ROLE OF SMALL-SCALE INDUSTRIES AND POLICIES IN DEVELOPMENT: A COMPARISON BETWEEN PAKISTAN AND JAPAN

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Abstract

This article aims to study and analyse small-scale industrial policy links between Pakistan and Japan. Pakistan and Japan both began with comparable difficulties. World War II ripped the Japanese economy apart. Pakistan gained independence and faced a very immature economy with a small industrial base. Pakistan has significant agricultural resources as raw materials. On the other hand, Japan transformed the military-trained society into a highly successful industrial labour and entrepreneur nation. However, Pakistan has ignored human resource development while altering economic strategies; unfortunately, without any government planning or support, tiny enterprises in Pakistan thrived independently. This article will provide a short overview of the rise of micro industries in Pakistan, government policies, and a comparison of Pakistani small industries with those in Japan. The research reveals how different industrial policies in Japan have paid sufficient emphasis on the development of small enterprises, which they deem crucial for the progress of their economy and a good source of job creation, and Pakistan is lacking behind. At last, a comparative analysis of the role of ministries in industrial policy development and labour laws was discussed as to how to enhance industrial production, and employment generation, with labour welfare as part of industrial policy.

Keywords: Industry, Policy, Economy, Pakistan, Japan.

Introduction

Pakistan is an agricultural country whose economy is based on agriculture and services. The services sector contributes more than 50% of the country's Gross Domestic Product (GDP), 23% to agriculture and 18% to industry. Pakistan's industry highly relies on the performance of agriculture, like cotton for textiles, leather with food, and agro-products.[1] Decades of political unrest and instability, terrorism, and wars with India and Afghanistan caused the economy to fluctuate. The growth and development of any country depend upon agriculture, the services sector, and industrial production; a high production rate will give a solid economic boost. The GDP defines the output of goods and services in any country during a specific period; it also measures the income earned from this production or the total amount spent on final goods and services.

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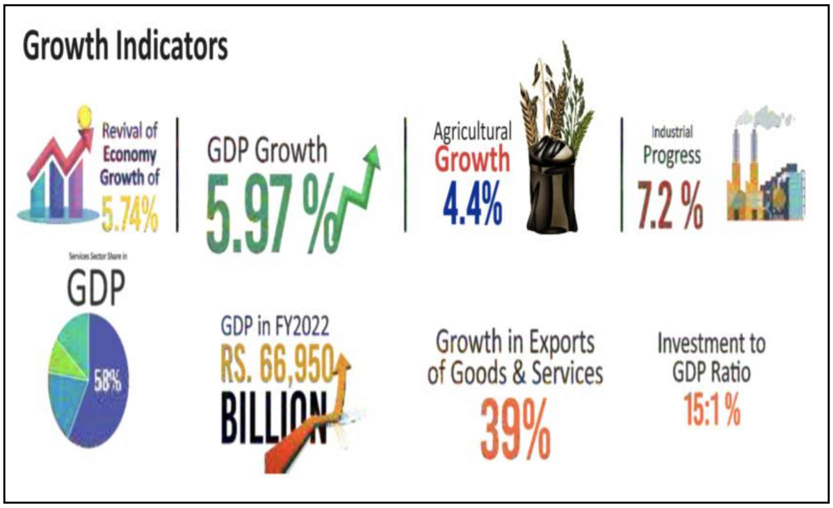
Any country's industrial sector is responsible for fulfilling the basic needs of local habitants, including food, education, health, and employment. Pakistan is a South Asian country, and its strategic location in the region gives it unique importance. Due to 20 years of war in Afghanistan, Pakistan suffered a lot.

China-Pakistan Economic Corridor (CPEC) is a mega project connecting the above-listed countries on a single road, becoming part of one belt and one road country. Moreover, the old silk route also passes through Pakistan, an ancient trade route. These factors gave Pakistan's Industrial sector unique importance, and govt is trying to develop more Industrial states along with these trade ways. Pakistan's current GDP indicators are shown in Figure 1.

