Motivating the Youth Force for the 21st Century:
Problems, Policies and Options

Samina M. Saifuddin
Nazmun Nahar Ratna

Introduction

People around the world are thrilled and waiting anxiously to witness the most significant transition of the century—the change from 20th to 21st century. The Twenty First Century is defined as an era of Globalisation, Information Superhighway, and Possibility of the Impossible.

Today, we can browse “around the world in eighty minutes” or even in a shorter period of time through internet. Internet can provide information on anything from anywhere. Soon we are going to experience a world where even though political boundaries or identities may remain unaffected, the barriers like visa may disappear! There would be free flow of capital, both human and financial, among all the “para”s of the “Global Village”. And above all, the Information Technology Revolution in the 21st century will enable people to realise their true potential by exploring themselves on their own. A self-confident person who knows the ways and means to convert his/her impossible dreams into reality would be the representative of the 21st century.

Thus, human resource becomes the most crucial factor to economic growth in the next century. The person who is able to think innovatively and perform accordingly will dominate and get the highest return in all sorts of activities. Human brain becomes the largest producing unit with education and skill, technology, knowledge and information—being the four factors of production!

In this paper an attempt has been made to analyse the opportunities for youth in the next century in the context of Bangladesh. Young people, constituting the age group 15 to 30 years, represent the most active, sensitive, dynamic and productive segment of population. It is vital that they are given every opportunity to explore their potentials
individually and collectively, as the most active participants of the society. Thus, they are placed at the center of development planning of any country. It especially holds true for Bangladesh where her very existence in the next century must depend on the young people and thus deserves special attention.

To ensure the targeted production in the next century, the Bangladeshi youth needs to develop four factors of production; i.e.,

i) They have to be skilled and properly educated;

ii) They must be able to utilise technology according to their own requirement;

iii) They must expand their base of knowledge by learning every moment;

iv) They have to be an integral part of information superhighway.

In this paper, we concentrate on the problems, policies and options to enable the youth force to be equipped with all the four factors needed to face the challenges of the 21st century. In Section 1, we analyse the rationale for Economic Liberalisation. The influence of rent seeking activities on the reform measures and the process of employment generation has been further emphasised. Section 2 illustrates the concept of motivation along with the process of transformation of needs to conscious action. The motivational theory given by Maslow is the basis of our analysis in an attempt to develop the youth force into productive ones. Section 3 discusses the overall scenario of Human Development in Bangladesh. The process of developing productive human resource has also been critically evaluated in this section. Section 4 presents review of National Youth Policy of the Government of Bangladesh and focusses on the findings of the questionnaire survey for the potential job seekers. Section 5 elaborates the model of entrepreneurship and characteristics of a dynamic entrepreneur. Section 6 identifies Information Technology (IT) as a niche and explains why it is considered as the most exploring sector for the next century. We have also sought ways to incorporate the larger section of youth force in the IT sector. Section 7 describes the suggestions based on the literature reviews, reviews of national policies and analysis of the results of opinion poll survey to ensure a productive youth force in the 21st century. In short, the paper focusses on how to redirect the young people from the darker life of “Chandabaji” to the brightest and most innovative opportunities to be a dynamic entrepreneur in the next millennium.

Research Methodology

The paper extensively reviews secondary data available from
books and journals. In addition, attempts were made to collect primary data through questionnaire survey. As our paper focuses on motivating youth force for 21st century, we devised three sets of structured questionnaire to focus light on how youth force can be inspired to be productive in the coming century. The questionnaire were for:

i) Potential job seekers
ii) Young entrepreneurs
iii) IT students

i) Potential Job Seekers

All the respondents surveyed belong to the discipline of Business Studies and Economics and are from reputed universities, both public and private, of Dhaka city. Sample size was 25. Structured questionnaire were distributed, which consisted of 5 close-end questions and 4 open-end questions.

ii) Entrepreneurs

All the respondents in this section belonged to the age group of 28-40 years and thus referred as young entrepreneurs. The group comprised of small-scale entrepreneurs, mainly involved in trading rather than manufacturing. Here the questionnaire comprises of 5 close-end and 3 open-end questions. Sample size was 15.

iii) IT Students

The students studying in the Dhanmondi branch of NIIT and APTECH were covered in this regard. 4 close end and 1 open-end question were there. Sample size was 35.

Analysis of Data

Descriptive analysis technique was extensively used in identifying the profiles such as efficiency, preferences in respect of one variable i.e., uni-dimensional analysis. To identify central tendency of a variable, we have mainly used the 'Mode' as to determine preferences and thus rank the attributes in order of their preferences. The analysis of the questionnaires are presented in tabular forms and included as annex-1.

Section 1: Economic Liberalisation and Reform Measures in Bangladesh

The goal of economic liberalisation in the simplest term is to make the people enable to make economic decisions under the forces of
free market economy. This economy is defined by the existence of:
- Open trade
- Current account convertibility
- Liberal policies towards new entry and private business
- Privatisation of state-owned companies
- Demonopolisation of industry
- Reform of accounting standards, the tax system, the legal system, the financial sector, and the civil service.¹

This must be mentioned that there is a close link among liberalisation, stabilisation and economic growth. Liberalisation involves freeing prices, trade and entry from state controls, while stabilisation means reducing inflation and controlling domestic and external imbalances. The two are intricately linked and should be initiated at the first place. In the longer term, institutional reforms — establishing clear property rights, sound legal and financial infrastructure and effective government will be needed to make market work efficiently to support growth. A country’s initial conditions, both economic and political, greatly affect the range of reform policies within this range. However, the clear lesson of the past few years’ reforms is that, regardless of the starting point, decisive and consistent reform pays off by ensuring sustainable growth.

Bangladesh has had now considerable experience in the implementation of market oriented liberalising policy reforms. These reforms were initiated in the mid-1980s in the backdrop of serious macroeconomic imbalances. The early 1990s saw the launching of a more comprehensive programme of macroeconomic reforms that also coincided with a transition to parliamentary democracy. While the macroeconomic restructuring has had considerable success in stabilising the economy; the long-awaited transition from stabilisation to growth is yet to take place. It is widely believed that the economy has now the potential to go into an accelerated growth path, but the actual performance of the economy remains far below the potential.²

Apart from all the other reason for the gloomy picture of post-liberalisation Bangladesh economy, emphasising on the topic of the seminar we would like to analyse the influence of rent seeking behaviour over the reform measures. The reason behind such a selection lies on the fact that the effectiveness of an active reform policy in support of liberalisation depends largely on the capability and integrity of government agencies responsible for conducting such a policy. Distilling the lessons of centuries, we see that the state can improve development
outcomes in a number of ways:

1) By providing a macroeconomic and microeconomic environment that sets the right incentives for efficient economic activity;

2) By providing an institutional infrastructure – property, right, peace, law and order, and rules- that encourages efficient long term investment;

3) By ensuring the provision of basic education, health care, and the physical infrastructure required for economic activity, and by protecting the natural environment.

Yet, history also teaches us that state can do enormous harm through improper implementation of rules like:

1) distorting prices through overvalued currency;

2) imposing huge transaction cost in the form of bribery or red tapeism; and

3) using economic policy instruments for political ends i.e., for serving narrow coterie interests.

