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Tea Production in Bangladesh: Shift from Tea Exporting to Tea Importing Country

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Abstract:

Tea is one of the most popular drinks in the world. Now, different companies are trying to increase its value-added products like cold tea, ice tea, lemon tea etc. so that tea can be a supplement to cold drinks. Most of the effort have been successful those who attempt to for this. But most of the countries like Bangladesh, Kenya, and Zimbabwe failed to adapt with the new adaptation or technologies. For this reason, they failed to generate optimum quantity of tea to compete with the other global tea producing forces. The way this drink is getting popularity, the production of such item failed to meet the requirements. Finally, these analyses are helping us to depict the real pictures of world tea demands, productions, exports and imports. Tea has become an important sector in Bangladesh. It is a growing sector with an increasing contribution in GDP, employment generation and earning foreign exchange. Bangladesh is blessed with huge Agriculture sites which constitutes major part of Tea industry. Proper maintenance of these beauties along with assuring other logistic facilities can make the Tea most Agriculture sector.

Keywords: Export economy, global tea production, tea plantation

1. Introduction

Bangladesh is an appropriate place for tea production due to hot and moist climate, temperature range and rain fall in hilly areas. Tea was the second largest export-oriented cash crop of Bangladesh, following jute. The industry accounts for 1% of national GDP. Although production of tea is primarily dominated by Sylhet and Chittagong, in recent decades tea plantation has spread to the Chittagong Hill Tracts and in Panchagar and Thakurgaon in North Bengal. Plans of growing tea at the state level in Mymensingh, Comilla, Gazipur, Jamalpur, Netrakona and Cox's Bazar are also in the offing. From 1828, Bangladesh is one of the tea producing countries and in commercial basis Sylhet tea garden has started their production in 1856-1860. After liberation war in 1971, Bangladesh tea production has dramatically increased and still now we are also in positive growth (increasing at a decreasing rate). Currently there are 172 tea gardens in the country. In 2015, tea production of our country was 67380 metric tons where it was 63880 metric ton in 2014. In 2015, domestic tea consumption was 64470 metric ton. According to the OEC, Bangladesh is the 55th largest export economy in the world. In 2015, Bangladesh exported \$35.7B where tea export only .00043% and imported \$38.3B where tea imports 0.0158%. More than 3, 00,000 plantation workers are employed in Bangladeshi tea gardens of which 75% workers are women. Most of the labors are tribal. Moreover, many tea marketing companies involve a lot of direct and indirect employees there.

Now tea production of Bangladesh is increasing day by day. In the year 1980 production was 40 million kg, export 30.9 million kg, with the balance consumed in the domestic market. In 1990 production was 45.8 million kg, export 26.9 million kg, 18.9 million kg was consumed in the internal market. In 2000 production was 52.64 million kg, export 18.1 million kg, and internal consumption was 34.54 million kg. In 2010 production was 59.16 million kg, export 0.91 million kg; 58.25 million kg was consumed internally. In 2016 production was 64.50 million kg, internal consumption 66.43 million kg, export 0.977 and import 6.972 million kg. Around 87% percent of the domestic market is controlled by the blenders while loose tea traders account for the rest of the market. Today almost all tea consumed domestically is Branded form. There are several nationwide brands and hundreds of localized brands competing for this growing market. Some of the major blenders are M.M. Ispahani Ltd. Abul Khair Consumers Product Ltd. Meghna Tea Co. Ltd., Unilever (BD) Ltd. M. Ahmed Tea & Lands Co. Ltd, HRC Products Ltd, Danish Foods Ltd. Tetley ACI (BD) Ltd., Shaw Wallace (BD) Ltd. and few others.

Presently Bangladesh is in 13th position among 15 top tea exporting and tea growing countries in the world, the increase of duty and the imposition of a tariff may have a short-term effect but in the long term it might prove ineffective. Tea has become a fact of life in Bangladesh. The only way out is to increase production. The shortfall at present is almost 10 to 15 million kg, prices in the auction are soaring, the border around our country is porous, and we do not want the floodgates to open. To protect the interest of the growers, the Government in its budget for the year 2016-17 has imposed a tariff value of US\$1.60 per kg with a total duty and vat at 85% on tea. This has already affected the price in Chittagong auction and teas are selling at close to US\$3.00 per kg.

A 12-year strategic development plan 2012-2023 has been undertaken by the Tea Board of Bangladesh, the plan has a target of taking the tea production to 100 million kg by the year 2023. The plan includes 10 projects; the Ministry of

Finance, the Ministry of Commerce and the Central Bank are already working on it. The plan includes bringing 6440 HA of unutilized land under tea production

2. Literature Review

A comprehensive review of the literature is important because it provides an up-to-date understanding of the subject and its significance to practice, identifies the methods used in previous research on the topic, and provides comparisons for my own research findings. The purpose of a literature review is to establish a theoretical framework for my subject area and understanding and define key terms, definitions and terminology and area of study, i.e. my research topic. A literature review is a text of a scholarly paper, which includes the current knowledge including substantive findings, as well as theoretical and methodological contributions to a particular topic. Literature reviews are secondary sources and do not report new or original experimental work.