Figure 1: Pakistan Economic Indicators.[2]

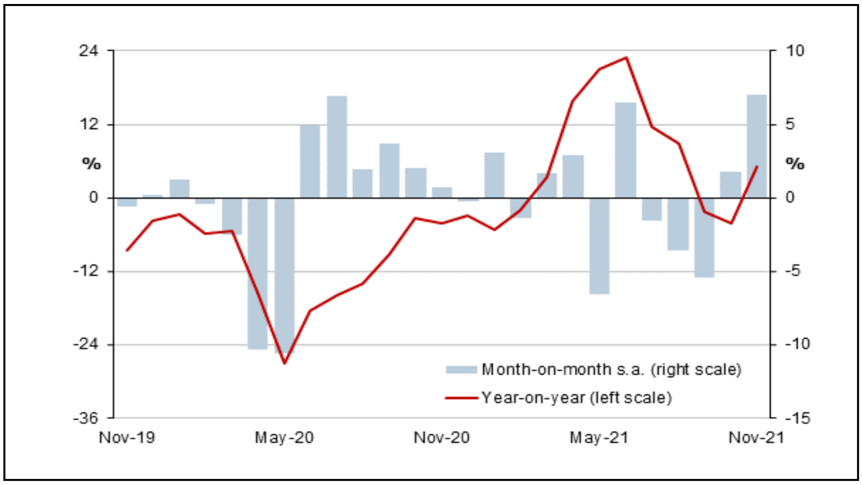


(**Source**: Compiled by Author)

A successful experience in the past and present, for instance, Japan's GDP was rated third behind the US and China in 2020. Japan's trade friction in 1978 was 28% and led the world by 45.6% in 1986, leaving the United States behind at 44%. Japan once occupied over 90 % share of the world market. Today 99.7% of all Japanese businesses, 3.5 million, are small and medium-sized enterprises. Small and medium-sized companies provide 68.9% of Employment in Japan, which significantly contributes to the services sector.[3] The current industrial production of Japan is disputed in figure- 2 and shows the variation over the period from Nov-19 till March-20 the growth was reported negative but after May-21 its showing improvement after COVID-19.

The Japanese government continues supporting SMEs to boost the economy. The Yen devaluation against USD was a big issue, and the Japanese government helped industrialists try to stabilise the Yen against USD.

Figure-2: Japan Industrial production Chart[4]



(**Source**: Compiled by Author)

The impression of Japanese industrial history, development and policy structure made Japan's economy the world's number one; the policy of ease of doing business for SMEs and taxing systems gave confidence and attracted more people worldwide to invest in Japan. As a result, big Japanese companies expanded all over the world.

History of Pakistan's Industrial Sector

Pakistan is a 5th highly populated country and a good consumer market; therefore, to cover the country's own and regional market needs, Pakistan has established industrial estates along the old silk route and on CPEC. China has the most potent industrial structure and trying to capture the world's major markets' high production rate needs fast delivery to market, so China is a significant stack-holder of the CPEC route. After the independence of Pakistan in 1947, the industrial system was inferior. Only 34 industrial units were in Pakistan, including Sugar, Steel, Cement, and textile. In the initial stages, Pakistan struggled to cover the country's demands; however, after 1980, Pakistan's industrial structure was stable. Our industrial policies and plans were framed as part of the medium to long-term development plans. We have five phases of industrial policy. In the first phase, India imposed trade restrictions on Pakistan in 1948, soon after independence. This ban badly affected our economy as Pakistan highly depended upon importing elementary goods from India.[5] At the very beginning, Pakistan motivated investment in fast-consuming goods and provided protection from outside competition. It was a fruitful effort to enhance the industrial production of consumer goods. However, in later stages, the Pakistan government took special initiatives to safeguard the failing industry system. After 1971 policies were again revised to support the industrial system. Pakistan Industrial and Commercial Investment Corporation (PICIC) and the Industrial Development Bank of Pakistan (IDBP) were added to finance industrialisation.[6] It was a significant financial setup that led to a small industrial mechanism in Pakistan.

