

‘Strengthening and Promoting Active Citizenship in Bangladesh’

Sylhet Workshop and Discussion

“Youth Employment and Effectiveness of Public Service Delivery”

Presentation by

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Acknowledgement

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1. Background of the Study

- In Bangladesh, youth labour force constitutes (age 15-24 years) 11.0 million of which 7.4 million are male and 3.7 million are female.
 - These constitutes 17.3% of total labour force and 17.0% of male labour force and 18.5% of female labour force.
 - An extended definition of youth (age 15-29 years) would cover 20.1 million of which 13.1 million are male and 7.0 million are female labour force.
- Bangladesh's 'demographic dividend' would be derived from effective use of its youth labour force.
 - The potential could not be attained due to different challenges confronted by youth including huge unemployment of the youth
- According to the LFS (2016), about 12.2 per cent of total youth are unemployed; 16.8% of female youth and 10.1 per cent are male
 - There is a large section of youth who are not in employment, education and training (7.4 million youth)
 - Sylhet is not different from that of the national scenario
- The National Youth Policy 2017 has identified education, training, employment and entrepreneurship as most important instruments for youth empowerment.

1. Background of the Study

- According to the National Budget 2019-20, an additional 30 million jobs have been targeted to be generated by 2030.
 - Incumbent government's election pledges reflect the target for employment generation particularly for the youth.
- Public institutions involved in education, training and employment are considered to be weak in terms of delivering effective services particularly for those of the youth.
 - These institutions include academic institutes, training institutes, public offices working for businesses and enterprises.
- Since Bangladesh is one the pioneering countries in terms of taking various initiatives for implementing SDGs, present study will review the issue of employment through SDG lens.
 - The study will assess and promote the perspectives of youth on effective, accountable, and transparent public institutions related to employment and youth (SDG 16.6.)
 - The analysis will help to put forward a set of recommendations necessary institutional and regulatory reforms as well as operational reforms with a view to attain the target for employment generation by 2030.
- This workshop will help to review the analytical framework of the study, scope of work, designing of the questionnaire and issues to be added in the questionnaire

2. National Policies and Election Pledges on Employment Generation and Youth Development

- Ruling party's election manifesto 2018 has stipulated different targets related to youth, employment and training
 - 'My village-my town' initiative;
 - National service programme;
 - Youth training centres in upazilla;
 - 'Karmathoprokalpo' (hardworking project); 'ShudashaProkalpo' (efficient project)
 - Integrated database of youths;
 - Collateral free credit for self employed;
 - Facilities for funding, tech & innovation;
 - Youth entrepreneur policy;
 - Equal wages for male-female;
 - Employment for the ultra-poor;
 - Development of skilled supply chain, crop processing;
 - Programme for returnee migrants;
 - Programme for autistic children;
 - Employment programme through 'blue economy';
 - Set up separate division for youth; Increasing allocation of fund for youth ministry;
 - Setting up youth research centre

2. National Policies and Election Pledges on Employment Generation and Youth Development

- Relevant issues have been reflected in the Seventh Five Year Plan (2016-2020)
 - Livestock rearing for landless, small and marginal farmers;
 - Employment generation for forest dependent community including women
 - Use of cooperatives;
 - Access to finance for rural poor and women
 - Skill development training for self-employment
 - Develop supply chains
 - Support to rural areas through organisation building, capital formation, training and post-training
 - Cooperative development for indigenous community
 - Urban development supports through investment, employment
 - Apprenticeship scheme on SMEs, vocational training and information
 - Sufficient resource allocation for HR development
 - Strengthening institutional capacity and infrastructures

