

Promoting Industrial Training through Macro Economic Approach (The Importance of Training and Development in the Ministry Of Industry in Benghazi Libya)

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Abstract : Libya is blessed with many factories but regrettably these factories failed due to lack of skills and experiences. Often Libya due to their uncoordinated, unregulated and fragmented nature delivery systems and policies are the challenges faced by the state. It is difficult to design a training system that ensures demand driven skills provision and involves stakeholders from key relevant sectors and this requires a study to identify problems and prosper solution for sustainable future development. Hence, the report adopted the approach which combines the results of studies being reviewed. I utilized analytical techniques to estimate the strength of a given set of findings across many different studies and sometime compare and draw conclusion. This has allowed the creation of a context from which this report emerged The report data solely rely on the empirical source which classified in primary and secondary source. The reported found out that the number of trainee dropped from 2000 to 2005 by an average of 26 students, in comparison to 1999. However, in 2006 and 2007, the number of trainee showed increased (by an average of 25 students). Due to this increased in trainee, oil production also increased at the beginning of the new millennium. This Indicate that training increase productivity and productivity growth can raise incomes and reduce poverty in a virtuous circle. Productivity growth reduces production costs and increases returns on investments, some of which turn into income for business owners and investors and some of which are turned into higher wages and national growth.

Keywords - Libya, Ministry of industry, Training and development, productivity, economic growth

I. INTRODUCTION

The most import aspect of private and not private industries is the Development of skills of employees and training and Development helps in increasing the job knowledge and skills of employees at each level. It helps to expand the horizons of human intellect and an overall personality of the employees and productivity - Training and Development helps in increasing the productivity of the employees that helps the organization further to achieve its long-term goal where Libya economic will be greatly improved. The report will provide inside into team work and team spirit can be obtained in good training set up and training and Development helps in inculcating the sense of team work, team spirit, and inter-team collaborations [1-4]. It helps in inculcating the zeal to learn within the employees. Diversification is an important issue, it is important and can be achieve through organization Culture and training and development helps to develop and improve the organizational health culture and effectiveness [5, 6]. It helps in creating the learning culture within the organization and through the ministry the training and development should encourage by organization climate where training and development helps building the positive perception and feeling about the organization. The employees get these feelings from leaders, subordinates, and peers and upon implementing my report by the ministry, the quality and effectiveness in work place can be achieve and training and development helps in improving upon the quality of work and work-life[7-10]. The challenges associated with the changing nature of work and the workplace environment is as real for the industry as elsewhere. Rapid change requires a skilled, knowledgeable workforce with employees who are adaptive, flexible, and focused on the future. As a ministry, one of the key responsibilities is to develop enabling work force. The Philosophy of Human Resources Management and encourage growth and career development of employees by coaching, and by helping employees achieve their personal goals local and beyond developing human resources by providing adequate training... encouragement of staff development, and opportunities for growth

II. METHOD

This part deals with the report methodology that was used in gathering information for the report, it consists of two approaches, one is on the report and second on how data are being collected and manage. In general, the report solely relied on previous study for both local within Libya and international article that suggests that the benefits of training are enhanced by applying theory based learning principles such as encouraging trainees to organize the training content, making sure trainees expend effort in the acquisition of new skills, and providing trainees with an opportunity to make errors together with explicit instructions to

encourage them to learn from these errors. In terms of training delivery, recent research indicates that the benefits of using technology can be enhanced by providing the ministry with adaptive guidance. The report is based on existing Libya reports and international article under the Conventional training and on experience gained training and program process over the past decade. Below is the flow chart of the methods.

2.1 Data Collection

The importance of methodology to every research cannot be overstated if the validity and reliability of the results are to be attained. It is also critical to ensure the replication and generalization of the research results.