2.1. World Perspective of Tea Plantation

According to World Tea News (2016), globally tea continues its steady increase in production, doubling in the past 20 years from 2,525 million metric tons (MT) in 1995 to 5,305 million metric tons (5.3 billion kilos) in 2015. In September Ian Gibbs, who was elected chair of the International Tea Committee (ITC) in May, presented a detailed assessment of global tea supplies, consumption patterns and export totals. During the past 80 years the ITC has compiled statistical data on tea from around the world. Gibbs illuminated some important trends in his presentation at the 7th North American Tea Conference in Niagara Falls, Ontario. While tea is grown commercially in more than 35 countries, production remains concentrated in a few with the top seven producers accounting for 90% of tea and the top 10 growing 94% of the world's tea. Production continues to outpace consumption with Kenya, China and Vietnam showing significant increases. Surges exceeding 6% in production impact prices, which are generally flat, said Gibbs. The gap between production and consumption is widening. Production in 2015 was estimated at 5,306 MT with consumption at 4,999 MT resulting in a 307 MT surplus. In 2014 the surplus was 351 MT. Five years ago (2010) the surplus was 127 MT and 10 years ago surpluses were less than 100 MT.

Growth in demand was particularly marked in China. After a spectacular rise in consumption in recent years exceeding 8 percent annually, total consumption increased by 9 percent in 2013, on a year to year basis, to reach 1.61 million tons, the largest in the world. In India, consumption expanded by 2.4 percent in 2009 and 6.6 percent in 2013 to reach 1 million tones. The FAO Tea Composite Price, which is an indicative price for black tea, increased significantly from 2006 to 2012 and reached a record USD 3.18 per kg in September 2009. Since then it has declined to USD 2.65 per kg averaged in 2014, Tea Price: 0.0317 USD/kg for Aug 2017.

British Isles, Middle Eastern countries, Africa, and all the countries of the former Soviet Union, take tea throughout the day. Tea is a beverage made by steeping leaves in boiling water. The common tea plant is the evergreen shrub *Camellia sinensis*. There are several varieties of this species of plant, a well-known one being the Indian Assam tea. Tradition tea is prepared from its dried Young leaves and leaf buds. Although China is credited with introducing tea to the world, the evergreen tea plant is native to Southern China, North India, Myanmar and Cambodia. Low-grown teas are produced from 0 to 600 m., mid-grown from 600 to 1,200 m, the difference lies in the 'fermentation', which actually refers to oxidative and enzymatic changes within the tea leaves, during processing. Green tea is essentially unfermented, oolong tea is partially fermented and black tea is fully fermented. Black tea, which represents 90% of international trade.

2.2. Tea Plantation in the Asian Region

The Asian region produces a varied range of teas and this, together with a reputation in the international markets for high quality, has resulted in her enjoying a share of every importing market in the world. Africa and South America also produce tea. Huge populations of Asia, the British Isles, Middle Eastern countries, Africa, and all the countries of the former Soviet Union take tea throughout the day. Tea is a beverage made by steeping leaves in boiling water. The common tea plant is the evergreen shrub *Camellia sinensis*. There are several varieties of this species of plant. Tradition tea is prepared from its dried young leaves and leaf buds. Although China is credited with introducing tea to the world, the evergreen tea plant is native to Southern China, North India, Myanmar and Cambodia. Low-grown teas are produced from 0 to 600 m., mid-grown from 600 to 1,200 m, while the high-grown teas are cultivated between 1,200-2,000 m. The mid-grown and the high-grown in some areas can be divided into 'western' and 'eastern' according to the location of the estates.

2.3. Tea Plantation in the British Colonial Period

At the onset of the tea plantation industry the areas which were considered ideal for such plantations were sparsely populated as these were previously jungles with a very few tribal population. Therefore labor recruitment emerged as a serious concern for the plantation owners. Although the British encountered problems with China but they had never undermined the Chinese expertise in the skill of plucking tea leaves. The Chinese workers due to skill and experience were recruited considerably in the Assam tea gardens. However within a course of time the planters realized that they were unable to control these workers as J.W. Masters, the tea superintendent criticized the Chinese laborers by stating that, —they object to do anything else but make tea. When spoken to, they threaten to leave the service if they are insulted by being asked to work. (Griffiths, 1967:65). Gradual disobedience and protesting nature of Chinese workers led the British owners to make alternative arrangement for long term benefit of the industry. Accordingly by the middle of the 19th century, the company at Assam sought to recruit local workers in addition to the existing Chinese and the Naga

