

Help wanted: "Make in India" drive lacks skilled labour

REUTERS, Mumbai

In a classroom of construction firm Larsen & Toubro's training centre outside Mumbai, an instructor lifts up a tool and shows it to his students: "Clawhandle," he tells them.

"Clawhandle," chant back the young men, gathered under a picture of Vishwakarma, the Hindu god for craftsmen.

India's Prime Minister Narendra Modi is depending on such young people to realise his dream of turning India from a country of IT professionals, security guards and low-paid chauffeurs into a manufacturing and export powerhouse through this "Make in India" initiative.

India has too few skilled labourers thanks to decades of neglect in training and it desperately needs electricians, bricklayers and plumbers.

The shortage means India could squander the potential demographic dividend of 12 million people joining the labour market a year, just when China's workforce is expected to lose 6 million over the next decade because of its ageing population.

"India, so far, has been a country that celebrated knowledge and intellect. Skills are not celebrated," said Ritupama Chakraborty, president of Indian Staffing Federation, which represents the country's employment agencies. China became a manufacturing giant by steering secondary school students into formal skilled training programmes.

By contrast, in India, students who do not go on to tertiary education have few vocational options



REUTERS/FILE

Students listen to an instructor during a class at the Larsen & Toubro construction skills training institute in Panvel, in Maharashtra, India.

other than government-run Industrial Training Institutes (ITIs) that executives say are poorly managed and often outdated. For example, the ITI syllabus for car mechanics includes considerable training on carburetors, which were widely phased out of cars in the 1990s.

The scant training available means that India only has 3.5 million workers undergoing skills courses a year, compared with 90 million in China, according to Indian government data.

The lack of proper training is compounded by prejudice against manual labour under the Hindu caste system, which has traditionally left jobs that might get your hands dirty to the lowest of the low.

As a result, only one in 10 workers in India's construction industry are skilled, according to govern-

ment data. The government has a goal to provide at least some skills to 500 million people by 2022. But private companies such as the Godrej Group are taking matters into their own hands, recruiting and training workers themselves to be ready with skilled labour when an economic recovery comes.

"I always say that there is no unemployment in India. It's only unemployment," said Adi Godrej, whose businesses range from consumer goods to real estate and infrastructure.

Larsen & Toubro (L&T), the country's biggest construction company, says it could face a labour shortage next year, just when it plans to ramp up investment after two years of slow economic growth.

It has gone out to rural areas to find recruits and bring them to sprawling training centres - such as

the one in the outskirts of Mumbai, where young men practice bricklaying and putting up scaffolding - from which up to 20,000 students graduate a year, many of them joining L&T.

Yogesh Devdas Dudhpachari, 24, is one of L&T's recruits. An unskilled motorcycle mechanic, he attended an ITI to learn carpentry but ended up back at his village without a job before being taken on by L&T.

"Skill and time is valued here," he said during a break in his training. "We were not doing anything in our villages." Even then, companies struggle to find volunteers.

Most young people eschew building and manufacturing jobs in favour of less physically strenuous work, despite data showing that wages for professions with acute shortages such as plumbers and electricians are higher than even low-level IT engineers.

At L&T's training centre in Mumbai, 25 percent of people who joined this year have left the three-month training course.

"There is a bit of reluctance... to join this kind of trade," said Ajit Singh, executive vice president of L&T's Corporate Infrastructure and Services. "The rural youth are used to staying in their comfort zones in the villages and don't want to move out to the project sites."

Analysts say the biggest push needs to come from the government, which has already started easing decades-old labour rules and is trying to centralise a hodgepodge of bodies that over-regulate employment.



CITY BANK

Sohail RK Hussain, managing director of City Bank, hands over blankets to Prime Minister Sheikh Hasina as donation to the relief and welfare fund of the premier, at a programme in Dhaka recently.

Government of the People's Republic of Bangladesh

Public Private Partnership Office
Prime Minister's Office

Green Delta AIMS Tower (Level-13), 51-52, Mohakhali, Dhaka-1212
web: www.pppo.gov.bd