Nationalisation of Industry

The policy of nationalisation was imposed through the ERO (Economic Reforms Order 1972). As a result, the government took over the management of ten critical industries like steel, heavy machinery, motor vehicles and tractors manufacturing, chemicals, cement, oil & gas fields, refineries, and public utilities.[7] In 1975, small-size agro-processing units were also nationalised; at that time ministry of production Pakistan was managing 75 industrial units, which included chemicals, fertiliser, automobiles, cement, petroleum, and steel.[8] However, productivity decreased during this period of five years, and the nationalisation policy was not fruitful for the economy.

Privatisation of Industry

In 1978 ERO-1972 was abolished with new reforms, and the government decided to hand over the public industry to the private sector by industrial property orders in 1979. The private sector was permitted to participate in infrastructure development, power generation, roads, and dam construction projects, so one hundred companies were privatised. This new policy motivated the private sector, and an extraordinary increase in manufacturing and production was recorded during this period. The experiment of the new industrial policy gave confidence to private firms. They produced suitable economic activities and amplified GDP from 17.81 billion USD (1978) to 31.81 billion USD in 1985.[9]

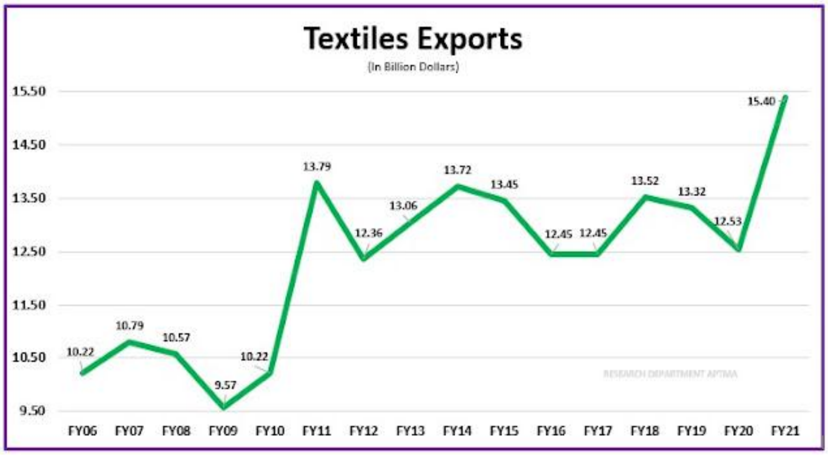
Small-Scale Industrial Structure of Pakistan

Pakistan's economy relies heavily on its modest manufacturing sector. It plays a vital role in national growth. It contributes to development in many ways, generating employment for an increasing labour force, enhancing exports, and increasing value addition in the country's GDP. A small industry has less than 100 employees with production and assets between Rs. 2 to 20 million. Pakistan's policy on small to medium industry aims to establish small-scale units all over the country. The manufacturing sector's legal and regulatory agenda consists of several components, including direct and indirect taxes and labour regulations.[10]

The government of Pakistan has a compensatory agenda for small-scale Industries. The main features of Pakistan's industrial plan have victimised the small industrial sector.[11] Industrialisation was encouraged through.

- Investment incentives
- Direct credit and subsidised interest rate
- Trade regulation
- Public sector investment programs

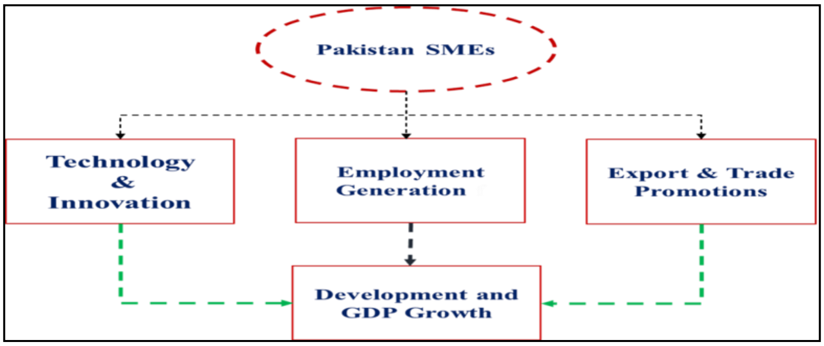
Figure -3: Pakistan Textile Exports



(**Source**: Compiled by Author)