workers. The newly recruited workers, mostly local Assamese, were paid lower wages than those of the Chinese workers. Moreover, the planters made attempts to train these local workers on the art of plucking by the Chinese who were professionals in this field. Such laborers were regarded by the owners as taklars' or tea-makers. Unfortunate in their attempts to discipline and control these workers, the planters noted that the talkers were highly reluctant to work in the plantations with such meager wages and would often desert their jobs without any prior notice. Few others who would remain in the plantations would often carry out demonstrations and strikes mostly during payment dates and created severe obstacles in the way of the successful functioning of the tea gardens. The problem in recruiting labor was

2.4. Tea Plantation in Post Partition 1947-1971

After partition, the subcontinent was broadly divided into two political regions India and Pakistan comprising West and East Pakistan. When Pakistan became independent in 1947 there were 133 tea gardens by 1971 this number increased 147 with 90000 workers out of a total country population of 249000.

In 1950, under the Pakistan Act, the Pakistan tea board was established in Dhaka and in 1957 the Tea Research Institute was founded in Srimangal in 1957. Together these organizations aimed at promoting the sale and consumption of tea in Pakistan and abroad, and at assisting in the research and development of the tea industry,

The tea ordinance Act of 1959 replaced the earlier Pakistan tea Act of 1950 to enhance the Board's role in promoting tea cultivation and quality control, During the 1952 and 1953 Seasons, buyers, sellers, and brokers in Chittagong got together, under the auspices of the Pakistan tea Association to form the tea traders Association of Chittagong, this association's duty was to promote the common interests of tea sellers and buyers in the Chittagong market, in 1960 the Traders association Pakistan was retailers Association of Pakistan was registered.

2.5. Bangladesh Perspective of Tea Plantation

Bangladesh Tea Industry established in 1840 when a pioneer tea garden was established on the slopes of the hills in Chittagong where the Chittagong Club now stands. First commercial tea garden was established in 1857 at Mulnichera in Sylhet. During the India-Pakistan partition in 1947, Bangladesh (the then East Pakistan) owned 103 tea estates, covering 26,734 hectares of tea plantation with annual production of 18.36 M.Kg. with a yield of about 639 Kg. per ha. Home consumption was around 13.64 M. Kg. upto 1955. After that home consumption went up rapidly and Government imposed 3% mandatory extension of tea area per year in 1961. Ten years later by 1970, tea area was extended to 42,658 hectares and production was increased to 31.38 M.Kg. During liberation war in 1971, our tea industry suffered colossal damages which resulted in poor management, high vacancies, insufficient inputs, dilapidated factory machinery, inadequate maintenance etc. leading to lower yield and poor quality of tea. Besides that, world tea production has been showing an annual increment of 3% while in Bangladesh the production has increased by 1.84 % and contributes 1.37 in exporting the word tea trade and earns near about 1775 million Taka (Taka 69 = USD 1.00) every year.

In the market for the season 2000/2001, tea witnessed a fair activity until the end of June. Mostly from internal buyers. But when the auction offerings increased in July, prices eased due to a lack of sufficient export demand there was an improved demand in August and generally, Bangladesh's tea output in 2016 is expected to hit a record 80 million kg from 66 million a year earlier, the commerce minister said on Sunday, a volume that may be big enough to make imports unnecessary. Bangladesh tea auction center in Chittagong has good warehousing and port facilities besides excellent road, rail and air links, While our tea gaining popularity, Bangladesh tea researchers continue their relentless efforts to innovate and improve the quality of Bangladesh tea to meet the demands of the 21st century.

2.6. Prospects of Bangladeshi Tea

A comprehensive feasibility study was conducted by Bangladesh Tea Board through PMTC (Bangladesh) Ltd with financial support of European Commission in Northern Bangladesh (Panchagarh & Thakurgaon), three hill districts (Rangamati, Khagrachori & Bandarban) and the traditional tea growing areas of greater Sylhet and greater Chittagong districts. After examination of all parameters for growing tea, the study suggests that if land utilization under tea is raised to at least 50% and yield to 1500 Kg/ha by replanting old & uneconomic teas, extension planting and intensive cultivation through better managements, production can be raised to about 87 million kg of tea in the organized sector by 2025. If 5000 ha of land can be brought under small holding tea cultivation, additional about 13 million kg of tea will be produced. Thus, if this plan is implemented the annual tea production will be about 100 million kg in 2025.