2. National Policies and Election Pledges on Employment Generation and Youth Development

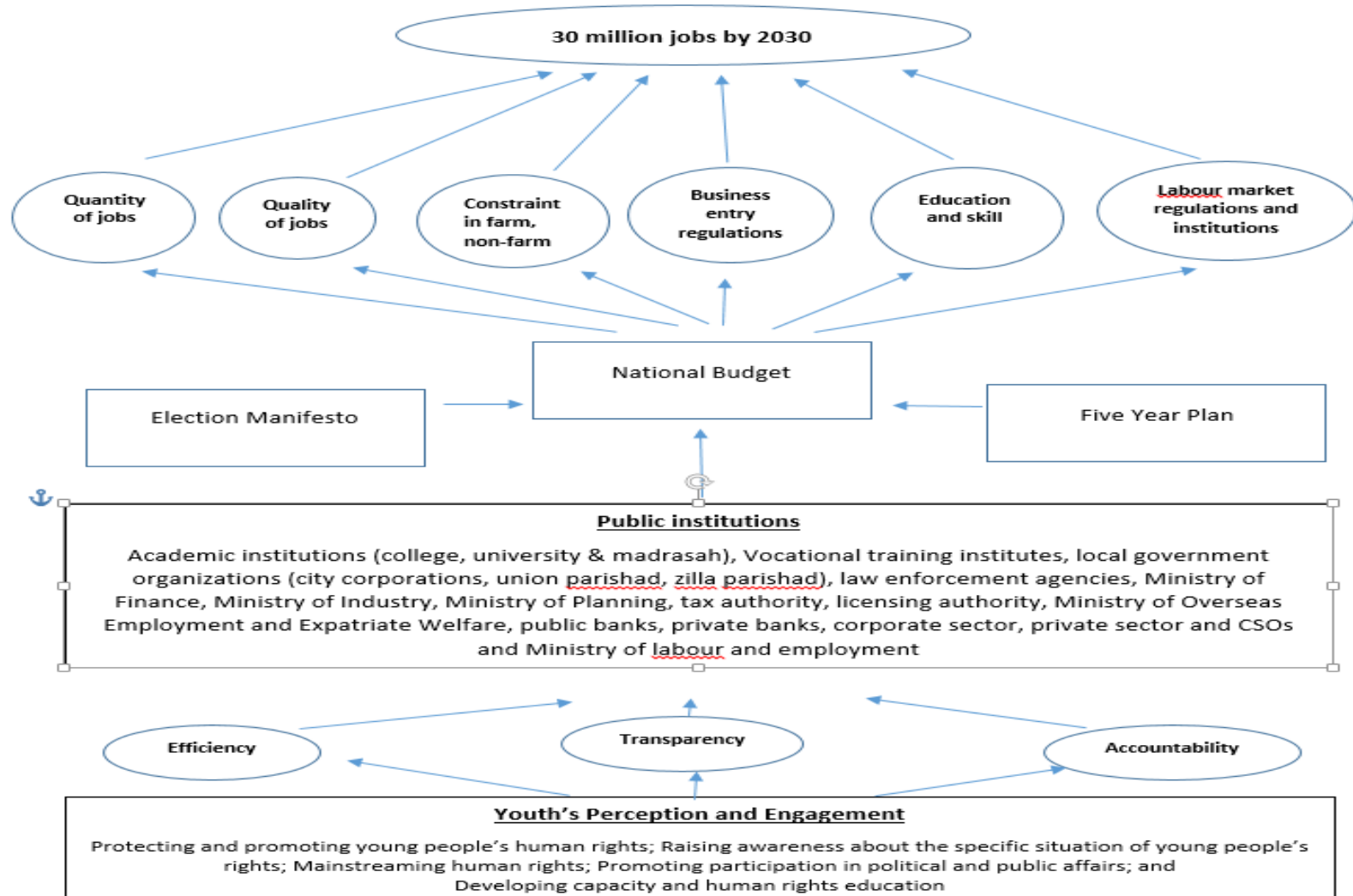
- The National Budget for FY2019-20 mentioned a number of projects related to employment to be implemented in the coming years
 - 3 year programme in industrial sector
 - Reforms of laws/rules and policies/strategies in next 2 years
 - Allocation of Tk.100 crore for training of specific group
 - Skill development for unemployed youth
 - Train 15 lakh people
 - ‘My village - my town’ initiative
 - Establishment of 100 EZs and create 1 crore jobs
 - Improve ease of doing business index in two digits
 - One stop services (OSS) for investors in 64 districts
 - Continuation of tax holiday facility for potential manufacturing sector
 - Separate plan and budget for disables people
 - Acting under ‘Power of youth: Prosperity for Bangladesh’

3. Analytical Frame of the Study

- The issue of 'more and better jobs' is linked with multiples issues
 - Quantity and quality of jobs
 - Nature of employment and labour force participation
 - Constraints in farm and non-farm employment
 - Business entry regulations
 - Quality of education and skills
 - Labour market regulations, institutions & programmes
- The target '30 million' jobs by 2030 will be promoted through different policy tools and operational measures
 - Election manifesto; Five year plans and National budget
- Public institutions concerning education, skill and employment will play a major role in achieving the target
- Present study will be carried out from an 'institutional analysis' point of view.
 - Institutional analysis usually focus on effects, causes and processes of institutional choice and change and combines it with four levels of social analysis such as 'social embeddedness', 'institutional environment', 'governance structures' and 'resource allocations'.
- Based on Dumiter (2014), the study will prepare three separate indices to measure the level of 'efficiency', 'transparency' and 'accountability' of public institutions to deliver the required services for the youth.
 - The study will further examine what kinds of regulatory, institutional and operational changes will be required with a view to achieve the targeted employment generation for the youth

3. Analytical Frame of the Study

Figure 1: Possible Areas of Engagement of Youth in Implementing SDG Target 16.6 in the Context of Ensuring 'More and Better Jobs' by 2030



4. Methodology of the Study

- A detailed perception survey will be carried out to collect information on three core issues of quality of public institutions.
 - ‘Efficiency’: The efficiency can be achieved under the conditions of maximizing the results of an action in relation to the resources used, and it is calculated by comparing the effects obtained in their efforts.
 - ‘Transparency’: Transparency means that citizens have an inherent right to know the truth about public issues and the government ensures that this right is met.
 - ‘Accountability’: Accountability is the aspect of administrative responsibility through which officials are held answerable for general notions of specific legal mandates.
- Based on Dumiter (2014), the study will prepare three indices to measure the level of ‘efficiency’, ‘transparency’ and ‘accountability of public institutions to deliver the required services for the youth.

Indicators used to measure different governance related issues

Indicator	Issues
Transparency	<ul style="list-style-type: none"> § Availability of information § Dissemination of information (both pro-active and upon request)
Accountability	<ul style="list-style-type: none"> § Status of monitoring and regulation § Clear division of tasks § Accountability of all stakeholders
Effectiveness	<ul style="list-style-type: none"> § Able and effective structure (human, logistical and financial capacity) § Smooth and quick process/ delivery § Service provided efficiently (quality, time, cost, visit etc.)
Rule of law	<ul style="list-style-type: none"> § Existence of necessary legal and policy framework § Proper and fair enforcement of laws and policies
Participation	<ul style="list-style-type: none"> § Scope of engagement of all stakeholders § Level of engagement of stakeholders