Small industrial states are established in every city of Pakistan to give rise to local production and national markets to cover the country's growing demand. The small-scale spinning, waving, and textile units produce good quality yarn and cloths where the cotton crop is cultivated in access. Currently, Pakistan's textile industry is passing through the worst phase of its textile production and export, which was around 13.79$ billion USD in 2011, with a slightly declined in 2020 to 12.55 billion USD and re-recorded a high in the year 2021 to 15.40$ billion USD.[12]

Figure -4: Pakistan Small to Medium Industrial Structure



(**Source**: Compiled by Author)

This textile production and export rise resulted from government policy, encouraging small industries to increase the country's GDP. The flow chart shows how SMEs work in Pakistan.

The government of Pakistan is working on developing small-scale industries as it provides 80% employment to labourers, further reducing unemployment and offering opportunities for self-employment. Take the example of Punjab province, a Small industries Corporation (SIC) was established to boost the performance of small-scale industries. Every district in the province of Punjab has its small industrial estate directly monitored and controlled by the provincial ministry of industries. Small home units of biscuits, herbs, carpets, candle-making, garments, embroidery, and handicrafts provide opportunities for women, especially those living in rural areas.[13]

According to the population, Punjab is one of the largest provinces of Pakistan. It has more than 48000 industrial units, out of which 39033 small size industrial units are working here, including 11820 textile units, and 6778 cotton and ginning. For the processing agricultural raw materials, food, and feed, 6355 units are currently functioning.[14]

Primary small industry relates to the family business where few workers are employed. The prominent small industries in Pakistan include garments, surgical, sports equipment, hosiery, home embroidery, electrical equipment, leather processing, poultry, handicrafts, woodwork, and brick and tiles manufacturing. These small-scale industrial units also provide raw materials to large industries.

The impact of nationalisation was another step when prominent industrialists were scared, and they started setting up small units to avoid Pakistan ERO-1972. During this period, the foreign remittance of Pakistan was recorded high, up to 3 billion USD supporting the small industries, so the growth rate of increase by 27.5% annually. [15]

Role of the Ministry of Industries and Production (MOIP)

Pakistan MOIP is part of the Executive, Legislative, and other general governments to Support the Industry. Therefore, it plays a crucial role in providing a conducive environment for industrial development in the country. Pakistan is gifted with all the essential prerequisites of industrialisation: the availability of raw materials, economical labour, entrepreneurship, and a domestic consumer market of around 190 million people.[16] The vision is to achieve efficient, sustainable and inclusive industrial development.

MOIP functions under the Rule of Business-1973; some of the critical functions are as under;

- National industrial planning and coordination
- Implementation of lasted Industrial Policy
- Monitoring the employment of foreign personnel in industrial sectors.
- Encouraging federal agencies and institutes to enhance industrial productivity and testing industrial products
- Monitoring and controlling general price trends and supply position of essential supplies, price, and distribution between the provinces
- Administrative, financial, operational, personnel, and commercial matters related to the industrial sector

The economic policymakers are now focused on establishing formal financial markets to overcome the financial constraints faced by the SME sector in Pakistan.[17]

The Factories Act 1973

This legislation outlines the working conditions. According to the act, a factory is a site where more than ten workers are employed or were employed over the preceding twelve months or any portion of a manufacturing process, excluding mines. "Here it is worth mentioning that the number of workers was originally stated as twenty or more, but later changed to ten or more workers by the Factories Amendment Act of 1973".[18]

Establishment of the National Industrial Relations Commission (NIRC)