Request for Expressions of Interest (Firm/NGO) for Consultancy Services

For
Preparation of Land Acquisition and Resettlement Action Plan

Procuring Entity Name: Chief Executive Officer, PPP Office

Procurement Method: QCBS

Source of Fund: GOB/PPPTAF

EOI Reference No. PPP/Admin/Publicity&Ad./95/2012-787 Date: 29-12-2014

EOI Submission Deadline: 29 January 2015, 4:00pm

- In August 2010, the Government of the People's Republic of Bangladesh (GOB) issued the Policy and Strategy for Public Private Partnership (PPP) to facilitate the development of core sector public infrastructure and services vital for the people of Bangladesh. The PPP program is a part of the Government's Vision 2021 goal to ensure a more rapid, inclusive growth trajectory, and to better meet the need for enhanced, high quality public services in a fiscally sustainable manner.
- Under this new national policy, the PPP Office was established in September 2010 as a separate, autonomous office under the Prime Minister's Office to act as a catalyst to proactively realize PPP projects.
- The PPP Office supports line Ministries to facilitate identification, development, formulation and tendering and selection of investors for PPP projects to international standards. For interested investors the PPP Office provides a professional, transparent, centralized portal to high quality PPP Projects. The PPP Office helps augment government sector line Ministry project development efforts with world-class external PPP resources, with the goal of increasing the quality, attractiveness, and sustainability of PPP projects while realizing them in an efficient and cost-effective manner.
- This Request for Expressions of Interest (EOI) has been issued in order to deliver PPP Office's remit to maintain a pre-selected panel of consultants/NGOs for PPP projects. The objectives of the consultancy services are to support the delivery of PPP Office's remit by assisting Line Ministries/Implementing Agencies to develop and execute "In-Principle" approved PPP projects.
- The scope of the services includes but is not limited to the:
 - Development and Execution of PPP Projects
 - (i) Update land acquisition proposal and liaison with Deputy Commissioners Office to submit land acquisition proposals acceptable to DC offices;
 - (ii) Designing, planning, and consultations campaign in the affected areas primarily to inform Project affected persons (PAPs);
 - (iii) Computerization of data of land, structure, trees, and other properties lost by the PAPs;
 - (iv) Collection of all relevant Mouza Maps;
 - (v) Carrying out census and Inventory of Losses (IOL) including socio-economic survey;
 - (vi) video filmmaking of the alignment will have to be taken during the census with identification and naming of each households/units/business enterprises and Public Cultural Resources;
 - (vii) All affected households, structure, businesses enterprises and public cultural resources will be identified with an ID number and a photograph of the head of households except land owner;
 - (viii) Each house will be marked and numbered with permanent paint which can prominently be visible from a reasonable distance and can be used as an evidence of counting;
 - (ix) Collect all Parochas/Khatian and have to prepare a list of the affected land losers following the class of land consulting the latest published land records/holdings if any;
 - (x) Demarcation of RoW including installation of Pillars;
 - (xi) Preparation of Plot schedule;
 - (xii) Collection of Sub-Registrars' land market price;
 - (xiii) Land and other Market Survey;
 - (xiv) Preparation of Resettlement Plan;
 - (xv) Submission of monthly, periodical and Project Completion Report (PCR) with all records and expenditures after completing the service.
- It is expected that the PPP projects will fall mainly in, but is not limited to, the following sectors:
 - Transport sector (e.g. bridge, road, rail, waterways, civil aviation facilities, ports, etc);
 - Energy, Water and Waste Sector (e.g. power plant, storage and distribution, water supply, waste management);
 - Tourism sector (e.g. resorts, integrated tourism facilities and accommodation);
 - Social infrastructure (e.g. health facilities, education facilities);
 - IT and Telecommunications Sector; and
 - Civil accommodation infrastructure sector (e.g. economic zones, city/housing development, public buildings).
- Selection of consulting firms/NGOs will be undertaken on the basis of a two-stage process. In the first stage interested consulting firms/NGOs will be shortlisted on the basis of their ability to demonstrate that they meet the minimum qualifications requirements to deliver their services in any of the sectors listed above.
- The shortlisted consulting firms/NGOs will remain empanelled on a sector basis and their role can be extended on the basis of the outcome of a subsequent procurement process (RFP) being carried out for projects in that sector. The authority reserves the right to amend or cancel the empanelment at any time.
- Consulting firms/NGOs who have been shortlisted in the relevant sector will be invited to submit responses to one or more Request for Proposals (RFP) being issued for the delivery of any or some of all the services referred to in the scope of services in relation to the development and execution of a specified PPP project.
- PPP Office now invites eligible and qualified consulting firms/NGOs to submit their Expressions of Interest (EOI) for the above services. Interested consulting firms/NGOs are invited to provide information indicating that they are qualified to perform the services (brochures, description of similar assignments, experience in similar operating conditions, availability of staff with appropriate professional qualification and experience, annual reports and accounts etc). EOIs will be reviewed on the basis of the following:
 - a) Registration of consulting firm/NGO;
 - b) Age of the consulting firm/NGO;
 - c) Organizational structure;
 - d) Availability of key professional staff (list of management, key personnel: such as staff with relevant experience, project management, Land Acquisition and social matters etc);
 - e) Financial, Managerial and other capacity of the consulting firm/NGO;
 - f) Specific experience in delivering the services mentioned in scope of services (paragraph 5 of this REOI) in one or more of the sectors listed above (paragraph 6 of this REOI);
 - g) Experience of the consulting firm/NGO in other works/assignments; and
 - h) Experience of working in similar operating condition.
- Consulting firms/NGOs may associate to enhance their qualifications now or at the RFP stage as per provision of RFP, but should mention whether the association is in the form of a "Joint-Venture" or of "Sub-Consultancy". In all cases the lead consulting firm must be clearly identified and they will be responsible for delivering the major portion of the scope of services. In the case of a Joint Venture, all members of such "association" should have real and well-defined inputs to the assignment.
- Special instructions:
 - Incomplete/partial EOIs will be rejected.
 - Interested firm(s)/NGO(s) must provide information demonstrating that they are qualified to perform the services in the sectors identified above.
 - The procuring entity reserves the right to accept or reject any or all of the EOIs, or annul the EOI process at any stage without assigning any reason(s) whatsoever and without incurring any liability to the affected applicant(s).
 - The procuring entity reserves the right to request additional and separate expression of interest for the procurement of consultancy/NGO services for PPP projects.
- Interested consulting firms/NGOs are required to submit their EOI along with relevant supporting documents:
 - (a) In a sealed envelope, one original submission, two copies of the original submission and one copy of all documents on a CD, clearly marked with "Confidential: Expression of Interest for Consultancy Services for Preparation of Land Acquisition and Resettlement Action Plan" to the address indicated below by 4:00pm, Thursday 29 January 2015; or
 - (b) Interested consulting firms/NGOs may obtain further information at the address below from 10:00am to 4:00pm until Thursday 15 January 2015 (except holidays).