3. Methodology

This study has incorporated quantitative method of research. Quantitative data were collected from secondary sources. As sufficient information was not available from secondary sources, the present study, therefore, has been built upon the information collected from the primary sources. Primary data were collected through observation and by interview of key stakeholders. Primary data were collected through by personal interview. Secondary data were collected from books, published literature of the plantation companies, associations, journals, reports published by different organizations and various websites.

The study has covered world's most tea producing countries in the light of production, export, internal market, contribution etc. Secondary data were used in this study. Secondary data were collected from different published documents of the Government like Economic Survey Reports, and Statistical Yearbooks. Further, various national and

international publication organizations like NGO Forums, Bangladesh Tea Board, BTRI, World Bank etc. were reviewed by the researcher in the process of analysis.

4. Analysis and Findings

Bangladesh has a history of 170 years of tea plantation. Tea was first grown in Bangladesh in Kodaloya of Chittagong in 1828. Malnicherra in Sylhet was the first planned tea garden in the country under the ownership of Sylhet tea Company, (1856-1860) Tea plantation laborers were recruited from Bihar, Orissa, Madras, Uttar Pradesh, Madhya Pradesh, Bakra and also Nepal.

Currently there are 172 tea gardens in the country. Production during 2015 was 66.35 million kg. The total area allocated for tea is 115707.89 HA, the area utilized for tea production is 59609.43 HA. The total number of laborers is 122840, the number of staff is 2891, and there are 458 Officers. The national yield is 1270 kg per HA. Although production of tea is primarily dominated by Sylhet and Chittagong, in recent decades tea plantation has spread to the Chittagong Hill Tracts and in Panchagar, Thakurgaon in North Bengal. Plans of growing tea at the state level in Mymensingh, Comilla, Gazipur, Jamalpur, Netrakona and Cox's Bazar are also in the offing. Bangladesh produces CTC tea only. Production was falling short of demand since 2007 and by 2010 demand outstripped production. Production currently is increasing at the rate of 3% to 4% per year while consumption at 6.5%. Presently the country's estimated total consumption is close to 83 million kg whereas total crop in 2016 has been estimated to be somewhere around 70 to 72 million kg.

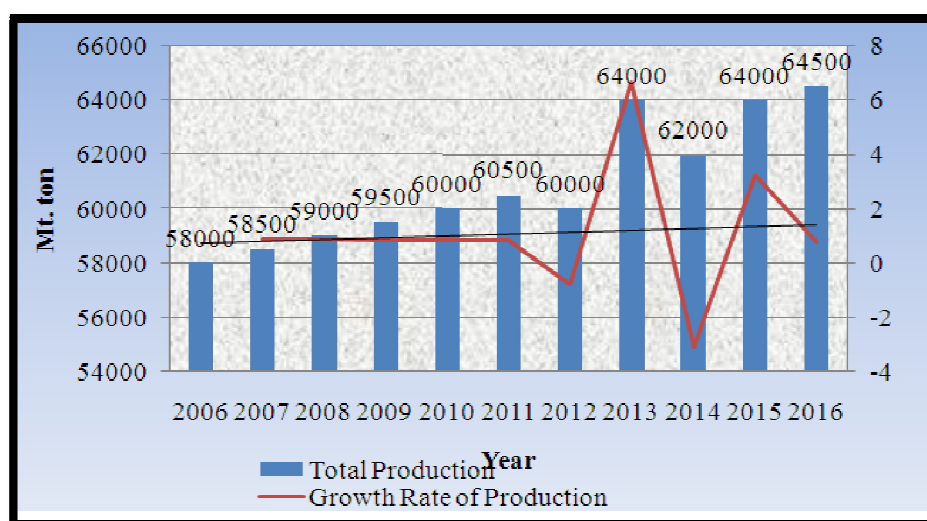


Figure 1: Tea Production in Bangladesh in 2006-2016

The graph shows that, the total production Bangladesh is increasing day by day for the last 10 years. The lowest production in 10 years was 58000 mt.ton in 2006 and the highest domestic production was 64500 mt.ton in 2016. But if we notice the growth rate, if observe closely, it is continuously decreasing from 2006 to 2012 then in 2013 growth rate was 6.67% and again in next growth is continuously falling up to 2016. In years of 2012 and 2014 showed negative growth rate of tea production.

4.1. Tea Consumption of Bangladesh

Initially the people of Bangladesh were illiterate how to use tea leaves. In 1757, Sub-Continent was brought under British imperialism. Then the people of Bangladesh learned from them how to use tea leaves. Day after day, the peoples became the fan of tea which removes our tiredness and brings refreshment and vigor in their mind. So, the people of Bangladesh are growing more tea for local demand. Now tea is the most favorite and popular drinks of all Bangladeshis. First of all, Bangladeshis were a tea exporting countries and the last decade of the last century Bangladeshis were the fourth largest tea exporting country all over the world. But during last couple of years Bangladesh imported large scale of tea instead of export especially after 2012 due to more domestic consumption.

