing middle though this segment is considered as the leading force for the economy in the new policy. This will bring negative impact on achieving the policy goals.

3.12 Sustainability of the policy

If the policy implementation is successful then the benefit acquired from such industrialization would ensure better life for the people and will lead to ensure a socially just, economically viable, and environmentally sound development of the country. As said previously, the successful implementation of the policy by 2021 would lead Bangladesh towards a middle income country.

Chapter Outline:

Short review of the policy, Encouraging skills development in the industrial policy 2016, The Bangladesh NTVQF, Industry Sector Standards and Qualifications Structure, Industry Training & Workforce Development, Financing, Relevance of the new policy, Efficiency, Partnership and Cooperation, Challenges of the policy, Impact of the policy and Sustainability of the policy were discussed in the Chapter III.

Chapter IV

Conclusion

As the steady growth experience of the industrial sector over the last four decades, the target of raising the industrial sector's share to 35 percent of GDP by 2021 may a bit ambitious but not unexpected. Our recent experience shows that continuous economic growth over 6 percent in our economy and as well as government's clears intention to move towards industrialization for the last couple of years, will not be impossible to achieve the goals and objectives of the industrial policy 2016. In Bangladesh, many government Ministries and agencies deliver formal and non-formal skills training in the context of industry and community development. Many private training organizations, NGOs and donors also deliver skills training, both formal and informal. Skills training also occurs on-and-off the job in enterprises, and as pre-departure training for expatriate workers.

After Interviews, field studying and over viewing the policy I have found that this policy has brought some important changes over the previous policy as well as new dimension. Action plan has made this policy a forward looking and unique one. While the informants were asked to indicate the major shift of the current policy from the previous one. All respondents indicated to include a very specific time bound in the action plan which is prepared by 47 concern ministries, division, departments and relevant organizations from public and private sector. We expect that this effort will help to achieve the goals and especially my objective of the policy. I believe that sufficient training facilities will be provided to train up the workers of the high priority sectors along with readymade garments according to the current policy.

But I have also found some challenges of this policy. First of all, the implementation of the policy is very difficult because of lack of coordination between the relevant ministries division and organizations. Moreover, there is shortage of machineries parts, land and fund etc.

4.1 Recommendations

On the basis of the foregoing discussion and conclusion of the policy review, the following recommendations are made:

- 1. Ensure implementation of 44 action plan.**
- 2. To need skills Labour force.**
- 3. Ensure machineries parts.**
- 4. Improve skill manpower to make ensure coordination of different Ministries/Division/Organizations.**
- 5. Develop infrastructure.**
- 6. Manage land and use best.**
- 7. Ensure Industry Training and Workforce Development.**
- 8. Establish a national Human Resources Development fund.**
- 9. To need Social Dialogue for skill development.**
- 10. To ensure Fund and best management.**

4.2 Lesson Learnt

In making of the National Industrial Policy 2016 effective, participation of relevant partners from different sectors was ensured. This was an encouraging steps by the Ministry of industries to involve the stakeholders. However, key industries, such as Ministry of Labour and Employment, ICT and manufacturing, including garments, textiles and other manufacturing sectors, are currently constrained by the lack of skills and face reduced growth in the future due to growing demand for skills. New skill demands are also expected to arise from environmental issues and climate change.

While devising the policy instruments, it is necessary to consider gaps or weaknesses of the instrument. Each and every wording of an instrument must be given proper attention. Otherwise, the unintentional outcome of such policy may override the benefit that the policy would acquire.

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- Chamber of Commerce and Industry, Feni.**

Annexes-1

Previous Industrial Policy

- 1. Industrial Investment Policy 1973**
- 2. Revised Investment Policy 1975**
- 3. Industrial Policy 1982**
- 4. Industrial Policy 1986**
- 5. Industrial Policy 1991**
- 6. Industrial Policy 1992 (Revised)**
- 7. Industrial Policy 1999**
- 8. Industrial Policy 2005**
- 9. National Industrial Policy 2010**

National Industrial Policy 2016: Basic Documents

- 1. Election Manifesto of 10th National Parliament**
- 2. Perspective Plan: 2010-2021**
- 3. Evaluation of 6th Five Year Plan 2011-2015**
- 4. 7th five year plan 2016-2021**
- 5. 4th Istanbul Plan of Action 2011-2020**
- 6. UN Sustainable Development Goals 2015-2030**

Long term planning of the Government is based on the following:

- 1. Vision 2021**
- 2. SDG (2015-2030)**
- 3. APA with Ministries and PM**
- 4. Vision 2041**
- 5. Delta Plan**

Regarding Policy Evaluation Paper

‘Bangladesh National Industrial Policy 2016: Furthering scope for skill development-An examination of the policy’.

