

Potential motivational factors that are associated with working in tobacco factory

MD. ENAMUL HAQUE¹

School of Social Sciences
Department of Anthropology
Shahjalal University of Science and Technology, Sylhet, Bangladesh

MD. SHOFIUL AZAM

Department of Food Engineering & Tea Technology
School of Applied Sciences and Technology
Shahjalal University of Science & Technology, Sylhet, Bangladesh

Abstract:

Objectives: *The objective of this study was what motivation worked on worker for doing to the tobacco factory and how to influence to do this such type of works. Try to explore the motivational factors what respondents thought about those types of motivation.*

Methods: *Qualitative method was used in this study. Rapport building was done with in-depth techniques. Data collection procedure was according to qualitative method. Written consent, recorder and field dairy were used during interview. In-depth interview technique was applied for conducting 25 in-depth interviews followed by one Bengali guideline. Data analysis was done by one researcher and one research assistant and report was written by researcher.*

Results: *Socio economic, psychological and regional causes and belief were main factors which were influenced tremendously upon workers. Socio-economic motivation like economic crisis, inspiration of friend's proposal, scarcity of other job, level of tobacco addiction, Cultivation and occupation and hereditary were influenced on tobacco workers to join in tobacco factory. Moreover, psychological factors like*

¹ Corresponding author: ehshamol@gmail.com

stress, leisure time and selfishness exposed their influence on workers. In addition, regional causes and beliefs were also influenced on worker's thought.

Conclusion: *Workers motivation and thoughts behind motivations were tried to understand and explore in this research with in-depth way. Here motivations were came out from the respondent according to their perceptions. According to their information, male and female respondents were motivated tremendously regarding tobacco factory works.*

Key words: tobacco factory, motivational factors, Bangladesh

1. BACKGROUND:

All around the world, the tobacco consumers are increasing currently. According to WHO, if the present situation is kept by the people, then the number of tobacco consumers will be increased which will be 1.6 billion in 2025 from 1.1 billion(1)

In many countries, workers are working in this field as many reasons such as different socio economic aspect or psychological aspects. Moreover, workers are being made their life as tobacco workers through tobacco industry's works. Though they are getting low price for their daily or monthly works but they have done this work due to several aspects. They have no questions regarding choice of their works and about best economy or best health. Though there are many workers are working in tobacco industry instead of other works directly or indirectly. But their occupational life is in threatened by many of sufferings. However, according to Bangladesh institute of labor studies, 10.4 million male, female and children workers are working in bidi factories in Bangladesh.

Data showed that, tobacco consumption is increasing extremely in Bangladesh from over the past three decades. On the other hand, imports and production are majorly increasing

in Bangladesh day by day (4). In developing countries, profession of tobacco sector is often faced many risks like minimum work wages and many physical risks. In India, workers are generally getting low wages which is only 35 cents a day by rolling bidis(2) and more low wages are getting in Bangladesh which is only 6 cents for 5 hours(3). Female and children workers are recruited if a male worker resigns from his work due to low paying. Children have faced many problems like drop out from school due to the long hours work.

Data revealed that, someone has one more wife and often husband has exposed power to wife for doing bidi rolling for earning more money. Here it should be noted that, though that wife earns more money but they do not get any kind of care when they often unable to work(4). On the other hand, 52% children are suffering from malnourished in one district of kenya where tobacco are growing (2).Moreover, tobacco workers are living in gathering areas and very unhealthy environment where they can not get minimum basic needs for leading life(5).

In one studies data showed that, among 120 respondents, 36.7% workers were working in this job because of their parents desire, 16.7% told that, economic necessity is the another reasons for doing this job which was 16.7%. The reason was near to home told by the 30.8% workers. 15.0% were told that there was no job except this work as a result they were involved in this profession. It's their family work which was told 1% workers(6).