Today almost all tea consumed domestically is in Branded form. 87% percent of the domestic market is controlled by the blenders while loose tea traders account for the rest of the market. There are several nationwide brands and hundreds of localized brands competing for this growing market. Some of the major blenders are: M.M. Ispahani Ltd. AbulKhair Consumers Product Ltd. Meghna Tea Co.Ltd., Unilever (BD) Ltd. M.Ahmed Tea & Lands Co.Ltd. HRC Products Ltd. Danish Foods Ltd. Tetley ACI(BD) Ltd., Shaw Wallace (BD) Ltd. and few others.

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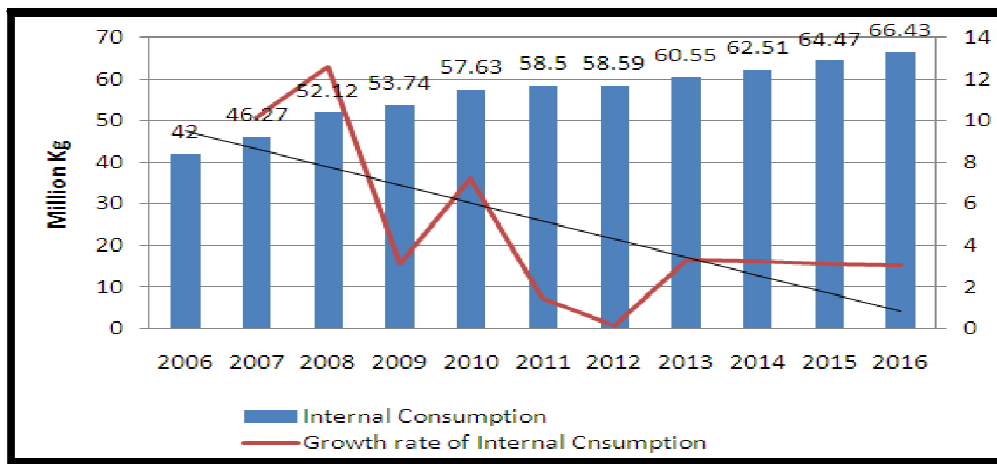


Figure 2: Tea Consumption of Bangladesh

The graph shows that the domestic consumption of our country is increasing day by day for the last 10 years. The lowest consumption was 42 million kg in 2006 and the highest domestic consumption was 66.43 million kg in 2016. As it is increasing day by day, it is called an increasing trend for the last 10 years. Due to the increase in the internal consumption of our country, Bangladesh became a tea importer country. In 2012, Bangladesh first imported tea from the world tea market.

4.2. Scenario of Tea Export and Import of Bangladesh

4.2.1. Tea Export of Bangladesh

There is statistical information of tea export of Bangladesh shown in the following table. The export information is from 2006-2016.

Year	Export (Million Kg)	% Change of Export
2006	4.79	
2007	10.56	120.46
2008	8.39	-20.55
2009	3.15	-62.46
2010	0.91	-71.11
2011	1.47	61.54
2012	1.5	2.04
2013	0.54	-64
2014	2.66	392.59
2015	0.476	-82.11
2016	0.977	105.25

Table 1: Tea Export of Bangladesh

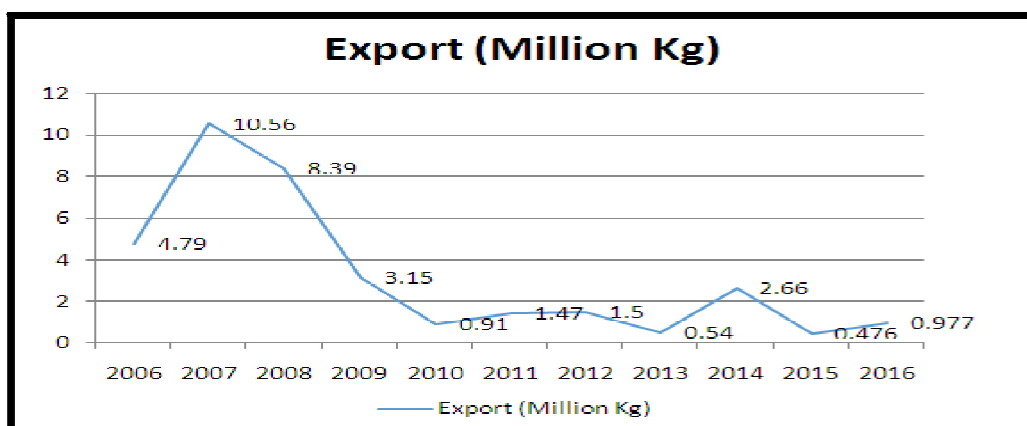


Figure 3: Tea Export of Bangladesh

Bangladesh was known worldwide as a tea exporter country and it was the second cash crops of foreign currency earnings. Bangladesh has a golden history of tea. There are 10 years statistics of export information in the above figure. The figure shows that there is a declining trend of export tea in Bangladesh for the last decades. The highest export of tea was in 2007 10.56 Million Kg, and the lowest figure in 2015 was .476 million Kg. As day by day the export is

decreasing and a decreasing trend of export also. Though Bangladesh imports tea from the world tea market, it exports a little amount of tea in the market.