The experience in Bangladesh, as also in many other developing countries amply demonstrates that, unless insulated from patronage politics, an optimal reform policy can easily degenerate into a vehicle for distributing political spoils and privileges. Much of these reforms are essentially to deal with economic crimes that generate huge illegal incomes, whether it be from willful default of bank loans, corruption in tax administration, electricity pilferage, leakage in public development expenditures, or illegal financial deals in running of state-owned enterprises.

A sinister aspect of the political-economic nexus can also be seen in the growth of illegal financial extortion under political patronage. Illegal financial extortion, which pervades across industrial production, construction, trade and transport services, has been markedly on the rise particularly since the beginning of the 1990s. This phenomenon has increasingly become a menace contributing to the ‘cost of doing business’ in Bangladesh. Illegal toll collections may now account for a larger proportion of the country’s GDP compared to rent-seeking incomes that were previously generated through government permits and licenses. If there is a political demand for rent-seeking and illegal incomes, economic reforms alone can hardly be the remedy. That is why economic reforms need to be accompanied by complementary improvements in the political environment. However, this has been discussed later in the section titled – The state in the 21st century.
Economic Liberalisation and Employment Generation

Bangladesh with a GNP per capita of only $240 has been ranked as 13th poorest nation of the world. The number of absolute poor has been increasing since independence in 1971. In fact, Bangladesh's progress on poverty eradication has been among the slowest in Asia and more than half of the population survives in absolute poverty – the highest ratio of South Asia. More than half of the poor suffers from malnutrition. Infant mortality is 91 per 1000 live births. Almost two-thirds of the adult population is illiterate. About 55 percent of the population do not have access to health services. Given the dismal picture of human development, it is to be noted that there are certain other areas where Bangladesh has made commendable progress (discussed later in section 3).

The economic indicator regarding labour force participation has not been satisfactory as has been envisaged by planners and promoters of economic liberalisation. The free operation of market forces is considered as the most potential source of employment generation. Unemployment being identified as the root cause of poverty, still remains as the most dominant characteristic of labour force (Table-1). Despite all the good intentions of the policy makers and intensified macroeconomic reform measures, the unemployment rate for educated youth has been estimated at about 4.4 percent (LFS 1995-96). This emerges as the major challenge for Bangladesh to ensure employment opportunities for this segment of educated youth force.

Table 1: Population and Labour Force

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<thead>
<tr>
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<tbody>
<tr>
<td>Total Population (in million)</td>
<td>87</td>
<td>118</td>
<td>120</td>
</tr>
<tr>
<td>Population aged 15-64 (in million)</td>
<td>44</td>
<td>62</td>
<td>64</td>
</tr>
<tr>
<td>Total Labour Force (in million)</td>
<td>42</td>
<td>59</td>
<td>60</td>
</tr>
</tbody>
</table>


This is to note that the declining trend of average annual growth rate of population from 2.4% during 1980-1990 to 1.6% during 1990-95 is matched with the same directional change in the average annual growth rate of labour force from 2.8% during 1980-90 to 2.1% during 1990-95.
Based on this information it can be stated that, the process of liberalisation has not been successful in terms of employment generation. However, a large section of the working population has not been able to work with their full potential—they remain underemployed. This reflects the worst wastage of human capital and is shown in Table-2 and Table-3. This dismal picture can be explained by the rate of industrial growth, which remained almost stagnant at around 10% since the independence of Bangladesh. Even for the year 1997-98 the industrial growth rate is 8.1%; 10.1% for large scale enterprises, and 4.2% for small scale enterprises (Budget speech: 1998). However, 62.4% of total investment in 1996-1997 is made by the private sector with the national investment rate being 22%.

Table 2: Unemployed Population Aged 10 years and over

<table>
<thead>
<tr>
<th>Locality</th>
<th>Both Sex</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of Unemployed Population ('000)</td>
<td>Unemployment rate</td>
<td>No. of Unemployed Population ('000)</td>
</tr>
<tr>
<td>Bangladesh</td>
<td>1417</td>
<td>2.5</td>
<td>931</td>
</tr>
<tr>
<td>Urban</td>
<td>455</td>
<td>4.5</td>
<td>324</td>
</tr>
<tr>
<td>Rural</td>
<td>962</td>
<td>2.1</td>
<td>607</td>
</tr>
</tbody>
</table>

*Source: BBS. Labour Force Survey (LFS) 1995-96*

A person of age 10 years and over is considered as unemployed if he/she did not work at all during the preceding week of survey and was actively looking for work or was available for work but did not work due to temporary illness or because there was no work available.

Table 3: Under-employed person aged 10 years and over (Million)

<table>
<thead>
<tr>
<th>Category</th>
<th>Bangladesh</th>
<th>Urban</th>
<th>Rural</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Both Sex</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Employed Person</td>
<td>54.6</td>
<td>33.8</td>
<td>20.8</td>
</tr>
<tr>
<td>Employed Person (&lt;35 hrs/week)</td>
<td>34.6</td>
<td>12.4</td>
<td>70.7</td>
</tr>
</tbody>
</table>

*Source: BBS. Labour Force Survey (LFS) 1995-96*
**Employed person** is a person who was either working one or more hours for pay or profit or working without pay in a family farm or enterprise or organization during the reference period or found not working but had a job or business from which he/she was temporarily absent during the reference period.

**Those who worked less than 35 hours per week as percentage of the total number of employed population.**

Article 20 of the Constitution of the Government of the People's Republic of Bangladesh says, "Work is right, a duty and a matter of honour for every citizen who is capable of working and everyone shall be paid for his work on the principle from each according to his ability and to each according to his work"⁶ The relevant big question of a youth of Bangladesh is whether a capable youth is enjoying work as Rights, as a matter of Honour or Not?

Given the assumption that the youth force is capable of undertaking any task; it is necessary that before they can do so the need to perform a task has to be aroused. Arousal of such a need creates a state of disequilibrium (tension) within the individual; so that he/she tries to reduce it and thereby searches the optimal strategy to satisfy these needs. Thus, the strategy has to be in the form of some sort of job. Simply they need to be motivated in the first place to carry out the task.

**Section 2: Theories of Motivation**

The term motivation originates from the Latin word ‘movere’ which means to move. This definition is however, far too narrow to describe a complex process. Motivation theorists have developed several viewpoints of motivation that place emphasis on different concepts. In general, these views about motivation lead to three conclusions:

1. The analysis of motivation should concentrate on factors that arouse or incite a person’s activities;

2. Motivation is process oriented, and concerns choice, direction and goals;

3. Motivation also concerns how behaviour is started, sustained or stopped and what kind of subjective reaction is present in the person while this is going on.⁷

Thus, motivation is the act of forces that head people to behave in
particular ways. It is a cyclical process affecting the inner needs or drives that energizes, channels and maintains behaviour.

In fact, motivation to work is a human state where competence to work and will to work fuse together. In the absence of will, competence alone does not result in performance. Similarly, in the absence of competence, will alone do not produce results. In any situation, work motivation is expressed through performing behaviour. A behaviour shown by an individual is the function of personality and environment. Behaviour is said to be based on personality, but depends generally on environment.