Study Objectives:

- 1. To explore the influential motives which were played an important role to work in tobacco factory.*
- 2. Try to understand the perception about those motivational factors.*

2. METHOD:

The researcher applied used method and applied in-depth interview as technique in this research. Used in-depth interview because of in-depth interview is a qualitative research technique that allows person to person discussion. It has lead to increase insight into respondent's thoughts, feelings and behavior of tobacco issues. In this research, researcher wanted to know the understand the reasons of underlying problem by in-depth analysis. The researcher conducted 20 in-depth interviews during field work among tobacco workers.

2.1. Study area:

Selected area was Netrukona Shadar under Dhaka division in Bangladesh which was located at 24.8750⁰N 90.7333⁰E. It has 51039 units of household and total area 340.35 km². As of the 1991 Bangladesh census, total population was 265643. Male were 51.36% and female were 48.64% out of total population. Netrukona shadar had an average literacy rate 28.4 % (7+ years) and the national average of 32, 4%. (Population census wing, BBS, 2006).The key reason of selecting this area were, it was one of the most important tobacco industrial area in Bangladesh. Most of the local and migrant people were involved with tobacco factories as workers. The name of research area were Nagra which was situated at 6 no ward under Netrukona shadar paurashava (municipality).Here, tobacco workers were living and worked in 2 biri and 2 jorda factories(7).

2.2. Data Collection Procedure:

Sampling:

Purposive sampling applied in this research because of the customary situation is not different of the peoples. In this research, sample size was 20 and population unit was individual.

Respondents	In-depth interview
Male	12
Female	8
Total	20

2.3. Tools of data collection:

A diary was kept by the researcher when collection of data. Personal experiences, field situation, and the degree of relationship and other phenomena were written elaborately. The researcher was kept a recorder for recording respondents' interview. A written consent form was using for taking consent from respondents. A research assistant was assisted to researcher.

2.4. Data Analysis procedure:

Every audio record were transcript by following the transcript method and before transcript, recorded files were marked by unique id. Data (written transcript) checked by recording, filed notes, memos and jottings. After transcription of recorded data, did the most important part of the analysis which was row data coding. Conceptual categories and creating themes of concepts of each objective. Code was used as simultaneous mechanical data redactor and also used as data analyzer. According to Strauss, there were three types of coding which was used in this study. a).Open coding. b). Selective Coding. 3). Axial Coding. After data coding, sorting and classifying of that codes according to the study objectives. Data reliability and validity and codes were ensured by cross checked. Data were compiled. Create subthemes, contents and sub contents, all the responses from the respondents and other sources. Finally when analyzed the data, searching and categorizing the similarities and dissimilarities. Themes and contents were interpreted.

3. RESULTS:

3. Socio economic motive:

3.1. Economic Crisis:

They are living in this area for a long time so that they claimed; they are local people in this area. They joined in this profession for only their family's economic crisis. Their family's economic background is not so robust. They could not complete their study in a specific level for which they did not get or entered into other job. Maximum male respondents were involving in this profession for that reason. Moreover, female respondents also involved this profession because of their family's economic crisis. From female respondents' point of view, their husband's economic condition was not so good as well. Husband can not buy food; can not feed good food, unable to buy fruits and vegetables, incapable to supply three times meal to their children. So, they are more likely to have involved for earning extra besides their husband's income. They might be a supportive one to their children, husband and for themselves in terms of their basic needs additionally. Some children workers are also involved in this work with his or her father and mother. Regarding this point, some children workers joined according to their parents interfere for earning more. Some child worker's mother told that, children do not feels good to go to school, so they did this work with his or her parents.

3.2. Inspired by friend's proposal:

Most of the respondents were motivated by his friend's proposal. Respondents were living in rural area while they had no job indeed after completion of their specific level of education. They become totally unemployed after completing their specific level of education. On the other hand, their families' economic background was not so robust where they had no also any agro land. So they needed a job for earning

money for driving their family specially looks after their parents. However, some of their friends' worked in tobacco factory as tobacco workers at the same time. In that condition, respondents shared their current bad situation especially economic situation with their friends who were working in tobacco factory. By the time, friends offered them for joining this sector. This motivation worked on only male respondents. Male respondents were involved in this profession by their friends influenced.