4.2.2. Tea Import of Bangladesh

Bangladesh became a tea importer country from 2012 due to increase the demand of tea in our country. Here it shows the amount of tea import in each year with their import growth rate in the following table:

Year	Import (Million kg)	% of Im. Gr. Rate
2012	10.6	
2013	16.23	53.1
2014	12	-26.1
2015	9.9	-16.7
2016	7	-30.0

Table 2: Tea Import of Bangladesh

The import of tea began in the year 2012 when 10.60 million kg were imported, 16.23 million kg were imported in 2013, and 12 million kg in 2014, and in 2015, 9.9 million kg have been imported to meet the growing domestic demand. According to the Financial Express (14 Apr 2017), Bangladesh produced enough tea in 2016 to meet the local requirement. In recent years the country has become a net importer due to a big increase in domestic consumption. Domestic consumption has been rising by more than three per cent a year. That's why import is falling after 2013. But still now Bangladeshis importing tea.

4.2.3. Bangladesh Tea Production Compare to World Tea Production:

There is some information related to world tea production comparing with Bangladesh country. Here it shows the tea production of Bangladesh comparing with world tea production from 2006-2016.

Year	World Tea Production (MT. T)	Bangladesh Tea production (MT. T)	% of Bangladesh tea production compare to world tea production
2006	3,665,600	58000	1.58
2007	3,854,400	58500	1.52
2008	3,965,500	59000	1.49
2009	4,018,600	59500	1.48
2010	4,280,900	60000	1.40
2011	4,561,500	60500	1.33
2012	4,691,100	60000	1.28
2013	4,990,700	64000	1.28
2014	5,196,400	62000	1.19
2015	5,304,500	64000	1.21
2016	5,577,451	64500	1.16

Table 3: Bangladesh Tea Production Compare to World Tea Production

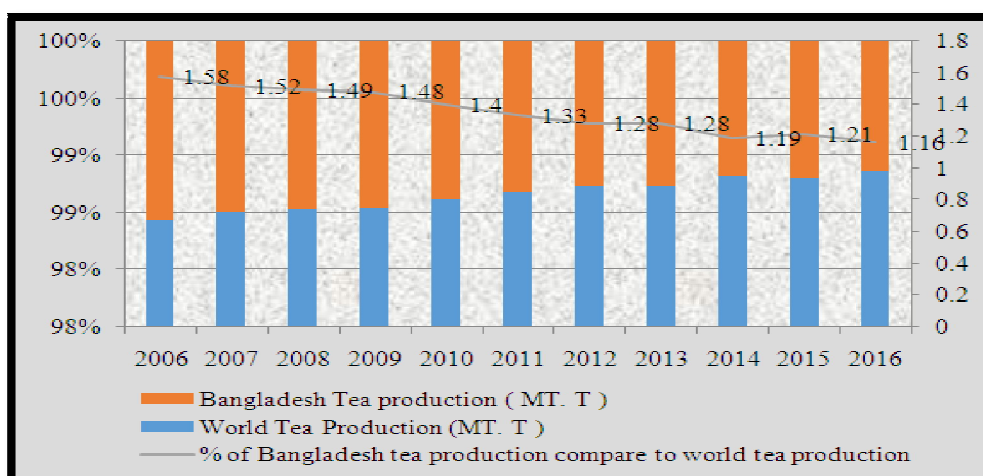


Figure 4: Bangladesh Tea Production Compare to World Tea Production

World tea production is continuously rising since 2006 to 2016 as well as Bangladeshi tea production also rising except 2012 and 2014. But compare to percentage of Bangladeshi tea growth rate is reducing every year. The highest tea

production of Bangladesh was 1.58% in 2006 and the lowest tea production of Bangladesh contributing to the world is 1.19% in 2015. Gradually the trend of production of our country is decreasing comparing to the world.