To monitor and control illegal and regulatory affairs, NIRC was established in 1972 and is now constituted under Section 53 of IRA 2012. The primary purpose of NIRC is to regulate relations between employers (owners of any Industry) and workers. It handles unfair labour practices on the part of employers and workers, industrial disputes, registration of trans provisional trade unions

The commission comprises a panel of judges from the civil, session, and district courts, trained officers from the federal government, and a registrar supervised by a Supreme Court of Pakistan judge. It promotes industrial peace, which is essential for high productivity in commercial institutions.[19]

Japanese Industries

Japan is a prime East Asian developed country; its annual growth rate in 1968 was 12.9 %, the highest following 4.1% in 2010, and during Covid-19, in 2020, it was -4.6%, Japan's economy after world war-II progressed fast. Japan was the world's number one country with the highest GDP.[20] The rapid deployment of industries all around the country played a prominent role in the economy of Japan. Before the WW-II, industrial production in small yards, especially in small local workshops, was a distinguishing feature of the Japanese economy. From the 1960s to the 1980s, Japan attained the maximum economic growth rate in the world. This growth was gained by a high investment rate in industrious plants and equipment with the applications of efficient industrial techniques. In the early 1990s, this abrupt growth became deceptive; the finance ministry of Japan increased the interest rates, resulting in Japan's stock market crash and the bubble economy burst. Here, the debt crisis stopped economic development and led to new phenomena known as the lost decades (20 years), which continued up to the 2000s with GDP rates of 1.4% and 1%. Currently, in Japan, 3.58 million small to medium industries are operational, and they are 99.7% of whole industries; it's worth mentioning that today SMEs support Japan's economy.[21]

History of Japan's Industrial Development

While talking about the history of Japan's industrialisation, Japan closed its borders for about 200 years no one was allowed to enter or leave Japan. Even trade was limited to three countries. This period is called the EDO period; in 1868, Meiji (King) was restored at the end of the EDO period. The Japanese government decided to boost the economy with a public model industrial structure; later, these public companies were privatised and taken by financially strong families. Moreover, they made new business firms. So, the largest were Zaibatsu from 1868 to 1945; they were prominent industrialists and economically robust. They had strong relations with Japanese politicians and the military. They were a family of businessmen holding all major companies and their subsidiaries in Japan up to 1945. Zaibatsu held 24.5% shares and was a significant pillar of Japan's economy. They were also blamed for WW-II supporters by the Americans and were dissolved by the Americans after the war.[22,23]

The head of the companies were mainly the head military officers of Japan. Four giant companies were Mitsui, Mitsubishi, Sumitomo, and Yasuda. They deal with coal mining, trading, shipbuilding, cloth & car manufacturing, and banking. They were business tycoons and substantially impacted Japan's economy; some are still powerful and in operation. However, other smaller companies include Furukawa, Nihon Sangyo (Nissan), Nihon Chiso, Mori and Nihon Soda.[24] These companies provided employment and high production to support the economy.

The main features of postwar Japanese industrial policy are listed as under:

- Inter-industrial resource allocation policy comprises the reorganisation of industries and the promotion of specific sectors
- Industrial organisation policy refers to the policy that aims to alter the degree of economic activity of individual firms to produce the desired competitive environment. Policy about the industry-specific internal organisation. The policy encompasses investment adjustment, production adjustment, and industry reorganisation. Guideline for the industrial organisation of many industries. For example, small and medium-sized business policies.