3.3. Scarcity of other job:

When they migrated from rural area, they tried to search for many works except this profession but they had to involve this work because of the absence of other job and facilities. Absence other works more likely to had influenced among both male and female workers. Since, they were not literate people during migration so that, nobody wants to give other works. In fact, they became bounded to do this work. Some male respondents were agreed that, if the opportunity were available for joining other profession then they would have to involve that desired work place. According to female workers, they found other works in Netrukona town when they came from rural area but did not get any other work.

3.4. Level of tobacco addiction:

Level of tobacco addiction was another responsible motive for entering in this field. In fact, they thought, if they work in tobacco factory, they will get available tobacco products where they were tobacco addicted before. In that consequence, they will intake unlimited tobacco products. They intake various tobacco products such as connives, over quantitative bidis, jorda and gul etc. In factory, they get more tobacco products and company to take over quantitative tobacco products. Maximum of the male workers were pre addicted before joining this profession. After joining this profession, they got enough

opportunity for making himself as extreme addicted. Generally male workers were addicted in connives, bidi where female workers were addicted in jorda and gul.

3.5. Cultivation and occupation:

The tobacco workers migrated from various districts specially Rangpur and Kustia. Before migration they involved with tobacco cultivation for many years. Specially, male workers were more likely to involve in this field. But for getting, male workers migrated tobacco industrial area. They thought that, they will feel comfort in this work because of have experience tobacco related work rather than other works. As a result, they involved tobacco factory as worker.

3.6. Hereditary:

They have worked in tobacco factory because their pre generation had worked upon this field. They called this job is ancestral occupation. So they have kept their pre generation's profession as well. But consider the present world's situation; some of them do not want to make their children as tobacco worker.

4. PSYCHOLOGICAL MOTIVE:

4.1. Stresses:

Unemployment stresses, that played an important role to join in tobacco factory. This motivation played role on male workers specially. Male workers notice that, one kind of responsibility (like drive family) falls on their shoulder when if he or she is elder son or girl of their family or got married, or complete the educational level. In that situation, they have stressed mentally. They try to find out a job for driving their family after completion educational level and when they do not get work they fall in unemployment pressure. As a result the society and their family do not look them with good mood. Some married

male told, they found many job in many offices but did not get any job. On the other hand, there is no other micro industry in this area that's why they involved in this profession. Many workers joined this profession for more various stress. They felt frustration because of their incapability (in terms of money, leadership) regarding their unemployment, wife, child and their parents. They faced various problems from family and society members. Some respondents' feels various psychological like family and conjugal dispute and they want to release from that pressures. They (who were not addicted before) learned from their collogue that tobacco products can resolve the all types of pressure. From that learning, they want to release from all types of pressure by taking tobacco products like connives. These workers were not addicted before joining in factory. After learning, when they have faced any stress, they take tobacco products. They think that, if they work in tobacco factory, they will get tobacco products more easily. This scenario was seen to more in only male workers.

4.2: Leisure time:

Some female workers specified that, their family was not running robustly by only income of their husband. On the other hand, they do not want to spend time lonely during leisure and they do not have any work after completing their family works. They joined as tobacco workers because of mentioned motivations.

4.3: Selfishness:

Moreover, some female workers worked in this job because of their husband's selfishness like their husband got second or third marriages. After marriages, husband leaves their first wife and children. So in those cases, for helming of family, wife becomes bounded do the work like biri rolling or other works in tobacco factory. Some wife's were worked because of their husband were died. So they keep the helm of their family.