Theoretically,

$$B = f(P, E)$$

Where

- $B$ = Behaviour
- $E$ = Environment
- $P$ = Personality

**Behaviour** describes "what a person does".

**Personality** describes "what a person is". It is the sum total of all the physical and mental characteristics, capacities, and abilities of person.

Thus, even possessing the same personality, we can and do behave in many different ways on being exposed to different environmental situations. The following diagram describes the phenomenon.

**Fig 1: Behaviour and Personality**

![Behaviour and Personality Diagram]

Given this context, the most important job is to identify and activate young people's motives consciously and constructively toward task performance. A motive is what moves a person to activity. It is concerned with the 'why' of behaviour and not with the 'how' of it. Motives seek to explain behaviour. All behaviours are directed towards a goal and when a goal is achieved, the motive is satisfied. Motives are mostly the expressions of a person's needs; hence they are personal and internal. Incentives, on the other hand, are external to the person and originate in
the environment. They may be positive or negative depending on the orientation of the person. A person can be influenced or encouraged to perform an action. Even if influenced by a thought of punishment, motivation is essentially voluntary rather than coerced. Motivation is intangible and must be inferred.8

One study summed up five reasons explaining the difficulty in inferring motives from observed behaviour:

1) any single act may express several motives;
2) motives may appear in disguised forms;
3) several motives may be expressed through similar or identical acts;
4) similar motives may be expressed in different behaviour; and
5) cultural and personal variations may significantly moderate the modes of expression of certain motive.9

Fundamentals of Motivation

Fig 2: The process of transformation of needs (motives) to conscious action

As we see in the figure, the source of motivation is in the needs resulting in the personality of a person. Needs are like bundle of energy which create tensions that are modified by the person’s culture or habits to arouse certain wants or expectations. These wants are interpreted in terms of positive or negative incentives and the person's perception of the environment in order to produce a certain response or action.10 Simply, need for food produces a tension of hunger. Since culture or habits affect hunger, the person at any village in Bangladesh may want “Mach-Bhat”.

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while the one in Italy would want Pizza to satisfy the same need.

**Theories of Motivation**

Several theories of motivation have evolved till date. Most of these theories—both early and current effectively fall under the category of content and process camps. This paper concentrates on content theories only.

Content theories typically discuss the internal state that lead individual to express behaviour and ask questions about what starts, stops, and sustains behaviour. They are psychological in nature and focus on individuals needs. In this paper we have concentrated mainly on the content theories of motivation - *Maslow’s Need Hierarchy Theory* and *McClelland Need Theory*.

Two assumptions underlie most motivational theories; the first is the *principle of hedonism*—a concept that dates back to early Greek philosophers and later emerged in the work of Locke, Mill and Bentham. The underlying principle of hedonism is that individual behaves in a manner that will provide pleasure and minimise displeasure. The other assumption is *rationality*, given by the French philosopher and mathematician Rene Descartes. It states that human beings are rational animals and make choices based on sound evaluation of available information. The concept is further modified by introducing the idea of limited rationality to recognise the fact that complete information is frequently unavailable. Thus individuals make choices using less than perfect information. Although hedonism and rationality underlie all theories of motivation, both are violated in real life.

**Maslow’s Need Hierarchy Theory**

The hierarchy of needs posited by Maslow (1943) indicates how motivation changes throughout the life of an individual.
Fig 3: Maslow’s Need Hierarchy

<table>
<thead>
<tr>
<th>General Factors</th>
<th>Need level</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Growth</td>
<td>Self Actualization</td>
</tr>
<tr>
<td>2. Achievement</td>
<td></td>
</tr>
<tr>
<td>3. Advancement</td>
<td></td>
</tr>
<tr>
<td>1. Recognition</td>
<td>Ego, status, and Esteem</td>
</tr>
<tr>
<td>2. Status</td>
<td></td>
</tr>
<tr>
<td>3. Self-esteem</td>
<td></td>
</tr>
<tr>
<td>4. Self</td>
<td></td>
</tr>
<tr>
<td>1. Companionship</td>
<td>Social</td>
</tr>
<tr>
<td>2. Affection</td>
<td></td>
</tr>
<tr>
<td>3. Friendship</td>
<td></td>
</tr>
<tr>
<td>1. Safety</td>
<td>Safety and Security</td>
</tr>
<tr>
<td>2. Security</td>
<td></td>
</tr>
<tr>
<td>3. Competence</td>
<td></td>
</tr>
<tr>
<td>4. Stability</td>
<td></td>
</tr>
<tr>
<td>1. Air</td>
<td>Physiological</td>
</tr>
<tr>
<td>2. Food</td>
<td></td>
</tr>
<tr>
<td>3. Shelter</td>
<td></td>
</tr>
<tr>
<td>4. Sex</td>
<td></td>
</tr>
</tbody>
</table>

Source: Szilagyi, A.D. and Wallace, M.J. Organization Behavior and Performance, 4th

Classification of Needs

Maslow proposed five classifications of needs, which are organised into successive levels:
1) Physiological; 2) Safety and Security; 3) Social and Belonging; 4) Ego, Status, and Esteem; and 5) Self-Actualization.

A general representation of this hierarchy is shown in figure 3. Again these five needs can be broadly grouped as:
Primary Needs i.e., basic, physiological needs, and Secondary Needs i.e., social and psychological (egoistic) needs.

The first two need levels of Maslow’s can be identified as primary needs. These needs arise out of the basic physiology of life and
are important for survival and preservation of the species. The remaining three need levels of Maslow fall into the category of secondary needs. These are the needs of the mind and spirit, rather than of the body. Many of these needs are known to develop as one matures.

Maslow’s needs are as follow:

1) **Physiological needs**—these are the primary needs of individuals. The needs for things like food, water, shelter, and sex.

2) **Safety and Security needs**—If the physiological needs are minimally satisfied, a set of needs emerge for protection against danger and threat. That is, need to be in safe and secure physical and emotional environment.

3) **Social needs**—When the above two are minimally satisfied, social needs become dominant. The need to develop friendships and to be accepted by one’s peers.

4) **Ego, Status, and Esteem needs**—This level focus on the need to have a positive self-image and to receive recognition, attention, and appreciation from others.

5) **Self-actualization**—The need to fulfill oneself by developing one’s fullest potential and to become all that is possible for one to become.

**McClelland Need Theory**

McClelland, Atkinson and their colleagues focused on three needs: Achievements, Power, and Affiliation. Earliest attention was given to the need for **achievement**, which is “a desire to do well; a desire to appear intelligent and demonstrate some leadership capacity”. It is important to keep in mind that for the achievement need to be activated, people must be placed in demanding positions. Routine, non-challenging jobs do not activate achieving behaviours. The second need given some attention by this group was the need for **affiliation**, or attraction to another person for purposes of obtaining reassurance and approval. People with high need for affiliation probably work better in situations of cooperative work norms, where pressure to get things done is primarily exerted by friends.

The final need focused on by this group was the need for **power**, or an employee’s need for control. Power comes in two forms, personal power and socialised power. People with high needs for personal power dominates for the sake of dominating. Those with high needs for socialised power on the other hand, are more concerned with the problems
of the organisation and what they can do to help facilitate organisational goals. In short, content theories are psychological in nature and focus on internal dispositions that purportedly influences behaviour.