Research design is the overall plan for collecting data in order to solve the research problems. It also involves specific data analysis techniques or methods the researcher intends to use. This report adopted the previous source and focus was on only Libya industry, data was collected from journals, minutes and conferences. The report adopted approach which combines the results of studies being reviewed and estimates the strength of a given set of findings across many different studies and sometime compares and draw conclusion. This has allowed the creation of a context from which this report emerged. However, the report solely depends on previous study from both local and international articles.

a. Source of Data

The report data solely rely on the empirical source which I classified under secondary source; these are the minutes and ministerial guided also local and international referred articles such as journals and conferences papers.

b. Data Technique

In order to establish how to plan and tackle the report problems, it was necessary to adopt particular technique. In this way, the necessary data required to provide the answers to the report objective that was set.

Various activities were employed for specifying the type and the empirical technique was used for the data collection which can see above in the report methodology flow chart.

III. RESULTS AND DISCUSSION

The Population; total in Libya was last reported at 6422772 in 2011, according to a World Bank report published in 2012. From table 1 we can see that nearly 20% of the population is either public staff or private staff. From the data obtained between 2004 to 2011 the employment rate considerably okay. However, the training in the public sector is considerably low compared to the private sector. Less than 10% of the public staffs are trained but in the private sector almost 40% are trained personnel.

The Population; female (% of total) in Libya was last reported at 49.63% in 2011, according to a World Bank report published in 2012. Female population is the percentage of the population that is female. Population is based on the de facto definition of population. This page includes a historical data chart, news and forecasts for Population; female (% of total) in Libya.

Libyan economic vulnerabilities stepped up significantly from early 1997 through the period following the onset of the crisis in mid-2011, as market confidence increasingly diminished along with the rest of the region. Large portfolio outflows took place, and equity and property values declined substantially, the Libyan dinar (LYD) came under tremendous pressure. However, it took good sharp with implementation of proper training, since the GDP is second only to Egypt compared within the sub African northern region as shown in the table3

Libya among number of COMESA countries has implemented FDI surveys. These surveys have provided a basis for the estimation of intra COMESA and intra African FDI flows due to industrial training. The years reported in Table 3 represent the national surveys conducted between the time period starting in 2007 and ending in 2011. In order to assess the size of intra-regional FDI inflows, Table 3 presents period averages of FDI for the years that each reporting country reported FDI source data. Egypt's average FDI inflows from the COMESA region amounted to US\$51.77 million during this time frame. The majority of the FDI received by Egypt was contributed by Libya because there was and instability during this period, especially prior to 2011.

Inflows into Egypt from Libya in 2011 fell by 96% when compared to the previous year of 2010. COMESA originating FDI into Egypt was 100 percent of all African originating inflows over the years 2007 and 2011. Results from the Kenya 2010 Foreign Investment Survey indicate that South Africa was the largest African investor in Kenya followed by Tanzania, Mauritius and Uganda and elsewhere it was reported the mentioned countries have effective tool for training through their industries. Average COMESA originating inflows into Uganda amounted to US\$70.94 million between 2007 and 2009. The identification of the influences of training and development for the rate structure and character of industry or economic growth, the objective achievement I explain in term productivity point of view because productivity is a relationship between outputs and inputs. It rises when an increase in output occurs with a less than proportionate increase in inputs, or when the same output is produced with fewer inputs". Productivity can also be considered in monetary terms as shown in fig 3 If the price received for an output rises with no increase in the cost of inputs, this is also seen as an

increase in productivity hence this shows the training is influence development rate. The training contribute to enhancing domestic living quality and poverty alleviation, from the fig 3 and 4 is clearly indicated that training increase productivity and productivity growth can raise incomes and reduce poverty in a virtuous circle. Productivity growth reduces production costs and increases returns on investments, some of which turn into income for business owners and investors and some of which are turned into higher wages. Prices may go down, consumption and employment grow and people move out of poverty. The virtuous circle is also fed through the investment side of the economy when some productivity gains.

