

Significance of Bottom- Up Approach for Policy Implementation



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Abstract

Developing the connection between the creation and execution of policies is the primary goal of the top-down approach. The ability to be innovative, experienced, knowledgeable, and authoritative allows top level personnel to oversee lower level policy implementation. However, there are certain drawbacks to the top-down strategy. At the top, things like local conditions, surroundings, and ground reality are unknown. A bottom-up strategy was developed to lessen the constraints of the top-down strategy when implementing policies. As a result, the emphasis on a bottom-up approach, the significance of street-level bureaucrats, and locally based organizations can all contribute to the implementation of policies successfully.

Key words: Bottom- Up approach, leverage, linkages, reformulated, limitations and oppress

Concept on Bottom- Up Approach

The inadequacies of the top-down approach in elucidating the policy implementation process gave rise to the bottom-up approach (Pulzl & Oliver, 2007). The bottom-up approach contends, in opposition to the top-down approach, that policy formulation and implementation are inextricably linked. Aaron Widavesky and Jeffrey Pressman are credited as founding fathers of the top-down and bottom-up approaches.

Direction and regulations are less powerful than contextual factors. According to the bottom-up approach, it is important to comprehend the micro level objectives, strategies, activities, dynamism, barriers, and relationships of the actors involved in implementation. When implementing policies, a bottom-up approach that emphasizes engagement and interaction between the target group and service delivery is important (Mutland, 1995).

Emphasizing the value of the street level, bureaucrats, and locally based organizations are all factors that bottom-up approaches can contribute to in the successful implementation of policy. Since implementing policies involves discussion, disagreement, and interaction. The primary consumers who decide how effective a policy is are the target group and individuals (Fitz, 1994). Wetherley and Lipsky (1977) argued that interaction of bureaucrats with their clients at

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street level is success full Implementation. Bottom up approach focuses on implementation, negotiation and consensus building. This model includes focus on administrative capability, culture of organization and political environment. According to Hjen and Porter (1981, p 211)" Implementation is analyzed in terms of institutional structure which comprises cluster of actors and organizations".

Bottom-up approaches concentrate on the envelopment of implementers, who make decisions at the local level and are familiar with local policy implementation. Sapru (2012) discusses the implementation policy of grass-root level knowledge in the top-down approach controversy. More participants were given active roles in the process in the bottom-up approach, which maintained a distinct division between formulation and implementation.

Top-down approach excludes local level actors. According to Sabatier (1986) there are three limitations of bottom up approach: first, it frustrates the center's intentions. Second, there is deviation between recent and past policy. Third, the social legal and economic factors are different from policy initiatives (Flitz, 1994). Similarly Mutland, (1995), pointed two limitations of this model: normative that accountability is ignored and methodological, which is about over emphasis on local autonomy, which may damage policy design (Mutland, 1995).

The bottom up approach places more emphasis on lower level administrative officers in the policy implementation process, whereas the top down approach only addresses top level bureaucrats. This upward approach highlights the discretionary power of front line officers while examining the interactions between actors and how they resolve issues during the implementation of policies. Because of their discretion, front-line officers will be able to alter the policy to suit their needs and the viability of the circumstance. Linder and Peter (1987), on the other hand, vehemently disagree with the bottom-up scholars' descriptive generalization of the implementation process, contending that lower level bureaucrats alone are responsible for determining the success or failure of implementation. This challenges the idea of policy control in a democratic political system and shows the inability of policy making hierarchies in government. (Lindr and Peter, 2018). In this study, the bottom up approach is more useful because it focuses on the role of street level bureaucrats in implementing Nepal's foreign employment policy 2012. Using their discretionary powers the street level bureaucrats may influence public policy differently. Policy may be interpreted differently based on their knowledge and understanding. As they are meeting the clients face to face they may change the policy in a feasible way. These are common practices in the country's bureaucratic system. Therefore, studying the role of bureaucrats following the bottom up approach is more relevant. But the other approach as also applicable.