Policy Evaluation Paper writing

On

Skill Development

As a requirement of Senior Staff Course of Bangladesh Public Administration Training Centre (BPATC)

(78th Senior Staff Course, BPATC, Bangladesh)

Questionnaire/Checklist for Collecting Information from the Key Stakeholders on Issues Regarding to Industrial Policy 2016 furthering scope for skill development-An examination of the policy.

The Senior Staff Course is one of the core courses of Bangladesh Public Administration Training Centre aimed at providing insights to the dynamics of social-cultural, economic, political and natural environmental aspects of Bangladesh and the globe which shape the pathways of development. This helps the participants like me to better understand the pathways of development and contribute to the development of the country. Under module-2 of the course, the writing policyevaluation report is a mandatory requirement for the participants. I have been assigned to evaluate policies and strategies related to Furthering scope for skill development-An examination of the policy.

I have taken the Key Informants Interview, Stakeholder Survey as part of the initiative. Through this activity, I have collected data on the challenges of setting/expanding industries in Bangladesh, identified policy's gaps, priorities, issues of implementation, incentive packages that are available and the impacts/effectiveness/efficiency of the policies and strategies, among others. If not directly beneficial to you as an individual at present, this initiative may lead to guide future policy in the industrial sector. I assure you that I am

committed to treat your information as highly confidential. Also be assured that, highest ethical standard will be maintained during this process.

Approximately two hour will be spent to collect information on this questionnaire. If you agree to participate in the process, only then I will start collecting information. You may opt out from the process, if you don't agree. For this, you will not be excluded from any opportunities or benefits from the government or from any corner. You may also refrain from providing information at any point of data collection process.

Thank you for your cooperation.

Md Shahjahan Miah

Joint Secretary

Ministry of Labour and Employment & participant of 78th SSC

Phone: 9575587

Respondent's Name :

Designation :

Organization :

Date of interview :

Number of interviewee :

1. Would you like to indicate National Industrial Policy 2016 of Bangladesh as a forward looking policy? (Please tick in the relevant Box below)

1.1: Yes ☐

1.2: No ☐

Please provide reasons in support of your response given in question number 1 above:

1	
2	
3	

2. According to your judgement, Please indicate below the major thrust areas of the Industrial Policy 2016, (You may indicate multiple to priority)

2.1:

2.2:

2.3:

3. Please indicate the major shift of the current Policy from the previous one especially furthering scope for Skill Development?

3.1:

3.2:

3.3:

4. According to your judgement, what are the major challenges faced for Skill Development? (You may indicate multiple responses below)

1	
2	
3	

5. Do you think that those challenges indicated in the Box in question no 3 have been effectively addressed in the Industrial Policy 2016?

5.1: Yes

☐

5.2: No

☐

6. If the answer of question 5 is 'No', please specify the gaps in your opinion (You may indicate multiple responses below)

1	
2	
3	

7. If Bangladesh attains the status of middle income country, some benefit/access provisions as LDC may dry up. How this policy would address this challenge?

1	
2	
3	

8. What are the challenges that the industrial sector is facing in accommodating environment and climate change concern? (You may provide multiple response)

1	
2	
3	

9. Do you think that the investment as well as incentive are adequate in the policy?

9.1: Yes

9.2: No

10. If answer is 'No' what else are needed?

	Investments	Incentives
1		
2		
3		

11. Would you have any further comments on the issue including potential impacts of the policies, please insert the below.

Thank you for your cooperation and time.

Key informants:

- 1. Senior Secretary, Ministry of Industry.**
- 2. Secretary, Ministry of Labour and Employment.**
- 3. Chief Executive Officer, National Skills Development Council, Dhaka**
- 4. Joint Secretary, Ministry of Industry.**
- 5. Senior Assistant Secretary, Ministry of Industry.**
- 6. District Administration, Feni.**
- 7. District Chamber of Commerce and Industry, Fein.**