5. Findings of the Study

The list in given below shows that the overview of tea production, consumption, export and import of tea in Bangladesh. Here we see that the amount of tea production though increase over the years, due to increase in the population the amount would satisfy the internal need. In 2006, the domestic production of tea was 53 million of kg whereas in 2016 it increases to 64 million of kg. Consumption increases over the years. In 2006, the domestic consumption of tea was 40 million of kg, whereas in 2016 it increases to 66 million of kg. As a result, the import has been increases over the time. Though Bangladesh had been contributing to the export, it tends to inverse and import has been increasing over the time. In 2006, the domestic export of tea was 04 million of kg, whereas in 2016 it decrease to 0.977 million of kg. Bangladesh became a net importer of tea after ranking as the world's fifth-largest exporter in 1990s due to a big increase in domestic consumption.

Here it is shown from 2006 to 2016 amount of tea export was decreasing and after that instead of export we are import from different countries such as China, Sri-Lanka, India, and Kenya etc. Bangladesh has imported tea mostly from India and Thailand.

Year	Production (Million kg)	Internal Consumption (Million kg)	Gap of production and consumption	Export (Million kg)	Export Value (Million Tk)	Import (Million kg)	Import value
							\$/million Tk. (1\$=80Tk.)
2006	53.41	40.51	12.9	4.79	469.59	--	39,000\$/3.12
2007	58.19	46.27	11.92	10.56	899.01	--	64,000\$/5.12
2008	58.66	52.12	6.54	8.39	976.95	--	166,000\$/13.28
2009	59.99	53.74	6.25	3.15	433.5	--	94,000\$/7.52
2010	60.04	57.63	2.41	0.91	176.68	--	4,770,000\$/381.6
2011	59.13	58.5	0.63	1.47	213.51	--	5,499,000\$/439.92
2012	62.52	61.19	1.33	1.5	222.28	10.6	1,335,000\$/106.8
2013	66.26	64	2.26	0.54	133.04	16.23	26,874,000\$/2149.92
2014	63.88	67.17	-3.29	2.66	281.72	12	27,150,000\$/2172
2015	67.38	64.47	2.91	0.476	121.993	10	18,100,000\$/1448
2016	64.5	66.43	-1.93	0.977	170.487	7	15,774.150\$/1261.932
Total	673.96	632.03		35.423	4098.76	55.83	

Table 4: Findings of the Study
(1kg. Tea =181 Tk., 1\$=80 Tk.)

5.1. Gap of Tea Production and Consumption

The following figure shows the gap between tea production and tea consumption from 2006-2016.

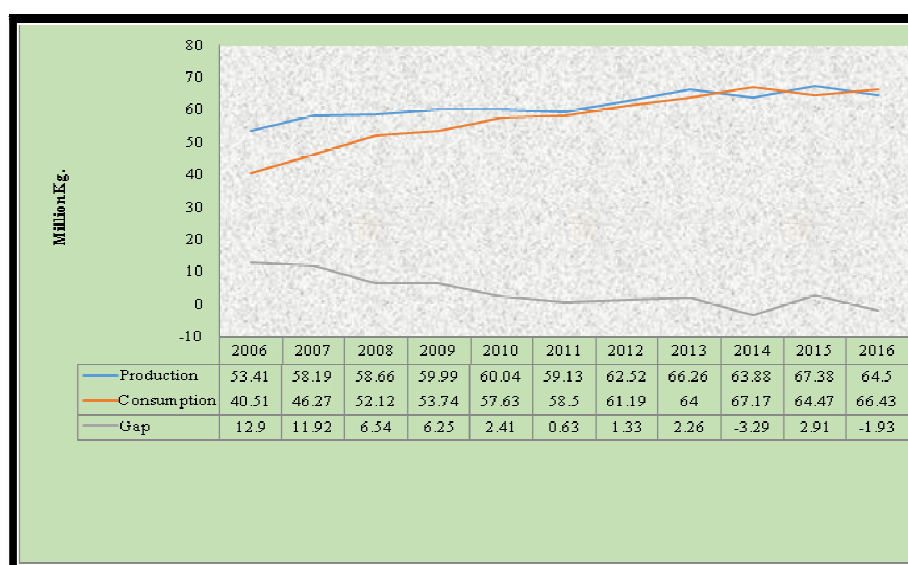


Figure 5: Findings of the Study

From 2006 to 2016 local production is rising as well as consumption also. But rate of consumption was very fast than production. Gap between them is shrinking. In 2014 consumption is more than production and 2016 also saw the same scenario. In the figure we can see that from 2006 to 2013 there was surplus production. But, from 2014-2016 Bangladesh needed to import tea because of increasing consumption. Bangladesh met its total consumption up to 2011 year. But in 2012 Bangladesh needs to import tea from the world market due to increase the consumption of Bangladesh.

5.2. Tea Export Import Gap

The following figure deals with the gap between export and import of our country. The figure contains the gap of export import tea from 2006-2016.