Katzell and Thompson reviewed studies of the effects of a number of different variables on motivation, from personal characteristics of workers to work structure. They concluded that effective motivational programmes rest on seven principles:

1. Ensure that workers’ motives and values match their jobs;
2. Ensure that jobs match and appear attractive to workers’ motives and values;
3. Create goals that are clear, challenging, attractive, and attainable;
4. Provide workers with resources they need to be effective;
5. Create a supportive environment;
6. Effectively reinforce desirable behaviour;
7. Blend all the elements into an effective work system.

Clearly, such a programme would provide workers with a congenial, challenging, and rewarding work environment. Young people with immense potential and innovative ideas would be encouraged to be in gear. Hence, the problem lies in appropriate motivational programmes.

This paper elaborates only two theories of motivation, because Bangladesh is a poor country where endless efforts are required by people to satisfy their primary needs- mainly physiological needs and then the other needs in ascending order. In addition social security system i.e., law and order situation is not up to the mark. In the above context, unruly youth force views chandabaji to satisfy their need for power, financial support, and other fringe benefits.

Section 3: Dimension of Human Resource Development—The Bangladesh Scenario

It has been mentioned earlier in the introductory chapter that Human Resource Development needs the largest allocation of development budget to get prepared for the next century. The strategies must also be projected with special attention. With the human development rank of 143rd among 174 nations, Bangladesh falls into the category of a poor country where visible advances in human development have been made only in recent years. The preference of the government towards human resource development is showing increasing trend,
especially in the 1990s (Table-4).

### Table- 4: Social Sector Allocation

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<tr>
<td>As % of plan</td>
<td>11.68</td>
<td>11.08</td>
<td>11.65</td>
<td>13.73</td>
<td>20.06</td>
</tr>
<tr>
<td>Allocation</td>
<td></td>
<td></td>
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</table>

Source: Planning Commission GOR

Despite the dismal picture of human development, in certain areas of human and social advance Bangladesh has done much well than many other countries with similar income. In the field of education, the adult literacy rate increased from 24% to 37% during the period of 1970 to 1993 and the gross primary school enrolment rate increased to 77%. But still 29 million children are out of primary school. Though there is only one doctor for every 12500 people life expectancy has increased by 16 years during the last three decades. The calorie supply (as % of requirement) increased from 83% to 93% in the last ten years. Fertility rates have gone down by 30% in the last two decades and the population growth rate declined from 2.8% per annum during 1970 – 80 to 2.1% during 1980-90. Still half of the total urban population lives in slums or squatter settlements. 62% of the women are economically active, which is not only the highest rate in South Asia but also ranks above the average of 50% for developing countries. Legislation has reserved 11% of top civil service jobs for women. Despite the high proportion of women in the labour-force, the female share in the total earned income is less than one-quarter.

Human development is the end and economic growth is the means. It is widely accepted today that the real objective of development must be to widen the choices of people by developing human capabilities. Increasing GNP is a means towards this end. The recent decades also show all too clearly that there is no automatic link between growth and human development. And even when links are established they may gradually be eroded—unless regularly monitored by skilful and intelligent policy management. There lies the significance of rethinking the stale in a changing global environment.

### The State in the 21st Century

The state sets the formal rules – laws and regulations – that are part and parcel of a country’s institutional environment. These formal
rules, along with the informal rules of the broader society, are the institutions that mediate human behaviour (Figure 4). But the state is not merely a referee but also a player in the economic game. The state is indeed a dominant player by investing resources, direct credit, procure goods and services and negotiate contracts and invariably make profound influence over the economic outcomes of a developing country. By playing well, it can lead the national population to the smoother road of development. Played badly, the state’s activities will produce stagnation or, in the extreme, economic and social disintegration. The state, then, must establish the formal rules by which all other organisations must abide; and as an organization itself must abide by those rules. There lies the most crucial question of good governance, specifically in the public sector institutions. Good policies by itself can improve results. But the benefits are magnified where institutional capability is also higher. The state government at the very outset must ensure – accountability and transparency.

**Figure 4: The state, institutions and economic outcomes**

Bangladesh has been ranked as 54th corrupt nations among 55 nations. The prime reason identified is the presence of rent seeking
interest groups in the state and a large bribe-giving lobby comprising different groups of people of the society. At the advent of 21st century this role is becoming crucial day by day. However, in the developing countries, the government far from being a competent player has by and large emerged as a dictator. The ruling party men devote all their efforts to accumulate wealth by power exercise. This hampers the smooth functioning of economic forces. This situation must be changed to face the challenges and to enter the era of globalisation in the coming century.

Section 4: Government Perspective for Youth Development

By reviewing the First Draft of National Youth Policy, it is crystal clear that the Government of Bangladesh has every good intention to develop the most productive segment of the society to face the 21st century in an efficient way. The 21st century will bring major challenges emanating from being part of the global economy dominated by new market arrangements and continuos technological changes; as well as the pressures associated with continuing high levels of poverty, malnutrition, population growth, disease and unemployment.

The National Youth Policy is a document of national significance and represents a nationally agreed formula and a set of guidelines to respond to the needs and aspirations of Bangladeshi young people. Given the present youth profile of our country, National Youth Policy highlights the following important youth privileges:
- Protection from all forms of abuse, coercion, violence, exploitation and degradation;
- Access to relevant education training and support to explore themselves;
- Participation in decision making leadership and national development;
- A positive future through policies programmes and ensuring sustainable development.

Survey Findings

To assess the needs and aspirations of the youth population who will represent Bangladesh in the 21st century, we developed the questionnaire (ANNEX 2 ) for potential job seekers. The major findings are listed below:

1. Most of the graduates passing from the said discipline think themselves competent enough to enter job market and large section prefer to join MNCs or private service.
2. Government jobs though secured are highly structured in nature, and thus require routine service. Whereas MNC and private sector emphasises on creativity. And people with innovative skills are encouraged to join such institution not only for financial benefits but also for using their full potential, which will result in high job satisfaction.

3. The 21st century will witness further shrinkage of government jobs. Eventually, the MNC’s or private sector will be the larger provider of employment.

4. Interestingly, the opinion poll result shows only 8% of total respondent prefer to join discipline-related job. It may be inferred, as employment options are very limited to choose from, the respondents with the background of business and economics are even confused regarding their future (Table 2, Annex 1).

5. The same reason holds true for significant portion of youth force and there lies the possibility of engaging themselves in Chandabaji, arms politics and other anti-social activities (Table 5; Annex 1).

6. In addition to insecurity in the job market our socio-cultural background prepares one to enter service rather than setting up a new business. And the hazard of getting loans also discourages the potential one to emerge as an entrepreneur (Table 3; Annex 1).

7. Other than the options given, 4% felt that the reason for not going into business is the absence of proper guidance as to how they could put their effort into meaningful causes.

