

LEVEL OF JOB ANXIETY AMONG RESIDENCE OF GARMENTS WORKERS NEAR CHITTAGONG EXPORT PROCESSING ZONE (CEPZ) IN BANGLADESH

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Received date: 24 April 2021

Revised date: 14 May 2021

Accepted date: 04 June 2021

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ABSTRACT

Bangladesh is the second largest exporter of garments in the world and garments industry is a major employer in Bangladesh. But garments workers faced many problems like low salary, heavy workload, compulsory overtime, job insecurity etc. This was a cross sectional study conducted to determine the job anxiety among the garments workers from January to December 2017. By Convenience sampling method total 138 samples were interviewed at residence of garments workers near Chittagong Export Processing Zone (CEPZ). Data were collected by obtaining informed written consent of the garments workers by face to face interview using a semi structured questionnaire and Job Anxiety Scale (JAS). It was found that most of the respondents (71.74 %) were female. The age of the respondents was between 18-50 years and the average age was 27.75 (± 8.030) years. Maximum (63.8%) respondents were married. Majority (64.1%) of the male and 42.4% of the female respondents had education level secondary. The average monthly income was Tk. 8800 (± 5611.53). All the respondents were working as permanent employee in their present work place, half of the respondents (50.7%) were working as Machine Operator and average working hours in a day was 8.24 (± 0.65) hours. Most of them (89.9%) had to work overtime and average duration of overtime per day was 2.56 (± 1.054) hours. It was found that all of the respondents were suffering from job anxiety either it was low or high. Majority (73.2%) of the respondents had low level of job anxiety. All of them had job related worries and worries about the job security and future. Job anxiety was more common in 31 years age or more. Both high (73%) and low (71.3%) job anxiety was common among female workers.

KEYWORDS: Level of Job Anxiety, Garments Workers, Export Processing Zone (CEPZ).

INTRODUCTION

Garments sector has been playing an important role in enhancing Bangladesh economy. The sector draws global attention for its quality production. Bangladesh is the second largest exporter of garments in the world.^[1] The export oriented garment industry is a major employer in Bangladesh. In 2000, it provided jobs to 1.8 million workers – 1.5 million of whom were women. In 1980, there were about 50 garment factories in the country.^[2] At present there are 5,400 factories in the country and almost 4 million workers, of whom 80% are woman.^[3] About 60 million to 75 million people are employed in the textile, clothing and footwear sector worldwide. About three quarters of garment workers worldwide are female. These jobs lack social protection and conditions

in many of the factories are below international standards. Wage levels are generally lower than those in the rest of the domestic manufacturing sector. This is due both to the presence of a large reserve of unskilled female labour in the countryside willing to work for low wages in the garment factories (one of the few modern employment opportunities open to them) and to the absence of collective bargaining or other mechanisms for enforcing the national minimum wage and other labor protections.^[4]

American Psychological Association (APA) defined anxiety is an emotion characterized by feelings of tension, worried thoughts and physical changes. People with anxiety disorders usually have recurring intrusive

thoughts or concerns. They may avoid certain situations out of worry. They may also have physical symptoms such as sweating, trembling, dizziness or a rapid heartbeat. Anxiety can be either stimulus related (state anxiety) or general in nature (trait anxiety). It presents in different ways including as worry, phobic reactions and panic attacks.

One type of state-anxiety is job-anxiety. Job-anxiety is a stimulus-bound anxiety, which is related to and occurs when at work or when thinking about work.^[5] Anxiety is “employees” predisposition to emotional tension caused by him generalized feelings of vague fear, insecurity and apprehension in respect to one several constituents of his job life.^[6]

The new challenges have posed greater job anxiety among all categories of employees working at different level among various types of organizations. The workplace is an important area in life and has great influence on a working person’s general well-being and health. The workplace is an important part of people’s lives and thus exerts a strong influence on general wellbeing and health. The relationship between characteristics of the workplace and health has been investigated in many studies.^[7-11] showing that both non-work stressors and work stressors independently affect mental health¹¹. Mental disorders are present in 30% of the general population,^[12] and 60% of patients with mental disorders suffer from job anxiety.^[13] An estimated 5% of mentally healthy employees are prone to sick

RESULTS

The cross sectional study was conducted to find out the level of job anxiety among garments workers. Data were collected from 138 garments workers at residential area near Chittagong Export Processing Zone (CEPZ) by using semi structured questionnaire and Job Anxiety Scale (JAS). Data were cleaned, edited and analyzed

leave due to job-anxiety.^[5] Job anxiety plays a central role, as it is specifically related with long-term sick leave and means a risk factor for return to work.^[5,14] Job anxiety has direct and more negative consequences than many other types of anxiety as it is especially related to work absenteeism. Job nature, working hours, heavy workload, job insecurity, overtime of garments increase the risk of job anxiety as well as the job performance of the worker.