In the past, Japan's Ministry of International Trade and Industry (MITI) promoted industry changes to eliminate additional competition. The MITI has consistently recognised that the size of Japanese firms is too small relative to those of other developed nations, meaning that Japanese firms may not be able to compete with those of other developed countries even during periods of rapid economic growth. Therefore, MITI in Japan promoted industry reforms to exclude different competition. MITI has always realised that the size of Japanese firms was too small compared with that of other advanced countries, so Japanese firms might not compete with those of developed countries even in a period of high economic growth.[25]

Small and Medium Enterprise (SMEs) in Japan

The SME basic act and the SME Agency were established in 1948 and enacted 15 years later, in 1963. The act aimed to close several gaps in productivity, salary disparities, etc., between small and large businesses. For this, action plans were proposed. The amended SME Basic Act in 1990 rejected the notion that SMEs were inherently weak and required special attention. New roles were defined as founding new industries, creating more jobs, encouraging market competition, and local economic activities in communities. When it came to the dual economy, which pitted strong huge companies against struggling SMEs, a new policy goal of promoting the diversified development of SMEs has taken place.

Further, in 2000, a revision of the Shindan system advised the SMEs under the act of 1963. In 2012 government of Japan revised the policy from direct state support to state-certified private support. Here, financers and private high-calibre consultants were identified and accredited. As a result, there were 35264 qualified service providers till February 2020.[26] Finally, in 2014, the basic act for the promotion of small-scale business establishments. This law attempted to establish a system centred in the community where industry and regional business organisations support regional chambers of commerce and small businesses. This is to encourage regional business organisations and chambers of commerce to increase mandating proactive analytical and management support in addition to accounting and tax support approach, prospective market size, and sales promotion.

Role of the Japanese International Cooperation Agency (JICA) for SMEs

The JICA has played a significant role in the growth and promotion of Japanese SMEs inside and outside Japan; it has identified five critical functions for SMEs globally,[27] which are as under:

- SMEs contribute substantially to the economic activities of the country.
- SMEs are a vital source of economic growth due to their adaptability and capability
- SMEs are the Principal supplier of outsourced goods and services
- SMEs stabilise social and economic roles in urban and rural environments.
- SMEs play a pivotal role in the growth of economies at the state, province, and local levels.

Japan's growth rate has been progressively decreasing in recent years; the main reasons are operating costs on a smaller scale and with fewer financial, technical, and human resources. The government may help small businesses overcome technical hurdles by providing them with specialised education and training and further to overcome financial limitations by providing them with financial assistance. However, most policies are well-suited for SMEs to boost Japan's economy.

Labour Laws of Japan

This constitutional framework serves as the foundation for Japanese labour legislation. Acts, regulations, collective bargaining agreements, and work standards help to elaborate it. Employment contracts are defined in general terms in the Civil Code, which was approved on April 27, 1896. By establishing basic labour standards, labour laws must also adhere to constitutional requirements. There are three primary labour laws, specifically.[28] Labour Standards Law (LSL), Trade Union Law (TUL), and Labour Relations Adjustment Law (LRAL).

The LSL controls the workplace's working environment, safety, and hygiene. The TUL ensures employees' right to unionise and engage in collective bargaining, while the LRAL outlines labour management changes and dispute resolution procedures.[29] Currently, Japanese employment rules mandate a maximum 40-hour work week, or 8 hours each day. In addition, one day of rest must be taken each week. According to Japanese labour standards, employers who force workers to work beyond these hours or on forbidden days face legal and criminal fines.[30]

Role of Ministry of Health, Labour, and Welfare (MHLW) Japan

To guarantee that workers can live healthy, pleasant lives, the Labor Standards Bureau works under the supervision of MHLW and protects and enhances working conditions. The bureau's duties also include providing workers with adequate compensation packages and creating broad strategies to ensure their stability in life. Providing them with quick compensation also aids employees and bereaved families who have been the victims of industrial accidents. Additionally, it is implementing the general rehabilitation program for employees involved in workplace accidents and offering nursing care facilities for those employees gravely hurt on the job. It is also in charge of collecting labour insurance premiums for administration.[31]

Comparative Analysis SMEs

A comparison of Pakistan's and Japan's industrial histories and development patterns revealed that both nations had identical economic situations after World War II and that the Japanese economy was shattered because of World War II. However, at that time, Japan had more potent human resources, and indications of recent economic growth were already visible. On the other hand, Pakistan started struggling with a deficit in the industrial system as its backbone. As a result, it needed to revitalise its ailing economy and people resources and could not train its workforce.