Source: TIB, 2019

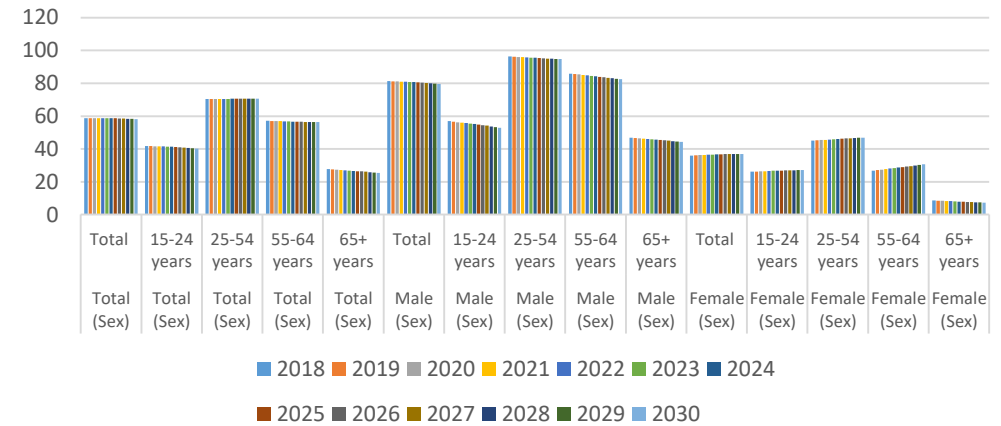
4. Methodology of the Study

- As part of the study, a number of workshops will be carried out in different areas outside Dhaka covering youth community and different public and private offices.
 - These workshops will be held in Sylhet, Thakurgaon, Chittagong/CHT and Barishal.
 - The objectives of these workshops are to appreciate the issues concerning youth, employment and quality of public and private institutions through exchanges of views by different stakeholders.
 - A pre-set questions on different issues will be discussed among different sub-groups.
- A perception survey will be undertaken covering both 'service recipients' (e.g. youth of different categories) as well as 'service providers' (e.g. different public offices) and those of facilitators of the youth
 - The issues to be covered under the survey are: public institution's efficiency, accountability and transparency; skill gap, regulatory and institutional barriers, scope of job creation through different national initiatives, employment opportunities abroad, labour market institutions, entrepreneurship development, required facilities and support services

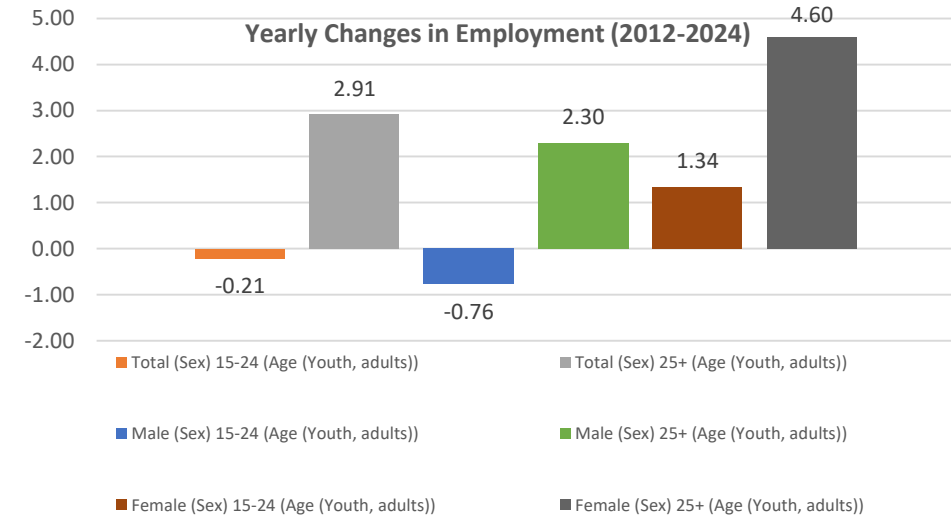
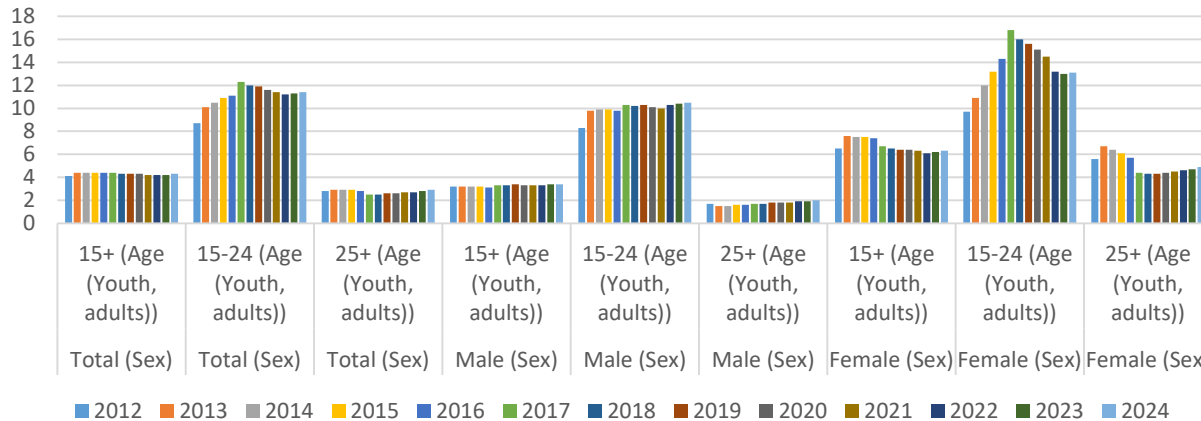
5. Bangladesh's Employment Projection: 2024 & 2030

- Considering the employment target for 2030, a projection exercise has been carried out based on ILO's projection data for 2024 and 2030.
- No major projected change in the overall labour force participation till 2030.
 - Rise in labour force participation in case of female: (15-24 yrs), (25-54 yrs) and (55-64 yrs)
 - Fall in labour force participation in case of male: (15-24 yrs.), (25-54 yrs.) and (55-64 yrs.)
- Major changes in projected employment for youth will be observed between 2012-24
 - Significant rise in employment in case of female (25+ yrs.)
 - Moderate rise in employment in case of male (25+ yrs.) and female (15-24 yrs.)
 - Decline in employment in case of male (15-24 yrs.)