8. The survey result shows that all of the respondents are dissatisfied with the role government is playing in promoting entrepreneurship. The problems basically lie in the area of: 
   -Biased Plan and politics
   -Complete absence of transparency and accountability of existing establishment.
   -Severe dominance of corruption
   -Improper implementation of existing laws

9. Probably the respondents are not aware of the relation between pace of economic liberalisation and creation of job opportunities. Although 12% considers the pace to be just right, the remaining answers are not very specific.
10. A section of youth force using their potentials in *Chandabaji* to satisfy their ‘need for power’ (Mc Cleland’s Theory) concentrates on personal power to deteriorate the social security system.

**Section 5: Entrepreneurship**

Entrepreneurship is the act of being an entrepreneur, a derivative of French term *entreprendre*, which means “to undertake; to pursue opportunities; to fulfill needs and wants through innovations and starting businesses.” The entrepreneur is the person who undertakes a venture, organises it, and raises capital to finance it, and assume all or major portion of the risk.

**Entrepreneurship and the Policy Environment**

The availability and quality of entrepreneurship is fundamental to the strong development of the private manufacturing sector. The quality and prevalence of entrepreneurship has been much discussed with respect to Bangladesh’s manufacturing development. An argument heard sometimes is that the country’s political history, reinforced by the thrust of Government policy toward the private sector over the past two decades, has weakened the ability of society to produce entrepreneurship. Thus, the argument goes, only government intervention could create industrial development, either through continuing direct ownership or through fostering entrepreneurs who would first work under the direction and guidance of public institutions. This argument has clearly been proved wrong by the ready-made garments industry.

In contrast to the outstanding success of the ready-made garments industry, jute and textile manufacturers, on which policy makers had long pinned their hopes, have failed to meet expectations. These two experiences illustrate the interaction between private entrepreneurship and the policy environment in Bangladesh. They demonstrate that the entrepreneurial ability is there, but it needs support and credible policy context. Where these conditions have existed, where the cost of doing business has been lowered, and where markets are promising, the private sector has responded, and it has flourished.
Entrepreneurship Model

Entrepreneurship is the process of giving birth to a new business and can be analysed with the help of following model.

Figure: 5 The entrepreneurship model

Components of Entrepreneurship

1. **Foundation**- the foundation provides the environment and general support that help foster entrepreneurship.

2. **Aspiring Entrepreneurs**- the raw energy and talent for venturing comes from aspiring entrepreneurs who are dedicated, hardworking, and knowledgeable people. They come from universities, corporations, research labs, and the general community. They differ in age and sex, but they all have an equal opportunity to become entrepreneurs.

3. **Collaborative Affiliation**- To a great extent entrepreneurship is an intellectual endeavour. The collaborative affiliation component, made up of research centers, parks, and consortia; universities; governments; corporations; and private groups, cooperates with entrepreneurs. And venture incubators to give general guidance, expertise, and research support. This collaborative affiliation represents a tightly connected partnership. The goal of this support group is to generate economic growth and diversification, to improve the standard of living for all members of the society, to create jobs, to broaden the tax base, to improve image and structure, to produce new technologies, and to generate additional investment opportunities.

4. **Venture Incubators**- The venture incubator provides an ideal place to “hatch” new businesses. Entrepreneurs, with foundation stimulation and support and also affiliation with a variety of helpful groups, bring to the incubator unit their abilities and product service ideas. To bring this product service ideas to full commercialisation, however, requires wide variety of skills and support, such as capital, professional expertise, labour, and so on.

5. **New Business**- the entire component is bought to gather to hatch the new business.

6. **Returns to All the Component**- All components of the entrepreneurship model are looking for definite returns, such as follows:
   - Steady Economic growth
   - High Standard of living
   - Adequate Job creation
   - High Profits
   - Supportive Tax base
   - Image Building
   - Technological Development
   - Creation of Investment opportunities.
The preceding model and analysis present only one proposal on how to develop an entrepreneurially strong economy. The model illustrates how different components of a country can work together to foster entrepreneurship and create a number of new and diversified businesses. If such interconnected model is unavailable, but with many of the components in place and scattered, then entrepreneurs must pull them together to meet their specific needs. For example, the entrepreneurs will have to seek out equity capital from one source, loans from another, professional consultation from yet another and so forth. Therefore, as most aspiring entrepreneurs will not have access to a formal venture incubator, they will have to build themselves.

Personality Traits of an Entrepreneur
A galaxy of personality traits characterises individuals who have a high propensity to behave entrepreneurially. Nine of the more salient ones are listed as follows;
- A desire to achieve
- Hard worker
- Nurturing quality
- Accept responsibility
- Reward oriented
- Optimistic
- Excellence oriented
- Organiser
- Money oriented

Dynamic Entrepreneur of 21st Century
Apart from the personality traits listed above, option results have given some interesting dimension regarding their idea of dynamic entrepreneur of 21st century. They are listed below:

Be flexible in order to adjust with the pace of change;
Be creative, well informed and must possess strong leadership qualities;
Be computer literate;
Be more conscious about world trade and about the impact of economic liberalisation;
Be tactful in handling business activity;
Be able to cope with political unrest and natural calamities.
Survey Findings (Annex 1)

The result of the opinion poll shows that most of the entrepreneurs are in business due to self-interest or risk taking propensity. Family background, earns money, and creates employment opportunity got equal weight in encouraging the respondent to be in business. On the other hand tough competition in the job market and availability of fund encouraged none (Table 10).

It can be inferred that, given the vulnerable socio-economic condition of our country, the young people are committed enough to enter the competitive business world. 73.33% of the respondent are satisfied with performance of their business, while 20% showed neutral reaction, and 6.66% are dissatisfied by the way things are moving. It is interesting to note that none of the respondents are fully satisfied in regard to their business operation (Table 11). Political instability has been identified as the major obstacle in running the business which implies the entrepreneurs are highly dissatisfied with the "hartal culture" of our political parties (Table 13).

Chandabaji emerged as the next important problem in the smooth functioning of business enterprise. It has become a social phenomenon, practiced in all spheres of society. Political parties encourage this to accumulate fund and thus they are using a section of youth force as "chandabaji". To save their own interest they influence law and order situation and the chandabaj gets opportunity to perform other antisocial activities. Seeing this, other unruly youths consider chandabaji to earn money in easy way.

Dishonesty of associates, macro economic instability, employee unrest, government intervention, natural calamities, inadequate infrastructural facilities, lack of working capital, are some other problems, given in order of importance, that an entrepreneur faces in smooth functioning of their business. However, employee unrest could have been a dominant factor in large or medium scale manufacturing units, which are not covered under our sample survey.
Fig:6: Why Chandabaji?

Accumulation of fund by political parties

Chandabaji

Antisocial activities

Unhealthy social environment

Increasing number of Chandabaji

Economic liberalisation has not been able to promote the small business setup to the extent as envisaged by the policy maker. The respondents have given equal weight to promoting business and tougher competition leading to shutdown. The scenario may not hold true for larger enterprises. Next, quality ranking and better utilisation holds the same ranking in terms of impact evaluation of economic liberalisation (Table 14).

The opinion poll shows that the pace of economic liberalisation to promote entrepreneurship has both positive and negative indications.

Positive Evaluation
1. Greater flexibility ensuring expansion of business;
2. Promoting dynamism in entrepreneurs;
3. Emergence of new eras of business;
4. Enhancement of foreign business leading to tougher competition and thus generated thrust for quality improvement;
5. Better return with lower investment.