Application of Bottom- Up Approach

The bottom-up approach, a contemporary management strategy, evolved simultaneously with an emphasis on Industrial and Organizational Psychology (I/O). I/O is defined as "the scientific study of human behavior in organizations and the workplace" by the American Psychological Association (APA). The use of bottom-up management showed a notable upward trend as I/O gained more recognition as a field. Employers are encouraged by the I/O field to continuously

value their workforce and make their contribution to the business top priority. Because of this strategy, higher-ranking staff members were able to participate more frequently and upper management's control over decision-making was weakened (Kate Eby, 2018). In the modern age all the activities, scenario, local environment, local situation etc., cannot be carried out from the top level only. In the industrial sector, various organizations and government sectors' policy are formulated at the top level but their implementation is possible through the linkage to the division. This is top down perspective. But without feedback and information from the bottom, policy formulation and implementation are incomplete. Therefore, policy implementation is impossible without help and suggestions from lower level staff. In this modern age, policy formulation and implementation are successful using both top-down and bottom-up approach .

Advantage of Bottom- Up Approach

The rationale behind the bottom-up approach is based on the fact that everyone in the organization has to be involved in decision making. This means that all members of staff should be actively involved in developing policies and this ensures that they understand the basis of policies. Implementation of such policies become easy as all stakeholders had their say in its design. It is guided by interactive principles, whereby, every opinion is taken seriously, hence, adding weight to the formation of useful policies. Policies that are made following this approach stand better chances of getting implemented without a lot of changes. This happens because everyone in the organization takes part in proposing what they think is appropriate for the organization (Free Essay Example, 2021).

In this modern age policy formulation to implementation is impossible without bottom-up approach. Federalization is an emerging trend. Many developed countries have already adopted the concept of federalization in their countries. Policy formulation and implementation are made in grass roots level. Some of the main advantages of bottom-up approach are as follows:

- The limitation of top-down approach is addressed by bottom-up approach knowing the activities and behavior of grassroots level.
- Contextual factors are stronger than directions and rules for policy implementation
- Bottom-up approach focuses on goals, strategies, activities, dynamism, obstacles and contacts of actors for policy implementation
- Bottom up approach emphasizes participation and interaction in service delivery, and target group is significant in policy implementation
- Bottom up approach emphasizes the importance of the street level bureaucrats and locally based organizations can play a role in the success of policy Implementation
- Target group and individuals are the main consumers who determine the extent to which policies are effective
- Bottom up approach focuses on implementation, negotiation and consensus building

- Bottom up approach focuses on involvement of implementers as they know how policy is implemented in the local area
- In bottom up approach more participants are assigned for an active role in the process sustaining policy implementation

Limitations of Bottom- Up Approach

This approach is faced with various shortcomings, which include difficulties in evaluating its effects. This becomes extremely hectic because implementers are involved in the development of the policy. Therefore, people should find it hard to identify their successes or failures since they want to justify whatever they formulate. People observe only areas, which they supported ignoring areas of less interest to them. Also, separating the interest of various individuals in the organization becomes difficult. This is because people with diverse reasoning tend to have diverse issues and interests to support (Free Essay Example, 2021).

This approach is biased because it gives power to those at lower levels and people at grassroots level allowing other stakeholders opportunities to contribute to the policy-making. Organizations should embrace the spirit of consulting all stakeholders in the development of policies. The grassroots level within an organization may come up with policies that threaten their senior colleagues. This may lead to a difficult situation in the organization causing difficulties in policy formulation and implementation. Another shortcoming of this approach is that it increases the ambition of lower level staff and create challenges for maintaining discipline.

Conclusion

There are various limitations of top-down approach. Therefore, bottom up approach emphasizes, the importance of the street level bureaucrats and locally based organizations can play a role in the success of policy implementation. It is good if the grassroots level is involved in policy formulation and policy implementation. But this approach also embraces the top level. This approach increases ambition, pressure, interest and so on in the organization, which causes difficulties in policy formulation and policy implementation. The best way for policy formulation and implementation is to combine both top-down and bottom-up approaches.

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