EBL

Mir Nasir Hossain, director of Eastern Bank, opens the bank's 76th branch on Gulshan Avenue in Dhaka yesterday. Ali Reza Iftekhar, managing director, was also present.



LOTTO

Kazi Jamil Islam, managing director of Lotto Bangladesh, attends a franchise meet organised by the Italian brand Lotto, at Army Golf Club in Dhaka recently. Abdullah Al Mosaddek, chief executive officer, was also present.

Bangladesh Telecommunications Company Limited
Office of the Director Procurement
Telephone Revenue Bhaban, Sher-e-Bangla Nagar, Dhaka-1207
No: DP/L-04/BTCL/1000UP/OSP/Package-3/2014-15/81 Date: 28/12/2014 AD
Sub: 2nd Corrigendum of Local Tender No. DP/L-04/BTCL/1000UP/OSP/Package-3/2014-15/7 dated: 12/11/2014 AD for "Supply, Installation, Testing & Commissioning of Optical Fiber Outside Plant for Optical Fiber Cable Networks Development in 1000 Union Parishad (Package-3: Lot-A, B & C)".

2nd Corrigendum Notice
Due to unavoidable circumstances, the following changes of the abovementioned tender notice have been made as given below:-

Sl.	Subject	Existing particulars	Changed particulars
17)	Tender last selling date	29/12/2014 up to 03:00pm	06/01/2015 up to 03:00pm
18)	Tender closing date & time	30/12/2014 @ 11:45am	07/01/2015 @ 11:45am
19)	Tender opening date & time	30/12/2014 @ 02:30pm	07/01/2015 @ 02:30pm

All other terms and conditions of the tender will remain unchanged.
Md. Maksudur Rahman Akhund
Director (Procurement)
Phone: 58150500
GD-5058

গণপ্রজাতন্ত্রী বাংলাদেশ সরকার
বাংলাদেশ পুলিশ
পুলিশ সুপারের কার্যালয়
কুষ্টিয়া
স্মারক নং - ১২২৬/ই তারিখ-২৮/১২/২০১৪ খ্রিঃ

সংশোধিত উন্মুক্ত দরপত্র বিজ্ঞপ্তি
অত্র কার্যালয়ের স্মারক নং-১১৬২/১(১২)/ই, তারিখ-১৪/১২/২০১৪ খ্রিঃ মূলে আহবানকৃত চলতি ২০১৪-২০১৫ অর্থ বৎসরে কুষ্টিয়া জেলা পুলিশ বিভাগের পূর্ত মেরামত ও সংস্কার কাজ বাস্তবায়নের নিমিত্ত উন্মুক্ত দরপত্র বিজ্ঞপ্তি গত ১৮/১২/২০১৪ খ্রিঃ "দৈনিক জনকণ্ঠ" এবং "দি ডেইলি স্টার" পত্রিকায় প্রকাশিত হয়েছে। উক্ত বিজ্ঞপ্তির ক্রমিক নং-১০-এ দরপত্র সিডিউল সর্বশেষ প্রান্তির তারিখ ও সময়ঃ ০৪/০১/২০১৫খ্রিঃ বিকাল ১৭.০০ ঘটিকা পর্যন্ত সরকারি ছুটি থাকায় উহা পরিবর্তন করে উল্লিখিত স্মারকে আহবানকৃত দরপত্র বিজ্ঞপ্তি নং-০৩/২০১৪-২০১৫, তারিখ-১৪/১২/২০১৪ খ্রিঃ এর নিম্নে বর্ণিত সংশোধন করা হলো।