Negative Evaluation
1. Existence of small business faces premature threat of shutdown;
2. Big businesses get preferences, which leads to unequal competition.
Section 6: Information Technology (IT)- Leading Sector in the 21st century

A few years back, the owner of a computer used to be considered as a wealthy one and simultaneously as an intellectual one. Now a days, the situation is just reversed. An educated person not having a Personal Computer (PC) has to face a big question! And most enlightening part is that computers are no more the sole property of the brightest or wealthiest segment of the society. The scenario is almost similar for the developing nations- the poorest segment being deprived of the handiest innovation of science and technology. Many of the rural population have not even heard of computers. But the positivity of global computer awareness is that even the middle class family of a developing country like India and Bangladesh do have the desire to be acquainted with computers or to possess one. Given the demand of the job market they are sending their sons / daughters to computer education school like APTECH or NIIT, where the tuition fees are quite high.

The mass awareness of computers and the augmented use of computers in all spheres of life prepare the ground for Information Technology (IT) Revolution. Globalisation paves the way to tough competition and existence can be assured only on the basis of quality. Developing countries with surmounting problems and scarcity of resources has to depend largely on human resources. It is very much possible to capitalise on the primary needs identified by the Maslow’s Need Hierarchy Theory (discussed in Section 2) to convert them into a vast pool of human resources. They can dominate the world market by exporting Software or can be absorbed in the western job market as programmers. It has been repeatedly said by the IT expert of the country that, right now there are job opportunities for four lakh computer programmers in the western world. The world is stepping ahead to inevitable emergence of E- Commerce. The Internet is changing the classic business and economic paradigms of our times. New models of commercial interaction are developing as business and consumers participate in the electronic marketplace and reap the resultant benefits.23

- Entrepreneurs are able to start new businesses more
- The up-front investment requirements are becoming smaller, by accessing the Internet’s worldwide network of consumers
- Time differences and physical distances have becoming meaningless for Internet trade
- Trading of shares can be done online.
Another potential ingredient in IT sector is Software Development and for Bangladesh, it is a niche market. The fairy tale development of Indian software can be the role model for us in this regard.

**Major Problems of Developing IT Sector**

*Lack of Quality Education*

For Software development the problem lies on the lack of IT-trained manpower. It has been estimated that we will require a yearly turnout of about 8000 IT-skilled graduates to establish our presence in the web.\(^2\) The reputed universities do not have the capacity to accommodate even 1000 students. On the other hand, the standard of computer education or training by the large number of computer training centers is in substantial doubt. Only two internationally reputed computer education institutions – NIIT and APTECH have the international standard certification number for education support system. But the cost of education is quite high in both the institutions, which cannot be availed by a large section of youth, especially rural youth. However, it is interesting to note that according to opinion poll survey, 31.43% of the respondents are highly satisfied with the quality of education that they get in NIIT and APTECH. 51.43% is satisfied and 17.14% of the respondents think that to certain extent they are getting quality education. Regarding the cost of education the findings are very much according to our line of thinking (table 8). More than half of the respondents- 51.52%, consider the education as highly priced. And 30.30% think that it is just right and the rest consider it as very highly priced (table 9).

*Underdeveloped Telecommunication Sector*

Lack of fast and cheap telecommunication link is a big hindrance to the development of our IT sector. Without fast communication, the data-entry industry will hardly be able to attract business from thousands of miles away. Due to underdeveloped telecommunication system the Internet connection is quite expensive and cannot be availed even by a large section of PC holder. But to ensure the presence in the web, it is a prerequisite to be handy with Internet.

**Suggestions**

Based on the findings of our opinion poll survey, in which the relevance of IT was the main focus, the following inferences have been drawn:
Creating a computer friendly social environment

42.42% of our respondents came to know about computers from the social environment, 27.27% from educational institutions and 21.21% from media coverage. The mass people must realise the inevitability of computers through educational institutions, government programmes and NGO activities in the rural area. They must be made aware of the immense potentiality of IT sector.

Provision of high quality computer education at low cost

The government should intensify its support to IT sector by establishing more IT institutions with the assurance of high quality education. Due to the shortage of IT experts for developing software industry government can take initiative for technical support for this purpose. A standard certification procedure has to be developed by the government, especially to ensure competence in the western job market.

Intensified media coverage

Media, being the most influential to motivate people need to play a special role to create computer awareness in the grass root level.

The Premise for IT Revolution

Bangladesh with one of the worst performance of technological skill is very much ready to take part in the IT revolution. The potential job seekers and the young entrepreneurs in the opinion poll survey have revealed this. 47.06% of the IT students joined the institution to be an IT expert and 38.23% joined the group to be more competent in the job market (Table 10). All the respondents who are supposed to enter the job market in the next century consider computer education as a must to face the challenges of the 21st century. They also emphasise on good communication skill, English language proficiency and full awareness of world around. To be rich in information internet was specifically pronounced by both the groups. The significance of E-commerce was mentioned, but not to the full extent. The whole picture expresses that the young generation is quite aware of emergence of digital economy and confident to take part in the IT revolution. But the question lies – how to ensure this IT euphoria to turn into a rare strength in the coming century.

Section 7: Suggestions and Policy Recommendations

Enormous problems and instability is the basic feature of Bangladesh economy. Despite the problems, there is a bright future for youth force, because Bangladesh is the miracle of human survival. The
problems can be gradually eliminated to a great extent if proper policy guidelines and motivational factors are injected in our social environment. The responsibility to undertake such task does not lie entirely with the government body- private sector; political parties and individuals must work hand in hand with government. Altogether it is possible to eradicate antisocial activities by youths like Chandabaji and divert the youth force to become more productive and efficient human resources. The suggestions are as follow:

- Motivating young people to participate in different socio-economic development programmes- literacy, disaster management, environmental improvement, and awareness raising against antisocial activities including drug abuse, terrorism, and chandabaji.
- Encouraging the youth force to respect the principles and values enshrined in the Constitution of Bangladesh, especially the democratic principles and values of social justice.
- Creating a sense of moral and awareness about social ethics by ensuring religious education to all from their childhood and onward.
- Developing institutes for Entrepreneurship Development, so that the dependence of educated and partially educated youth force on service sectors can be shifted to self-employment and setting up new business ventures.
- Emphasising modern training and use of existing training facilities and at the same time, creation of new facilities for enhancing technical and technological training standards, because 21st century will be marked by era of technology.
- Making the youth force computer literate by including computer education as a core course in secondary levels and onward.
- Encouraging NGO and private sector participation not only to supplement but also to undertake pragmatic and innovative programmes such as promoting computer literacy in youth development.
- Providing young people with appropriate demand based education and training and enable their access to information and services regarding employment and enterprise opportunities.
- Target programmes should be jointly initiated and implemented by NGOs and Government to rehabilitate the youth force engaged in Chandabaji.
- NGOs and Government should undertake separate programmes for the educated section of rural youth force on issues such as entrepreneurial skills, technical expertise, vocational training and many others based on the existing rural demand.
- In order to encourage entrepreneurship age-old laws and policies need to be substituted by standard business policies developed in accordance to the changing global environment.
- More support by the government to encourage the small entrepreneurs through easy accessibility of loans and micro credit programs. In addition, establishment of more projects at government initiative like employment bank.
- As we are a vulnerable nation under the shadow of strong neighbour, government should accelerate the pace of economic liberalisation which will promote entrepreneurship through a stable import and export policies.
- Political stability and cooperation by all parties has to be ensured to create congenial atmosphere for entrepreneurship development and also for maximum implementation of reform measures regarding economic liberalisation.
- Policies to curtail and control unhealthy competition, so that small businesses can flourish in its own pace.
- Corruption, red tapism, dominance of legal hazards has to be taken care of by iron hands of law for smooth functioning of existing ventures and starting new ventures.
- Political parties should stop using a section of youth force as an instrument of demonstrating power and collection of funds.
- Stricter laws regarding extortion in all spheres of socio-economic activities should be followed, so that the threat of laws restrain persons involved from committing such crime.
- A work friendly environment has to be created so that young people feel encouraged to do any type of odd jobs, as practiced in developed countries. Projects similar to BIKALPA - University employment project (section 3) should be undertaken but careful attention is needed for proper implementation.
- The Government, NGOs and private sector must have separate vision for rural youth who are deprived of modern facilities, to bring them in the mainstream of economic development.
- Assurance of good governance in all the quarters will create stable socio-economic condition, which will inspire today’s Chandabaji for self-employment with his/her own ideas and thinking.
- Finally, all out effort must be assured by all quarters - government, private sector and NGOs, to develop the youth force capable of entering the information superhighway; which will be the sole superpower of 21st Century.
Conclusion

The present article has attempted to review systematically evidences on four major aspects:

- Motivation
- Potential Youth Force
- Entrepreneurship
- Information Technology

Although a number of recommendations has been made in the previous section, the fact remains that the people have to be freed from the curse of poverty for the proper implementation of these policy suggestions. To explore the opportunities of the 21st century, we need to merge this segment of population in the mainstream of free market economy. As has been envisaged in the Maslow’s Theory of Need Hierarchy, once the primary needs are satisfied by the eradication of poverty, then we can motivate this population to work in the most productive way.

Even when all the policies are implemented and congenial atmosphere created, we can not force people to be entrepreneurs. Motivation needs to be injected to stimulate people to behave actively in this regard. The motivational factors – both positive and negative (section 7) will encourage the youth force from focusing their attention from chandabaji to entrepreneurship.

At the advent of the 21st century, as analysed in our article, Information Technology (IT) is the most potential sector. With immense possibilities of information age it is the young generation who can explore and accept its challenges. Above all, we need to create harmony from millions of seemingly unrelated entities. This is possible only and only by arousing the feeling of nationalism in all irrespective of their age, class, culture, religions and political affiliation. We need to realise the fact that without harmony great achievements are impossible.
ANNEX-1
A : Questionnaire Analysis of Potential Job Seeker

**Table 1: Competency Level**

<table>
<thead>
<tr>
<th>Options</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very competent</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>Competent</td>
<td>15</td>
<td>60%</td>
</tr>
<tr>
<td>Need further training</td>
<td>7</td>
<td>28%</td>
</tr>
<tr>
<td>Not sure</td>
<td>1</td>
<td>4%</td>
</tr>
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</table>

**Table 2: Preferred Job**

<table>
<thead>
<tr>
<th>Options</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discipline related job</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>MNCs or private service</td>
<td>15</td>
<td>60%</td>
</tr>
<tr>
<td>Government service</td>
<td>4</td>
<td>16%</td>
</tr>
<tr>
<td>Self employment</td>
<td>4</td>
<td>16%</td>
</tr>
</tbody>
</table>

**Table 3: Reason behind choice**

<table>
<thead>
<tr>
<th>Options</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of financial support</td>
<td>11</td>
<td>44%</td>
</tr>
<tr>
<td>Lack of family support</td>
<td>3</td>
<td>12%</td>
</tr>
<tr>
<td>Risk aversion</td>
<td>6</td>
<td>18%</td>
</tr>
<tr>
<td>Indecision</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Lack of creative thinking</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>Others</td>
<td>2</td>
<td>8%</td>
</tr>
</tbody>
</table>

**Table 4: Presence of encouraging factors**

<table>
<thead>
<tr>
<th>Options</th>
<th>Frequency</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inspiration from the surrounding</td>
<td>10</td>
<td>2</td>
</tr>
<tr>
<td>Institute for entrepreneurship development</td>
<td>11</td>
<td>1</td>
</tr>
<tr>
<td>More intensive govt. support system</td>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td>Easy accessibility of loans</td>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td>Effective implementation of economic liberalisation</td>
<td>9</td>
<td>3</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>5</td>
</tr>
</tbody>
</table>
Table 5: Reason for chandabaji

<table>
<thead>
<tr>
<th>Options</th>
<th>Frequency</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of employment opportunities</td>
<td>20</td>
<td>1</td>
</tr>
<tr>
<td>Lack of proper education</td>
<td>8</td>
<td>5</td>
</tr>
<tr>
<td>Easy way to get big money</td>
<td>9</td>
<td>4</td>
</tr>
<tr>
<td>Political hierarchy</td>
<td>16</td>
<td>2</td>
</tr>
<tr>
<td>Inappropriate legal system</td>
<td>10</td>
<td>3</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td>i) lack of role model</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>ii) recognised social practice</td>
<td>1</td>
<td>7</td>
</tr>
</tbody>
</table>

B: Questionnaire Analysis of IT Students

Table 6: Computer Awareness

<table>
<thead>
<tr>
<th>Options</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educational institution</td>
<td>9</td>
<td>27.27%</td>
</tr>
<tr>
<td>Social environment</td>
<td>14</td>
<td>42.42%</td>
</tr>
<tr>
<td>Media coverage</td>
<td>7</td>
<td>21.21%</td>
</tr>
<tr>
<td>Mushrooming growth of computer firms</td>
<td>3</td>
<td>9.09%</td>
</tr>
<tr>
<td>Others</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Table 7: Reason for joining IT training

<table>
<thead>
<tr>
<th>Options</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>More competent in the job market</td>
<td>13</td>
<td>38.23%</td>
</tr>
<tr>
<td>Personal interest</td>
<td>5</td>
<td>14.7%</td>
</tr>
<tr>
<td>IT expert</td>
<td>16</td>
<td>47.06%</td>
</tr>
<tr>
<td>Start computer oriented business</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Use IT in the existing business setup</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Others</td>
<td>0</td>
<td>-</td>
</tr>
</tbody>
</table>
Table 8: Quality education

<table>
<thead>
<tr>
<th>Options</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very good</td>
<td>11</td>
<td>31.43%</td>
</tr>
<tr>
<td>Good</td>
<td>18</td>
<td>51.43%</td>
</tr>
<tr>
<td>Fair</td>
<td>3</td>
<td>8.57%</td>
</tr>
<tr>
<td>Average</td>
<td>3</td>
<td>8.57%</td>
</tr>
<tr>
<td>Poor</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Table 9: Rightly priced