Another failure was Pakistan fostered large-scale industry structure and policies changing experiments and lost investors' confidence. As a result, it is still a long way from taking off, and Pakistan emerged as one of the world's low-GDP countries with a high unemployment rate. While the Japanese industrial system greatly impacted the country's GDP growth, they focused on building SMEs, infrastructure enhancements, industrial policy clarification, stability, and taxation system improvements. These changes in the economic climate created a demand for high-quality products and GDP growth. Here another emphasis was labour welfare, and labour laws are an essential part of the Japanese industrial system; the MHLW Japan took special initiatives to protect the public and workers' rights, including insurance and pensions after retirement. This act gave working employees extra confidence and job satisfaction.

On the other hand, employers are responsible for managing workers' finances, including permissible daily, weekly, and monthly overtime. While Pakistan still lacks in implementing labour laws, most industrial owners deceive the government and social security departments. They don't even register their employees for old age benefits like pensions and medical facilities. Poor health and financial conditions of labour strongly impact the quality and quantity of production, resultantly less GDP and export orders, even failing to ship orders on time. Therefore, Pakistan must revise and reconsider the labour welfare policy to safeguard workers' interests. Currently, the ministry of industries and production Pakistan is again emphasising the establishment of large enterprises like oil refineries, car production, cement, textile, fertilisers, and steel failed to invite foreign investors in Pakistan once more derailed economic progress. However, Japan's SME policies are continuously amended according to requirements, but the Pakistan government is still late in supporting small businesses for quality production and employment generation.

Conclusion

The purpose of this research study was to learn about the rapid growth of the Japanese industry and its impact on the Japanese GDP and how Pakistan can improve its SME structure, policies and laws, which can help to boost the economic conditions of Pakistan. When comparing the small-scale industrial system of Pakistan and Japan, it is clear that Japanese industries are performing very well and contributing to the country's GDP. A stable economy is based upon ease of doing business, technical advancements, and innovation policy, while Pakistan is struggling with low GDP and a load of external and internal debts. The availability of energy is a big issue for Pakistan. Most of the time, we import oil and gas from other countries, subsequent in high production costs. The high oil prices and energy shortage affect the country's industrial yield, resulting in high unemployment and, ultimately low economy. Being the 5th largest populated country, the availability of a skilled and cheap labour force is advantageous. There are multiple areas where Pakistan and Japan may cooperate and strengthen economic, trade, and industrial connections. Pakistan is interested in doing so and has a lenient approach toward Japan. Pakistan has opened practically all sectors to overseas investment, especially services and agriculture. Pakistan offers inexpensive labour, feedstock, power, and capital rules that are friendly to foreign investors. Pakistani Engineers, IT professionals and highly skilled technologists are good human resources. Japan has a lot of money, cutting-edge technologies in SMEs, and strong managerial skills. Compounding the factors mentioned earlier can result in competitive industrial growth in the south Asian region. There is plenty of possibility for more collaboration in various areas, including energy, environment, agriculture, and food production.

The energy policy for small to medium enterprises is essential to supporting a high production rate with low caste. Still, unfortunately, the acute energy shortfall of power had the worst impact on Pakistan's industrial sector and destroyed the small industries. The government offered subsidies to the industrial sector, which is not enough because the taxing system is very complex, including different surcharges, which increase the per unit cost resulting in the production price increasing and losing customers. However, Japan's government ensures energy availability at an affordable rate, including monetary support to all industrial sectors, which is a positive sign to enhance production.

JICA and the Government of Japan are currently helping to exchange ideas and provide training to Pakistan in industrial sectors, including the overseas development assistance program. Lastly, the most important things are loyalty, honesty, commitment to work and time management. Japanese people believe the key to success is giving customers an economic boost and assurance that they will get their products with the best quality and standards. Given facts, Pakistan needs to revise industrial policies based on ease of doing business with tax reforms for SMEs and focus on shaping people's behaviour towards best practices.

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