Zambia’s FDI inflows from COMESA amounted to US\$68.52 million between 2007 and 2010 mostly from Libya followed by Mauritius. Average FDI inflows into Madagascar amounted to US\$49.86 million between 2007 and 2010, mainly from Mauritius. FDI inflows into Malawi from COMESA and South Africa were worth US\$19.7 million and US\$20 million respectively in 2010. Tanzania contributed US\$10 million in Malawian FDI inflows in the same period. COMESA accounted for US\$ 76.43 million FDI inflows into Rwanda for the period 2010. Average inflows into Swaziland between 2007 and 2010 were in the region of US\$46.30 million all sourced from South Africa. The women job is an effective means of reducing poverty and encouraging sustainable development. There is little denying the fact that investing in human capital is one of the most effective means of reducing poverty and encouraging sustainable development. Yet, women in developing countries usually receive less education than men. More so, women in Libya generally enjoy far less employment opportunities than men the world over. This problem could solve by introducing special program that will allow the women get access to education and participate in national development and keep social norm that encourage value but avoiding free mixing. There are several social and economic indicators to support this point and since from table 4.2 we can see that the women population is almost 50%. From the table 3 and 4 the contemporary training elements that responsible promote industrial training the establishment of a sound or harmonious industrial relations system is a central theme for governments, employers, workers and their representatives, in their endeavors to achieve economic and social development. Several changes on the international scene presently exert a major influence on how industrial relations needs to be viewed clear example are Congo Dr. The internationalization of business, intense competition and rapid changes in technology, products and markets have increased the need for economies and enterprises to remain or become competitive. Furthermore, these problems must be addressed at the international level, because nation acting individually would be at a competitive disadvantage if it imposed higher standards unilaterally.

Figure 3 shows the overall number of students and graduates of the PTIO between 1999 and 2007. These statistics indicate that the number of students dropped from 2000 to 2005 by an average of 26 students, in comparison to 1999. However, in 2006 and 2007, the number of students showed a gradual increase (by an average of 25 students). This rise in PTOI intake is mainly associated with the oil industries' need for specialist technicians. In addition, as indicated in Figure 4 oil production also increased at the beginning of the new millennium. The oil industries in Libya are therefore expanding to cope with demand. Individual student distributions according to the type of field they specializing due to the training. This demonstrated the relation between training and national growth.