<table>
<thead>
<tr>
<th>Options</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very high</td>
<td>6</td>
<td>18.18%</td>
</tr>
<tr>
<td>High</td>
<td>17</td>
<td>51.52%</td>
</tr>
<tr>
<td>Just right</td>
<td>10</td>
<td>30.30%</td>
</tr>
<tr>
<td>Low</td>
<td>0</td>
<td>-</td>
</tr>
</tbody>
</table>

C: Questionnaire Analysis of Young Entrepreneurs

Table 10: Encouragement for being in business

<table>
<thead>
<tr>
<th>Options</th>
<th>Frequency</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family background</td>
<td>5</td>
<td>2</td>
</tr>
<tr>
<td>Tough competition in the job market</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Availability of fund</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Self interest or risk taking propensity</td>
<td>7</td>
<td>1</td>
</tr>
<tr>
<td>Earn money</td>
<td>5</td>
<td>2</td>
</tr>
<tr>
<td>Create employment opportunity</td>
<td>5</td>
<td>2</td>
</tr>
</tbody>
</table>

Table 11: Evaluation of performance

<table>
<thead>
<tr>
<th>Options</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fully satisfied</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Satisfied</td>
<td>11</td>
<td>73.33%</td>
</tr>
<tr>
<td>Neutral</td>
<td>3</td>
<td>20%</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>1</td>
<td>6.67%</td>
</tr>
</tbody>
</table>
Table 12: Extent of computer use

<table>
<thead>
<tr>
<th>Options</th>
<th>Frequency</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Intensively</td>
<td>3</td>
<td>20%</td>
</tr>
<tr>
<td>Moderate</td>
<td>5</td>
<td>33.33%</td>
</tr>
<tr>
<td>Little</td>
<td>5</td>
<td>33.33%</td>
</tr>
<tr>
<td>Never</td>
<td>2</td>
<td>13.33%</td>
</tr>
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Table 13: Problems in running business

<table>
<thead>
<tr>
<th>Options</th>
<th>Frequency</th>
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</thead>
<tbody>
<tr>
<td>Government intervention</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Political instability</td>
<td>9</td>
<td>1</td>
</tr>
<tr>
<td><em>Chandabaji</em></td>
<td>7</td>
<td>2</td>
</tr>
<tr>
<td>Macroeconomic instability</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>Employee unrest</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Others</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I) Natural calamities</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>II) Inadequate infrastructural facilities</td>
<td>2</td>
<td>7</td>
</tr>
<tr>
<td>III) Lack of working capital</td>
<td>1</td>
<td>8</td>
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</table>

Table 14: Impact of economic liberalisation

<table>
<thead>
<tr>
<th>Options</th>
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<tr>
<td>Promoting business</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>Better utilisation of existing resources</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Quality improvement</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Tougher competition leading to shutdown</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>Others</td>
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<td>-</td>
</tr>
</tbody>
</table>
ANNEX- 2

UCEP—A success story

UCEP (Underprivileged Children’s Educational Program) came into being in the year 1972. There are currently three UCEP technical schools and the number of graduates from these schools for the year 1997-98 was 1259 students—almost 96% were ensured jobs through UCEP’s effective and efficient job placement mechanism.

UCEP model consists of four major components, which are i) the general school; ii) the vocational education component; iii) the training component and the job placement component. The lucky and successful graduates from general school are selected for further technical (electrical, mechanical and manufacturing) training. UCEP provides the students with all required books, stationary and once graduated to the technical school, even their conveyance. UCEP is doing miracles with the urban poor. It is generating skilled youth force in the society, which may otherwise would have remained unproductive. UCEP is generating motivation among the urban poor to join them. According to Maslow’s Need Hierarchy Theory, people are at first concerned to satisfy their primary needs i.e., physiological needs; and safety and security needs. We can infer that UCEP is preparing the youth force to satisfy such needs on completion of the educational programme. At the same time, when they are ensured secured jobs through UCEP’s placement programme, they tend to satisfy the social needs of the youth force.

BIKALPA – why the miracle did not work?

BIKALPA (Bishawabidyaloy Karma Shangstan Prokalpa) – University Employment Project, was started on the first day of Bengali new year of 1984 with the aim of providing employment to unemployed educated youth. The passed out degree holders from different universities of the country started their career as owner cum driver of minibuses in the Dhaka city. In the mid-80’s high rate of population growth combined with highly subsidized education at the tertiary level resulted into an alarming number of unemployed educated youth.

With the objective of motivating the young generation to explore their ideas of being productive and efficient: BIKALPA emerged as a project of Sonali Bank. Sonali Bank served as the supplier of credit and university teachers acted as the supervisor cum coordinator for each separate group. The project aimed to provide employment to a huge number of young people from different disciplines. But surprisingly, despite the high rate of return from all the schemes BIKALPA was faced with an enormous number of BIG questions and ultimately detracted within a year. It was nothing but an awful example of power exercise by the then govt. The ruling party wants to provide their people, which was not possible in the then existing structure of BIKALPA. To make their mission successful they wanted to appoint one of their men in the post of chief coordinator. In the rejection of this proposal their fury was intensified and with the help of a section of corrupted bank officials irritated by being deprived of bribes from the schemes of BIKALPA, they were successful to make BIKALPA only an impossible dream.

Source: In depth interviews with persons involved and journals
ANNEX-4

YOUTH PROFILE

- Population (in million): 32.96
- % of National Population: 30
- Distribution of youth population by:
  Male: 16.87 million  Female: 16.09 million
- Distribution of youth population by:
  Urban: 12.65 million  Rural: 12.40 million
- Participants in Labour Force (LF): 19.1 million
- % of National Labour Force (LF): 37.7 million
- Illiterate Youth: 7.58 million
- % of unemployed youth: 50
End Notes

3. Ibid.
9. Ibid.
17. Ibid.
19. Ibid.
21. The National Youth Policy. First Draft, Department of Youth Development, Ministry of Youth and Sports, Govt. of the People’s


24. Ibid.
<table>
<thead>
<tr>
<th><strong>A</strong></th>
<th>Accountability-45</th>
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<tr>
<td></td>
<td>Affluence-43</td>
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<tr>
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<td>Autocracy-15</td>
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<td><strong>B</strong></td>
<td>Balance of payment-2</td>
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<td>Bikalpa-111,118</td>
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<td></td>
<td>Bribery-9,14</td>
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<td>Buzz word-73</td>
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<td><strong>C</strong></td>
<td>Civil Power-15.</td>
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<td></td>
<td>Compradors-12.13</td>
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<td>Corruption-8,9,10,13,14,16</td>
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<td><strong>D</strong></td>
<td>Democracy-2,16,17</td>
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<td></td>
<td>Deprivation-9,11,18</td>
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<td><strong>E</strong></td>
<td>Economic Liberalisation-1,2,9,10</td>
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<td>Economic reform-38,52</td>
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<td>Extortionism-1,8,9,10</td>
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<td>Foreign direct investment-3</td>
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<td>Frustration-17</td>
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<td><strong>G</strong></td>
<td>Gender-74,75,77,80,82</td>
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<td>Gini coefficient-22</td>
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<td>Global town-40</td>
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<td>Global village-39,40,50</td>
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<td>God-father-14</td>
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<td>Good governance10,19</td>
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<td>Hold-Ups-9</td>
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<td>Homogenous community-14</td>
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