Bangladesh Labour Force Participation Rate: 2018-2030

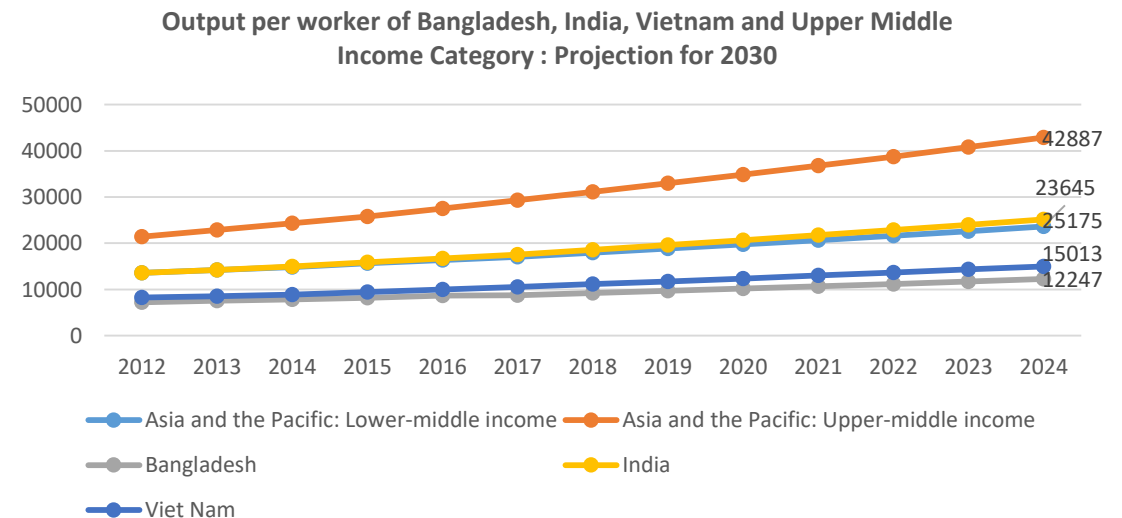
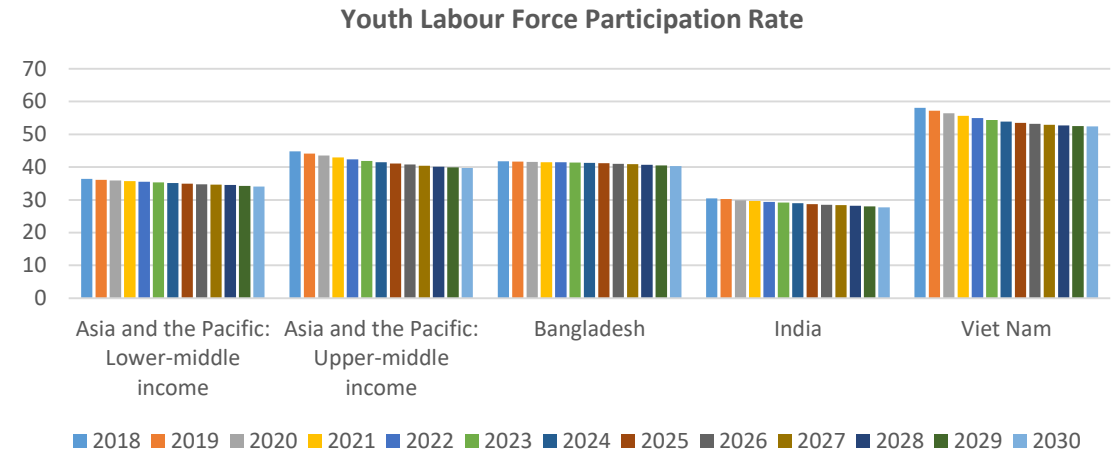


Projected Unemployment Rate (till 2024)



5. Bangladesh's Employment Projection: 2024 & 2030

- Bangladesh is aspired to be a higher middle-income country by 2030.
 - Bangladesh will be behind those of middle income countries by 2030 in some key indicators
- Most importantly, labour-productivity of Bangladesh would be far-behind those of higher middle-income countries in 2030
 - Even lower than that of the lower-middle income countries as well as those of India and Vietnam
- Bangladesh needs to investment significantly in the coming years for human resource development particularly for education, skill and entrepreneurship development



6. State of Education in the Sylhet Division

- Sylhet division has a total of 259 colleges, 5 medical colleges and 3 universities
 - Student-teacher ratio at the college level in Sylhet was poor compared to national average (57.8:1 vs 34.6:1)
 - Number of college teachers is the lowest in the division.
 - Girl-boy students ratio at the college level was 53.8:46.1 while the ratio at national level was 47.8:52.2
- Population per institution widely varies between different districts of Sylhet division
 - Highest population per institution in Habiganj and lowest in Sylhet indicating disparity between different district
 - Number of students enrolled per thousand population is the lowest in Sunamgonj (16)
- In every district in Sylhet division, share of girl students at the college level is higher than the national average
- There is wide difference in access to education at the secondary and tertiary levels in different districts of Sylhet division.