5. REGIONAL CAUSES AND BELIEF:

Most of the research people are local migrant. They have migrated from local upazilla or neighboring districts. On the other hand, Dhaka or other industrial area is so far away from their area. So they do not have to go to other region for joining any work. About the question of advantages of this motivation, some male reported, they have no relatives or known people in Dhaka or other districts. Thereafter, other districts or place is unknown to them. They also added that, if they have gone to Dhaka, they have to give high rent of residence. The male workers think that, Dhaka is not suitable place for living and most of them are artificial. They also added that, they get extra advantage for resolving problems from local neighbors. Some female respondents informed, they have lived in this area because it is their husband's house. They think that, it is their ancestral living place so they will not leave this place due to good job. Here, if they have faced any problems, they have get extra advantages by their regional relatives in terms of resolving problems. They do not want to leave their ancestral land. So in these sense, they have motivated by this causes.

6. DISCUSSION:

In this research, tried to explore and understand about the motivational factors for working tobacco factories with in-depth procedure and tried to gather their personal sharing, feelings, perceptions and belief regarding working in the tobacco factory. Twenty respondents mentioned the socio economic and psychological aspect from their personal view. They told about the reasons for which they joined in this work. In socio economic aspect, there have lot of economic crisis, they have faced very unfortunate and undesired situation because of their economic crisis. Since they have no adequate or in some cases, they have no minimum education, therefore, they do not get

work to other places. On the other hand, they do not get other job because they had no other job experiences. For the reason of economic crisis, they can not fill up their basic needs so that, female workers are working in tobacco factories and extra earn beside their husband. Friend's proposal is one of the big motivations which were influenced to work in tobacco factory among non tobacco workers. While non tobacco workers can not get any other job indeed the completion of their educational level. Friend's offer became a big proposal among those who are unemployed elder son or husband of the family. In Bangladesh, many unemployed peoples are migrated from rural areas where there is not good work facilities as well as most of the migrated people are unemployed. In fact they migrate to urban areas due to get a good job as well as according to their demand. But when they do not get according to their demand, they enter any other job like tobacco work. Those who have tobacco certain level addiction before joining, tobacco factory is a paradise of addiction to them. After entering work, there is not barrier to get available tobacco products to them. It is on the products availability to them which increase their level of addiction. Involving in cultivation and occupation in tobacco and tobacco products, more chance has for entering tobacco factories rather than others. In some cases, ancestral work or pre generation works can not declined by the workers. Their perception is very strong about their ancestral work where they want to keep their pre generations work year by year. Psychological aspect worked as major motivational issues which are stress, leisure time and selfishness. Regarding this motivational factors, workers were very much influenced to work in tobacco factories. Someone has faced many psychological pressures like unemployment stress, family and conjugal dispute. Because of such stress, they entered into tobacco factories specially those who were unemployment. Some female workers were working in biri factory because of their loneliness and for spending leisure time. They think that, if they work in biri or jorda

factory during leisure time then they can earn some extra money for their family. Moreover, some female workers are working due to their husband's selfishness and death. Some females had helmed their family instead of husband of household head. Dhaka is so far away from their village and it is very artificial city where peoples are very materialistic. House rent is very high rather than village. Village is their ancestral land that's why should not leave that places. Neighbors are very helpful in village area.

7. CONCLUSION:

Bangladesh is one of the tobacco growing countries in all around the world. Tobacco cultivation are cultivating in southern (Bandarban) and the northern (Rangpur, Gaibandha) part of the Bangladesh. On behalf of cultivation, many peoples are involved with tobacco and tobacco related works. Many tobacco industries are established in Bangladesh because of availability of tobacco and labor. Tobacco products are very harmful for us especially to those who are taking tobacco products and working in tobacco factory. They have suffered from various dangerous health problems like cancer. There are many reasons behind tobacco products intake and working in the tobacco factories. Every district has some common production industry such as garment, sugar meals and tobacco industry etc. So that's why, regional people wants to involve such type of job. Thereafter, there are also many reasons behind joining such type of jobs. In this research, researcher founds many motivating factors which were responsible for involving this profession.

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