ক্রমিক নং	বিবরণ	পূর্বের	সংশোধিত
১০.	দরপত্র সিডিউল সর্বশেষ প্রান্তির তারিখ ও সময়	০৪/০১/২০১৫খ্রিঃ বিকাল ১৭.০০ ঘটিকা পর্যন্ত।	০৫/০১/২০১৫খ্রিঃ বিকাল ১৭.০০ ঘটিকা পর্যন্ত।
১১.	দরপত্র জমা প্রদানের সর্বশেষ তারিখ ও সময়	০৫/০১/২০১৫খ্রিঃ বেলা ১২.০০ ঘটিকা পর্যন্ত।	০৬/০১/২০১৫খ্রিঃ বেলা ১২.০০ ঘটিকা পর্যন্ত।
১২.	দরপত্র খোলার তারিখ ও সময়	০৫/০১/২০১৫খ্রিঃ বেলা ১২.৩০ ঘটিকা। দরপত্রদাতা বা মনোনীত প্রতিনিধিদের উপস্থিতিতে (যদি থাকে)।	০৬/০১/২০১৫খ্রিঃ বেলা ১২.৩০ ঘটিকা। দরপত্রদাতা বা মনোনীত প্রতিনিধিদের উপস্থিতিতে (যদি থাকে)।

দরপত্রের অন্যান্য শর্তাবলী অপরিবর্তিত থাকবে এবং সংশোধিত বিজ্ঞপ্তি উন্মুক্ত দরপত্রের একটি অংশ হিসেবে বিবেচিত হবে।

প্রণয় চিসিম
বিসি নং-৬৯৯৮১১৬৪৪৫
পুলিশ সুপার, কুষ্টিয়া
ফোন-৬২৪০০, ফ্যাক্স-৬২৪০১
GD-5064

Government of the People's Republic of Bangladesh
Office of the Executive Engineer, RHD
Road Division, Khagrachhari
Phone No: 0371-61730
email: eekha@rhd.gov.bd
Ref: e-GP/24/EE/KHAG/2014-2015 & e-GP/25/EE/KHAG/2014-2015
Tender ID No: 16792 & 16794

e-Tender Notice
e-Tender is invited in the National e-GP System Portal (<http://www.eprocure.gov.bd>) for the procurement of:

Sl. No.	Tender notice No. & tender ID No.	Description of work	Date of opening
01	e-GP/24/EE/KHAG/2014-2015 Tender ID No. 16792	Khagrachhari-Rangamati-Bandarban Road (R-162) (Khagrachhari-Mahalchhari portion) under Khagrachhari Road Division during the year 2014-2015.	19/01/2015 Time: 15.00pm
02	e-GP/25/EE/KHAG/2014-2015 Tender ID No. 16794	Re-Construction of Existing Damaged RCC Pipe Culvert No. 76/1 & 78/1 at 76 th & 78 th KM of Hathazari-Fatichkhari-Manikchhari-Matiranga-Khagrachhari Road (R-160) under Khagrachhari Road Division during the year 2014-2015.	19/01/2015 Time: 16.00pm

This is an online tender, where only e-Tenders will be accepted in e-GP portal and no offline/hard copies will be accepted.
To submit e-Tender registration in the National e-GP System Portal (<http://www.eprocure.gov.bd>) is mandatory.
The fees for downloading the e-Tender document from the National e-GP System Portal have to be deposited online through any registered bank's branches up to 17.00pm, date: 18/01/2015.
Further information and guidelines are available in the National e-GP System Portal and from e-GP held desk (helpdesk@eprocure.gov.bd)

Md. Zahangir Alam
ID No. 005412
Executive Engineer, RHD
Khagrachhari Road Division
Khagrachhari
GD-5052

GD-5062

Uttam Kumar Karmaker
Deputy Manager (Deputy Secretary) (Finance)
Public Private Partnership Office
Prime Minister's Office
Green Delta AIMS Tower (Level-13)
51-52, Mohakhali, Dhaka-1212
Contact No. +88-02-9898531 (Office)
E-mail: info@pppo.gov.bd