Sylhet Division: School, College, Teachers and Students

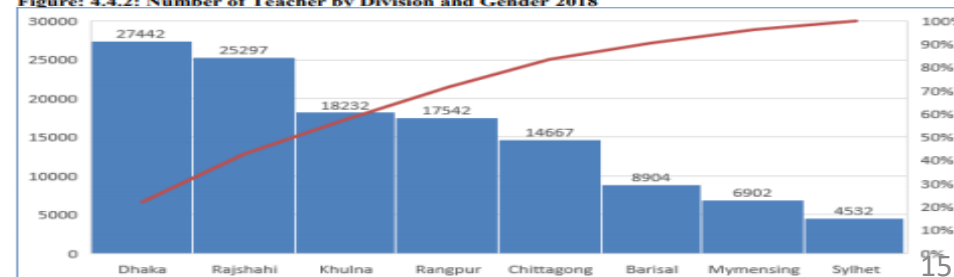
Division Name	College Level	College		Teacher			Student		
		Total	Girl	Total	Female	% Female	Total	Girl	% Girl
Sylhet	School & College (College Section)	100	8	848	169	20	25520	14800	58
	Higher Secondary College	75	10	1082	216	20	23801	12801	54
	Degree (Pass) College	46	9	1029	195	19	59740	37803	63
	Degree (Honors) College	30	7	1035	222	21	66671	36432	55
	Masters College	8	1	538	163	30	85997	39147	46
Total		259	35	4532	965	21	261729	140983	54

Table 4.1.15: District wise Population Comparison and Performance Indicators 2018

Sl. No	District	Total Population	Total College	Population Per Institution	Enrollment Per thousand Population	% of Female Teacher	Total Enrollment	% of Girls Students
61	Habiganj	2456044	40	61401	22	23.23	53151	53.26
62	Maulvibazar	2069253	42	49268	26	22.85	53532	56.13
63	Sunamganj	2728120	49	55676	16	14.27	44558	53.61
64	Sylhet	3767894	128	29437	29	22.28	110488	53.17
Total:		11021311	259	42553	24	21.29	261729	53.87
Grand Total:		160995001	4495	35816	27	24.23	4278441	47.83

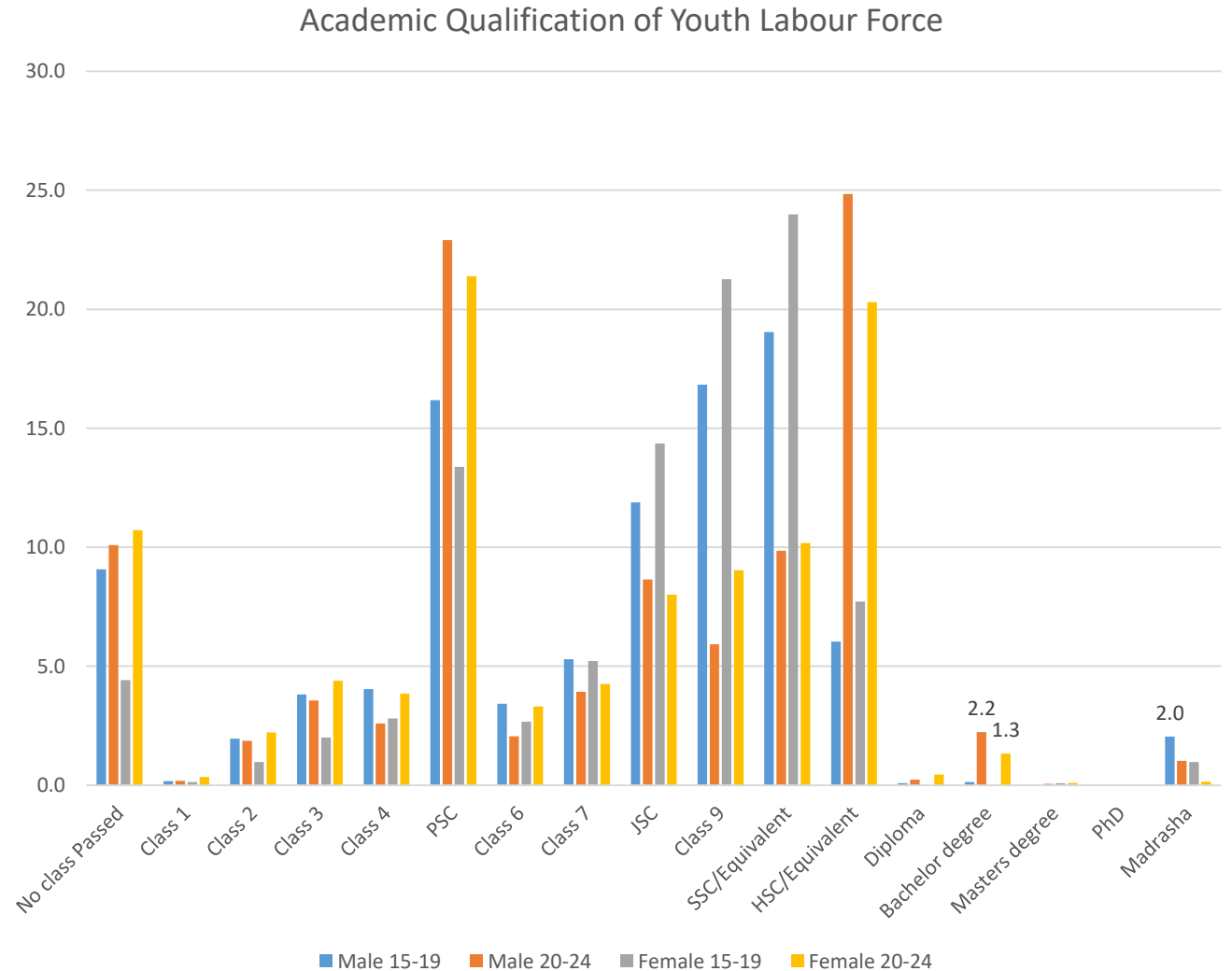
*Population 2011(BBS)