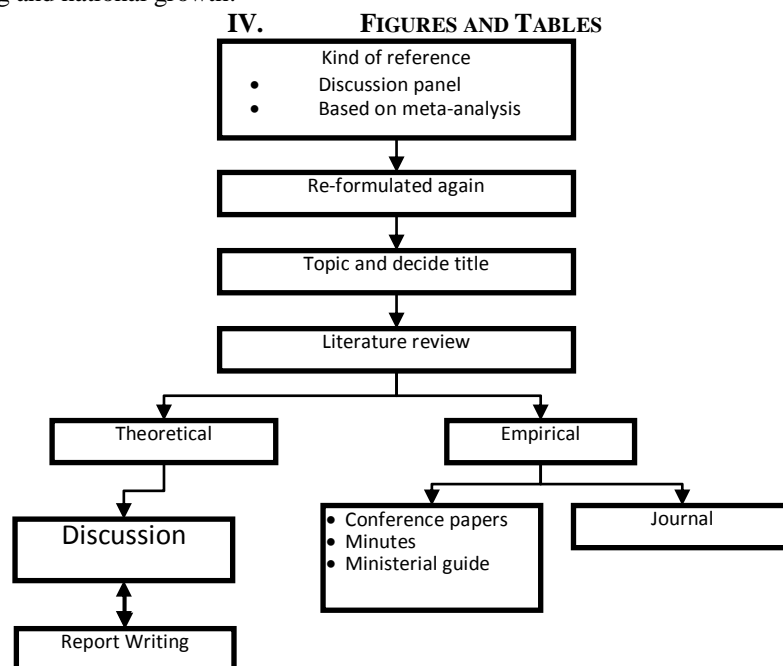


Fig1. Showing the flow chart of the methodology

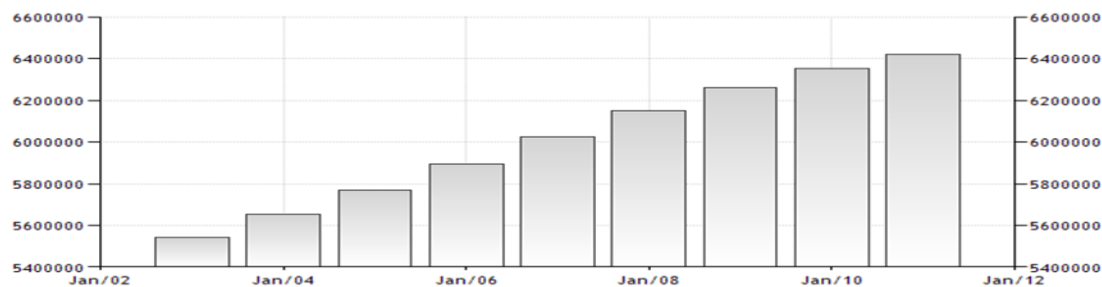


Fig 2 Libya Population as of 2012

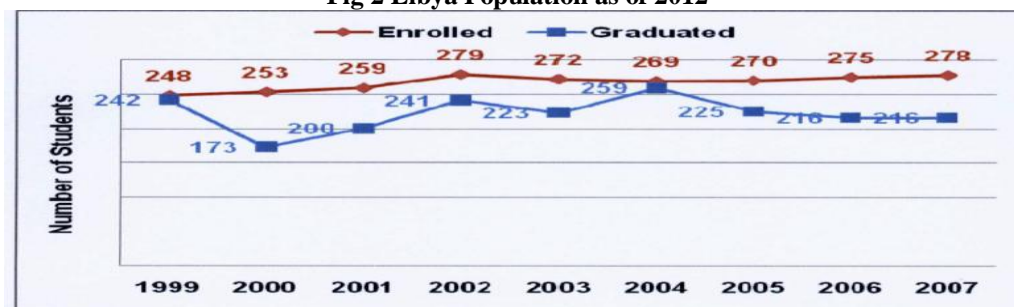


Fig 3 Total numbers of enrolled and graduate students between 1999 and 2007

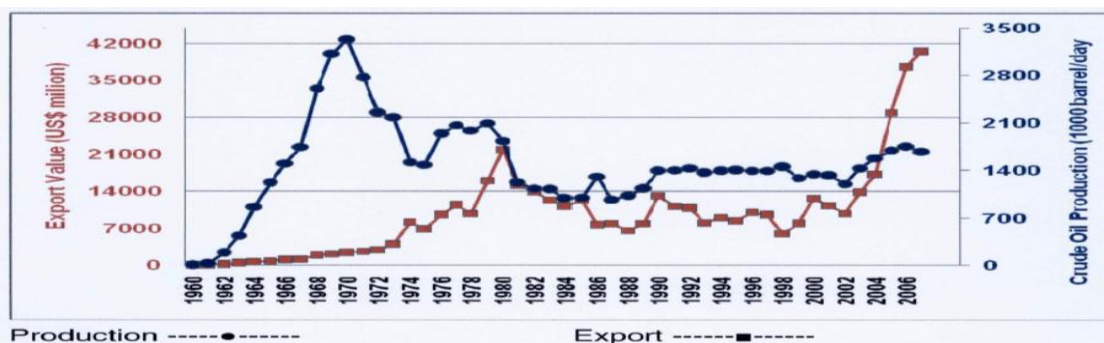


Table 1: Public and private staffs in Libya, 2004-2011

Libyan staffs	2004	2005	2006	2007	2008	2009	2010	2011
Public staffs	400000	404000	405200	408000	408500	408500	500000	500000
Private staff	150000	150000	155000	155000	160000	160000	172000	1700000
Trained Public staffs	30000	30000	32000	32100	33000	33200	33300	33300
Trained private staffs	62000	63000	63200	63200	64000	65000	67000	67000

Table 2: Exports, Imports and Trade Balance in Libya

Year	Total Exports	Total Imports	Trade Balance
	Million(\$)	Billion(\$)	Billion(\$)
2004	481.25	399.63	81.62
2005	536.23	432.87	103.36
2006	588.97	478.15	111.09
2007	604.30	502.04	102.26
2008	663.01	519.80	143.21
2009	552.51	434.67	117.85
2010	638.82	528.83	109.99
2011	694.55	574.23	120.32