MATERIALS AND METHODS

A cross-sectional study was conducted to determine the job anxiety among garments workers. The study was conducted during January 2017 to December 2017 at residential area near Chittagong Export Processing Zone (CEPZ), Chittagong. The study population included garments workers in production unit aged more than 18 years, both male and female and working for more than a year. The workers who were on treatment for mental health problems were excluded from the study. The estimated final sample size was 138. Convenient sampling technique was used for this study. Garments workers who were willing to participate and fulfilled the selection criteria were taken as sample. Pre testing was done before data collection. Before the interview, the detail of the study was explained to each eligible respondent and Data was collected by face to face interview using a Bengali semi structured questionnaire after obtaining informed written consent by maintaining confidentiality.

using Statistical Package for Social Sciences (SPSS). The analyzed data were presented in this chapter through tables and graphs. The results were organized into following sections.

1. Socio-demographic and economic characteristics of the respondents
2. Information related to job anxiety

Table 01: Distributions of the respondents by their Socio-demographic Conditions.

Age group In years	Sex		Total
	Male	Female	
≤20	1 (2.8%)	35 (97.2%)	36 (100%)
21-25	5 (17.9%)	23 (82.1%)	28 (100)
26-30	14 (42.4%)	19 (57.6%)	33 (100%)
≥31	19 (46.3%)	22 (53.7%)	41 (100%)
Total	39 (28.3%)	99 (71.7%)	138 (100.0%)
Mean (±SD)	32.72 (± 7.44) Years	25.80 (±7.42) Years	27.75 (±8.03) Years
		Number of respondents	Percentage (%)
Level of Education	Illiterate/ able to sign	13	9.4
	Primary (Class 1 to 5)	43	31.2
	Secondary(Class 6 to 10)	67	48.6
	Higher Secondary and above(≥Class 11)	15	10.9
Religion	Islam	77	55.8%
	Hinduism	56	40.6
	Christianity	2	1.4%
	Buddhism	3	2.2%

Marital Status	Unmarried	45	32.6%
	Married	88	63.8%
	Divorced	2	1.4%
	Widow	3	2.2%
Monthly income	≤ 6000	39	28.3%
	6100-8000	49	35.5%
	8100-10000	24	17.4%
	≥10100	26	18.8%
	Total	238	100%
	Mean (± SD)	8800 (± 5611.53)Taka	
Length of Employment (in Years)	1-5		
	6-10		
	11-20		
	≥21		
	Total		
	Mean (±SD)		

Table 02: Distributions of the respondents by their working hours, Overtime, Duration of Overtime per day (in hours), Reason of Overtime, and Level of job anxiety.

Working hours	Number of respondents	Percentage (%)
≤ 8	118	85.5
> 8	20	14.5
Mean (±SD)	8.24 (±0.65) hours	
Overtime		
Yes	124	89.9
No	14	10.1
Duration of overtime per day (in hours)		
≤ 2	86	69.4
> 2	38	30.6
Mean (±SD)	2.56 (±1.05) hours	
Reason of overtime		
Compulsory	86	69.4
Heavy Workload	22	17.7
Emergency Shipment	3	2.4
For Extra Income	13	10.5
Level of job anxiety		
High job anxiety	37	26.8
Low job anxiety	101	73.2
Mean(±SD)	1.48 (±.78)	

Table 3: Distribution of respondents by their Job anxiety scale and sub scale.

Dimensions of Job Anxiety Scale	Mean±SD	Present	Absent
Dimension A (Stimulus-related anxiety and avoidance behavior)	1.40±0.97	133 (96.4%)	5 (3.6%)
Dimension B (Social anxieties)	1.19±0.83	131 (94.9%)	7 (5.1%)
Dimension C (Health related anxieties)	1.53±1.03	134 (97.1%)	4 (2.9%)
Dimension D (Cognitions of insufficiency)	1.55±0.88	137 (99.3%)	1 (0.7%)
Dimension E (Job-related worries)	1.98±0.85	138 (100.0%)	0 (0.0%)
Subscales of Job Anxiety Scale			
A1 Anticipatory anxiety	1.81±1.25	119 (86.2%)	19 (13.8%)
A2 Avoidance anxiety	1.03 ± 0.87	121 (87.7%)	17 (12.3%)
A3 Conditioned anxiety	1.28 ± 1.16	103 (74.6%)	35 (25.4%)
A4 Global anxiety	1.47 ± 1.70	69 (50.0%)	69 (50.0%)
B5 Fears of exploitation	1.53 ± 1.13	123 (89.1%)	15 (10.9%)
B6 Ideas of persecution and mobbing	0.86 ± 1.05	80 (58.0%)	50 (42.0%)
B7 Interactional anxiety	1.18 ± 0.91	119 (86.2%)	19 (13.8%)
C8 Hypochondriac anxiety	2.00 ± 1.32	125 (90.6%)	13 (9.4%)
C9 Panic or other somatic symptoms	1.27 ± 1.26	93 (67.4%)	45 (32.6%)
C10 Functional impairment	1.33 ± 1.27	91 (65.9%)	47 (34.1%)