Figure: 4.4.2: Number of Teacher by Division and Gender 2018



7. State of Employment in the Sylhet Division

- Majority of youth labour force of the Sylhet Division did not cross the higher secondary level education.
 - Higher share of labour force is found at the HSC, SSC, JSC, PSC and no education levels.
 - Share of non-educated youth is higher than national average.
- Only 2.3% of male and 1.3% of female aged 20-24 having bachelor degrees.
- Academic attainment higher than secondary levels is found to be behind compared to that of national average
- Overall, academic performance of Sylhet’s labour force is behind national average.



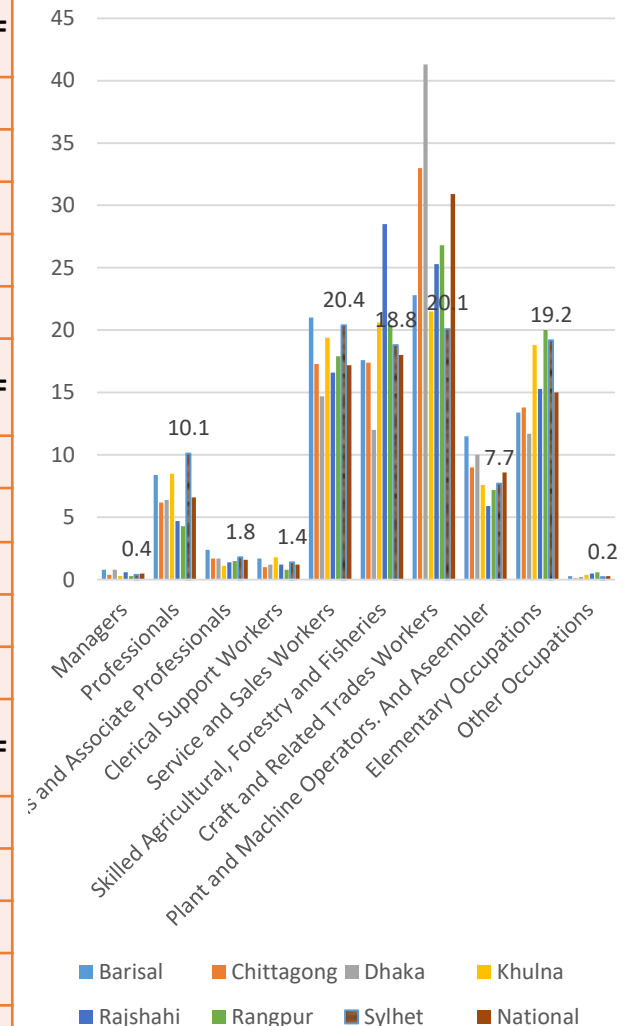
7. State of Employment in the Sylhet Division

- Youth employment and unemployment in different districts of Sylhet division widely vary.
 - Highest employment is observed in Sylhet followed by Maulovibazar and Sunamgonj
 - In 15-19 age group, the rate of unemployment was 14.4% while in 20-24 age group, it was 12.1%
 - Unemployment is highest among Maulovibazar (20-24 yrs.) and Habigonj (22.6 yrs.)
- Youth unemployment is a major concern in three districts of Sylhet division.
- Occupational distribution of youth indicates that a higher share of employment is in sales workers, elementary occupations and agricultural works
 - 10% are professionals in Sylhet (higher than other divisions)

Employment Situation of Youth

Total Working pop	Emp % of LF	Unemp % of LF
Habiganj	93.8	6.2
Maulvibazar	96.6	3.4
Sunamganj	93	7
Sylhet	99.3	0.7
Sylhet Division Total	95.9	4.1
15-19 years group	Emp % of LF	Unemp % of LF
Habiganj	77.4	22.6
Maulvibazar	89.7	10.3
Sunamganj	81.9	18.1
Sylhet	99	1
Sylhet Division Total	85.6	14.4
20-24 years group	Emp % of LF	Unemp % of LF
Habiganj	87.2	12.8
Maulvibazar	76.3	23.7
Sunamganj	87.4	12.6
Sylhet	99.5	0.5
Sylhet Division Total	87.9	12.1

Distribution of Occupation



7. State of Employment in the Sylhet Division

- Between 2003 and 2013, number of manufacturing establishments in Sylhet division has increased by 11.5% per year.
 - Employment has increased by 9.2% per year (male:8.5%; female:19.9%); national average (total:11.7%; male:10.3%; female: 22.9%).
 - Average size of the enterprises (number of employees per enterprise) has decreased over the years: from 2.9 in 2003 to 3.13 in 2013).
 - Only 2.3% of total establishments are export-oriented (national: 1.96%) lower than that of Dhaka (4.1%) but higher than Chittagong (1.16) and Khulna (0.6%)
- Number of registered establishments is 38.73% which is higher than national average (34.88) and most of other divisions