Table 3: Inward FDI Flows by Country

	2007	2008	2009	2010	2011	Growth rate (2010 - 2011)
Burundi	0.5	3.2	0.3	0.8	3.4	337.7
Comoros	7.7	4.6	13.8	3.9	6.8	73.0
Congo DR	1,808.0	1,726.8	-243.2	2,742.3	1,686.9	-38.5
Djibouti	195.4	228.9	99.6	36.3	78.7	116.9
Egypt	11,578.1	9,494.6	6,711.6	6,385.6	-482.7	-107.6
Eritrea	-0.1	-0.2	0.0	55.6	18.5	-66.7
Ethiopia	215.2	107.0	226.9	285.7	619.0	116.6
Kenya	631.5	85.1	139.9	184.3	330.3	79.2
Libya	3,850.0	3,180.0	3,310.0	1,909.0	0.0	-100.0
Madagascar	321.3	499.7	525.9	344.2	438.9	27.5
Malawi	124.4	195.4	49.1	97.0	92.4	-4.8
Mauritius	339.1	382.9	247.8	437.7	263.2	-39.9
Rwanda	82.3	103.4	118.7	42.3	106.2	150.9
Seychelles	126.5	129.8	118.4	159.8	144.7	-9.5
Sudan	2,436.3	2,600.5	2,662.1	2,894.4	2,691.7	-7.0
Swaziland	37.4	105.7	65.6	133.5	92.2	-30.9

Table 4 Showing Foreign Direct Investment Inflows of GDP

	2007	2008	2009	2010	2011
Burundi	0.0	0.2	0.0	0.0	0.1
Comoros	1.6	0.9	2.6	0.7	1.1
Congo DR	18.0	14.9	-2.2	20.9	10.3
Djibouti	23.0	23.3	9.5	3.2	6.3
Egypt	8.9	5.8	3.6	2.9	-0.2
Eritrea	0.0	0.0	0.0	2.6	0.7
Ethiopia	1.1	0.4	0.7	1.0	2.0
Kenya	2.2	0.3	0.4	0.6	0.9
Libya	5.6	3.3	5.3	2.4	0.0
Madagascar	4.4	5.3	6.1	3.9	4.4
Malawi	3.4	4.6	1.0	1.8	1.6
Mauritius	4.4	4.0	2.8	4.3	2.3
Rwanda	2.2	2.2	2.3	0.8	1.7
Seychelles	12.2	13.3	14.1	16.6	14.3
Sudan	5.4	4.8	5.1	4.4	4.2
Swaziland	1.3	3.7	2.2	3.6	2.3
Uganda	6.6	5.0	5.3	3.2	4.7
Zambia	11.5	6.4	5.4	10.7	10.3
Zimbabwe	1.3	1.2	1.8	2.2	4.2

V. CONCLUSION

The report which was aimed at to identify importance of contemporary training in industrial training development in the Ministry of Industry in Benghazi Libya the training development procedures at the ministry can therefore not be described as conforming to standard practices. However, the relevance and effectiveness of the methods used can be success in equipping trainees with the intended skills for work indicates that indeed training can impact on the productivity. The Ministry faced some challenges of inadequate budgetary allocations, lack of facilities and logistics in implementing its training policy, however, there is no reason why the ministry should not re-strategize, re-plan and implement a sustainable training and development policy and programmes capable of enhancing its human resource. The findings of the report indicate that, in the current

world of industry, training and development has been identified as a strategic tool for competitive positioning. It is therefore very important that the institutions are taking strategic decisions on aggressively (in the short term), systematically (in the long term) and comprehensively developing their human assets in order to remain in business. Today world of work where employees have attained higher educational levels and have varied options in terms of job opportunities, the management of the Ministry of Industry in Benghazi Libya therefore need to come to the realization that the mission and vision and desire to contribute to te that developing human resource at least provide some level of guarantee in improving productivity and the development of Libya will only be achieved by being more committed to training and development and making strategic investments in the human capital in order to enhance the competency of the staff for efficient, effective and improved customs service delivery.

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