D11 Anxiety of insufficiency	1.50 ± 0.94	130 (94.2%)	8 (5.8%)
D12 Fear of change	1.60 ± 1.00	130 (94.2%)	8 (5.8%)
E13:Generalised worrying	1.63 ± 1.13	115 (83.3%)	23 (16.7%)
E14:Worries about the job security and future	2.33 ± 0.90	138 (100.0%)	0 (0.0%)

DISCUSSION

The response of participants to the questionnaire interview was comparatively welcoming, indicating good intentions to participating in this study. The study revealed that, among the 138 respondent about 72% were female and 28% were male. In a study by shown that 35.71% respondents were female and 64.29% were male.^[15] It is not similar because in this study in military organization where male were predominant but in garment industries most of the workers are female. The age of the respondents was between 18 to 50 years and the mean age was 27.75 (±8.030) years. The mean age of male respondents 32.72 (±7.437) years was slightly higher than female respondents 25.80 (±7.418) years. In age group less or equal to 20years maximum (97.2%) were female and in age group more or equal to 31years, 46.3% were male. A study shown that the mean age was 37.97(±10.7) years. Majority of the respondents 60 (32%) were within 41 to 50years.^[5] Nearly half of the respondents (48.6%) had education level secondary, 31.2% had primary and 10.9% had education level higher secondary and above and only 9.4% were illiterate or able to sign. Level of education of the respondents were Secondary school (10 school years) 8%, High School (13 school years) 10%, Apprenticeship 55% and University Diploma 27%.^[5]

The average length of employment in present workplace was 4.70 years. Majority of the respondents (68.8%) were employed in the present workplace for 1 to 5 years, In a similar study it was found that the duration of employment at the present institutions up to 5years were 38%, over 5 to 10 years were 23%, over 10 to 20 years were 22% and over 20 to 42years 17%.^[5] Which is not similar to my study because they done their on different working population, but in this study the population were only garments workers.^[5] Among the respondents, 89.9% had to work overtime. About 67% (n=124) of the respondents had to work overtime for 2 hours per day. The reason of overtime of 69.4% of the respondents was compulsory, 17.7% had to work overtime due to heavy workload, 10.5% for extra income and only 2.4% for emergency shipment. In 2003, local researchers calculated that women workers in seven garment factories in Dhaka, the capital city, worked an average of 80 hours overtime per month and that overtime pay was around 60-80 per cent of what they were due.^[16] Job related worries (Dimension E) and worries about the job security (subscale E14) were present in all of the respondents. Garments workers suffered by job insecurity because the garments workers are hired by the known officials and there is no formal appointment contract, so they can be fired any time^[16]. In a study showed that interactions with supervisors may be viewed

as potentially anxiety-provoking. This is due to the supervisor's hierarchical position with controlling and sanctioning functions.^[17] Low job anxiety (50.5%) and high job anxiety (51.4%) both were higher in respondents, those who were working as a Machine Operator in present workplace than others positions like supervisors, program manager manger. So it was revealed that job anxiety were more common in workers than senior officers. In some studies it was seen that, occupational status of a job has shown to be associated with work functioning and mental health: compared to persons in low graded jobs, for persons in higher graded jobs absence rates are lower^[8] and mental health is better.^[19]

CONCLUSION

A cross sectional study was conducted in residential area near Chittagong Export Processing Zone (CEPZ) to determine the level of job anxiety among the garments workers. During the study period it was found that, majority of the respondents were female and level of education of most of the respondents were secondary. Most of the respondents had to work with heavy workload and compulsory overtime but did not get the proper salary. It is seen that, all of the respondents were suffering from job anxiety either it was low or high. Low job anxiety was more common than high job anxiety in garments workers. All of the respondents had job related worries and worries about the job security. Female workers had higher job anxiety than male and job anxiety was common in respondents working as machine operator. In this study, significant statistical association was found between job anxiety and working hours per day.

Recommendations

In light of findings of the study the following recommendations are made:

1. Appropriate measures should be taken to address the job anxiety among the workers.
2. Further research needed to identify the workplace and individual risk factors for job anxiety.

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