Establishments and Persons Engaged: Sylhet Vs. Other Divisions

Division	2001 & 03					2013				
	Total Establishments	Total Persons Engaged (TPE)			Average Size of Estab.	Total Establishments	Total Persons Engaged (TPE)			Average Size of Estab.
1	2	Total	Male	Female	6	7	Total	Male	Female	11
Barisal	205263	516787	483756	33031	2.50	368129	1044552	934084	110468	2.84
Chittagong	670544	2013793	1872128	141665	3.00	1327629	4630495	3729604	900891	3.49
Dhaka	1194644	4318214	3736744	581470	3.60	2541033	9395688	7526490	1869198	3.70
Khulna	545918	1317432	1165840	151592	2.40	997086	2502586	2155511	347075	2.51
Rajshahi	905456	2569644	2283352	286292	2.80	1160669	3396115	2950805	445310	2.93
Rangpur	-	-	-	-	-	1022040	2501877	2228959	272918	2.45
Sylhet	186327	534552	499189	35363	2.90	401979	1029537	923679	105858	2.56
National	3708152	11270422	10041009	1229413	3.00	7818565	24500850	20449132	4051718	3.13

(Note: Rajshahi division has been divided into Rajshahi and Rangpur in between the two economic censuses. Therefore, figures of Rajshahi division in 2001 & 03 are shown in Rajshahi and the corresponding figures of Rangpur division in 2001 & 03 are not available.)

Registration Status of Establishments : Sylhet vs. Other Divisions

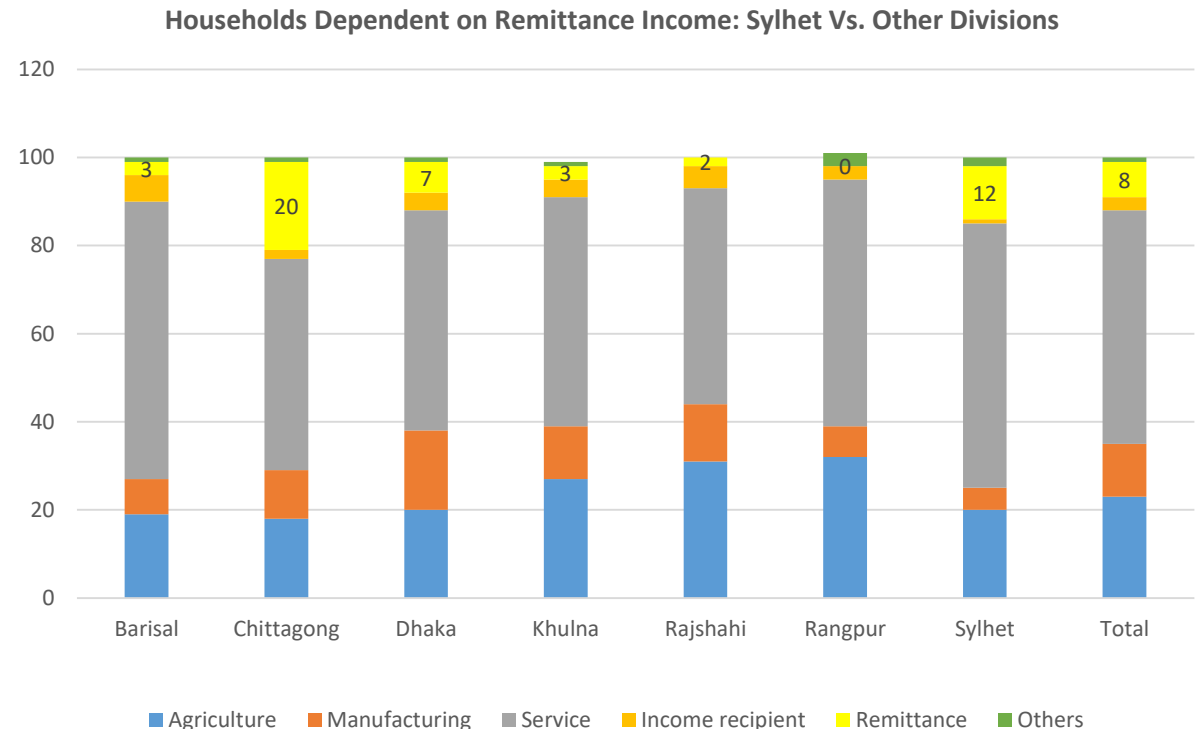
Division	Total Establishments	Registered		Non-Registered		Not Applicable	
		Number	%	Number	%	Number	%
1	2	3	4	5	6	7	8
Barisal	368129	132020	35.86	172080	46.74	64029	17.39
Chittagong	1327629	541601	40.79	609724	45.93	176304	13.28
Dhaka	2541033	926786	36.47	1283951	50.53	330296	13.00
Khulna	997086	333449	33.44	514735	51.62	148902	14.93
Rajshahi	1160669	313911	27.05	661081	56.96	185677	16.00
Rangpur	1022040	324016	31.70	566008	55.38	132016	12.92
Sylhet	401979	155698	38.73	182472	45.39	63809	15.87
National	7818565	2727481	34.88	3990051	51.03	1101033	14.08

No. of Manufacturing Establishments by Markets: Sylhet Vs. Other Divisions

Division	Total Establishments	Local	Export	Both	Not Applicable
1	2	3	4	5	6
Barisal	39919	31688	43	27	8161
Chittagong	192299	172383	1466	779	17671
Dhaka	257249	222840	6671	3861	23877
Khulna	101162	89278	239	369	11276
Rajshahi	164934	146195	478	1489	16772
Rangpur	76357	65084	393	397	10483
Sylhet	36324	31687	612	213	3812
National	868244	759155	9902	7135	92052

7. State of Employment in the Sylhet Division

- Income generated from households member working abroad is a major source of earnings for those live in Sylhet
 - Sylhet is the second important division after Chittagong which dependent on remittance income from household member working aboard
 - 12% of total households of Sylhet division are dependent on remittance income (national average was 8%)



8. Sylhet District: Public and Private Institutions Involved in Education, Training, Employment and Youth

- Different public and private institutions are directly and indirectly involved in providing different kinds of services to the youth with regard to education , skill development and entrepreneurship development.

Government offices

- DC Office Sylhet
- UNO
- AC Land
- Youth Development
- Social Welfare
- Social Works
- City corporations
- Sylhet Polytechnic Institute
- District Education Office
- District Primary Education Office
- Department of ICT, District Office

Government offices

- DIFE Office
- ACC Office
- Board of Intermediate & Secondary Education
- LGED
- RHD
- BWDB
- Customs Excise and Vat Office
- Tax Commissioner's Officer
- Import-Export Control Authority
- Bangladesh Bank
- Bangladesh Computer Council
- District Agriculture Office
- District livestock Office
- District Fisheries Office

Private Organisations/NGOs

- Commercial Banks
- SCCI
- FBCCI, Sylhet
- SMCCI
- SUST
- Sylhet International University
- Metropolitan University
- Leading University
- Sylhet Technical School & College
- NGOs

9. Objectives, Structure and Modality of the Workshop-Discussion

- **Objective of the workshop discussion**
 - The objective of the workshop in Sylhet is to gather information through interaction with different youth groups, service providers (e.g. education and skill based institutions) and different categories of employers (public, private and CSOs) about different issues related to effectiveness of public institutes
- **Structure of the workshop discussion**
 - Three groups to be formed: a) **'Education and Training' Group**; 2) **'Business and Entrepreneurs' Group**; and 3) **'Salaried Jobs, Fixed Wages and Job Seekers' Group**
- **Modality of the Workshop**
 - The workshop discussion will be of two parts: **a) Exchange and interaction session**; and **b) Presentation and concluding session**.
 - **Exchange and interaction session:** Each group comprises participants both users (youth) and service providers (institutions). Each group will discuss specific issues and will prepare a brief presentation with specific recommendations.
 - **Presentation and concluding session:** Each group will make presentation in front of all the participants. The workshop will be closed with concluding remarks.

9. Objectives, Structure and Modality of the Workshop-Discussion

- **Group Name:** 'Education and Training' Group
- **Group Anchor:** Mr Towfiqul Islam Khan, Senior Research Fellow, CPD
- **Group Participants:** Students of college, university, madrasah, technical institutes and vocational organisations) and representatives of different academic Institutions
- **Group discussion objectives:**
 - to understand the aspirations of the youth about their current and future jobs;
 - To assess the 'efficiency', 'transparency' and 'accountability' of different public institutions (private institutions) working on youth, education, training and employment
 - To appreciate skill gap of youth in getting jobs and demand for different skills at local level?
 - To appreciate the level of backwardness of marginalised and disadvantaged groups including women and those under NEET with regard to access to education, skill and jobs.
 - to review the perspectives of different stakeholders regarding various initiatives announced in the election manifesto, five year plan and national budget documents regarding education and skill development;
 - To put forward a set of recommendations about how existing public and private academic institutions could be more 'effective', 'transparent' and 'accountable' with regard to extending services to the youth to ensure their better access to education and skill.

9. Objectives, Structure and Modality of the Workshop-Discussion

- **Group Name:** **‘Businesses and Entrepreneurs’ Group**
- **Group Anchor:** Dr Khondaker Golam Moazzem, Research Director, CPD
- **Group Participants:** Youth entrepreneurs, businessmen, self-employed, rural non-farm businesses and representatives of city corporations, tax authority, business registration authority and utility providing authorities, land, registration, department of agriculture, livestock, fisheries, environment, industry, labour and employment and public/private commercial banks
- **Group discussion objectives:**
 - to understand the aspirations of the youth about their current and future jobs;
 - To assess the ‘efficiency’, ‘transparency’ and ‘accountability’ of different public offices providing different kinds of services to the youth related to their businesses;
 - To appreciate the level of backwardness of marginalised and disadvantaged groups including women in the access to different businesses;
 - to review the perspectives of different stakeholders regarding various business promoting initiatives announced in the election manifesto, five year plan and national budget documents;
 - To put forward a set of recommendations about how existing public offices could be made more ‘effective’, ‘transparent’ and ‘accountable’ with regard to extending services to the youth entrepreneurs, businessmen and self-employed.

9. Objectives, Structure and Modality of the Workshop-Discussion

- **Group Name:** **‘Salaried Jobs, Fixed Wages and Job Seekers’ Group**
- **Group Anchor:** Sazzad Mahmud Shuvo, Dialogue Associate, CPD
- **Group Participants:** Young salaried employees of different public offices such as DC office, TNO office, city corporation office, tax office, department of agriculture, livestock, fisheries and other public offices and salaried employees of private offices such as banks, industries, NGO offices, religious institutes and others
- **Group discussion objectives:**
 - to understand the aspirations of the youth about their current and future jobs;
 - To assess the ‘efficiency’, ‘transparency’ and ‘accountability’ of different public offices providing jobs to the youth;
 - To assess the ‘efficiency’, ‘transparency’ and ‘accountability’ of different private offices providing jobs to the youth;
 - To appreciate skill gap of youth in getting jobs and demand for different skills for different jobs;
 - To appreciate the level of backwardness of marginalised and disadvantaged groups including women in accessing appropriate jobs;
 - To appreciate the issues and concerns of those NEET regarding their lack of interest in seeking jobs;
 - to review the perspectives of different stakeholders regarding various business promoting initiatives announced in the election manifesto, five year plan and national budget documents;
 - To put forward a set of recommendations about how existing public offices and private offices could be made more ‘effective’, ‘transparent’ and ‘accountable’ with regard to extending services to the youth job seekers.

Thank you.