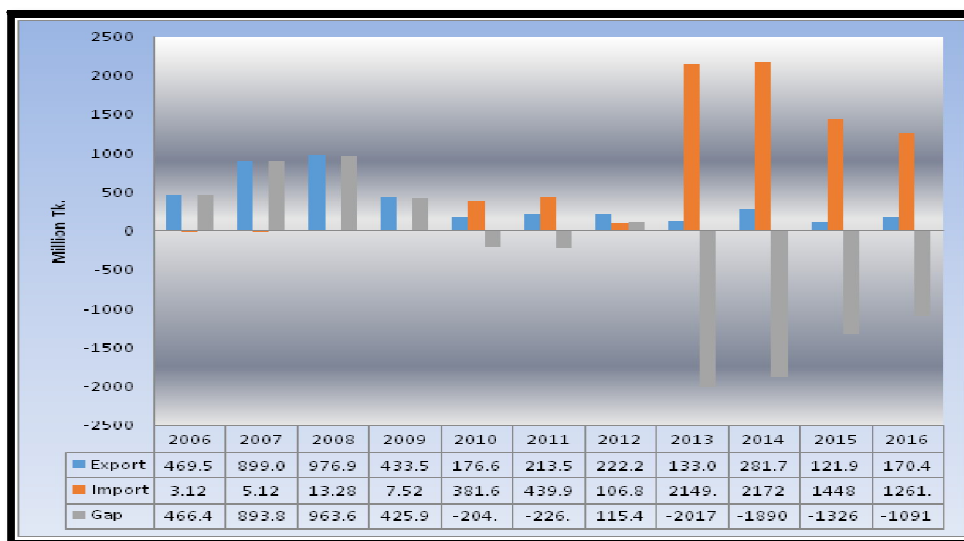


Figure 6: Tea Export Import Gap (Million TK)

Amount of export value is rising from 2006 to 2008 then it fell except 2011 to 2012. On the other hand, import value is rising. In 2010 import value crossed the export value and 2012 export value was more than import value. But after 2012 gap between export and import was negative meaning import value is higher than export value. The tea import for our country has been started since 2012 and still Bangladesh needs to import tea from the world market in each year.

6. Some Suggestions for Increase the Production of Tea in Bangladesh

Tea has become an important sector in Bangladesh. It is a growing sector with an increasing contribution in GDP, employment generation and earning foreign exchange. Bangladesh is blessed with huge Agriculture sites which constitutes major part of Tea industry. Proper maintenance of these beauties along with assuring other logistic facilities can make the Tea most Agriculture sector. There are some suggestions to the development of production of Tea in this area and also for Bangladesh.

These suggestions will be based on the research and on any other relevant information available to the researcher:

- It is needed to increase the local tea production to introduce more tea garden. The infrastructure of the gardens should be improved. Especially in the rainy season labor and owner face some problem. Road should be developed so that it become easy to work. Some modern machines they are using to produce the tea, There should be some other modern technology to improve the quality and increase the production.
- Government as well as Private organization have to come forward
- New National Tea Policy should be introduced.
- Bangladesh Tea Board has to be more efficient
- Government has to give more incentive for this industry as well as owner and tea worker.
- Highly productive tea seeds have to be introduced. Bring new place under tea plantation. Introduce new high productive plants. Remove the old plants. Implement new technology in the production. For that research is mandatory for this sector.
- Tea marketing policies have to be more modernized. Have to bring more foreign investment in this sector.
- It will be the important part of tourism industry if we can expand the publicity of the country's tea in front of international arena.
- To improve the human resource management operation in the tea garden.
- To solve the problems of the management they are facing with the labor and solve the problems labors are facing with their work.
- Discussing about any changes or improvements, employees want for their work in the garden.
- Arranging any program to improve the skill of their worker and to know on which basis management select labor for training. To know in which way management arrange training program for their labor.
- Find out whether management is satisfied with the performance of the labor.

- To know the impact of training and development program.
- Needed Performance appraisal
- Compensation Package has to be introduced for tea worker and owner.
- Educational condition in the tea garden labor is very poor. Tendency toward the education is also very low. The management staffs are getting both on the job and off the job training but the training for the labor are not in satisfactory level. Sometimes they get vocational training. From labor point of view, Most of the labor wants to educate their children. They are just getting the primary education free. They want more education after the completion of primary education. They also wants that the garden will bear this cost. Because their wage is not so enough to continue the study of their children. NGOs and Government should focus their education. Their housing is not so hygienic and sanitation is not so satisfactory. They want the better condition of those regards.
- It is needed to develop the infrastructure of the entire garden. All the gardens need to use the computer based information technology to keep and store information. The employee and the labor should be more trained. Take step to motivate the workers to increase productivity. Quality and quantity of training programs should be increased. Labor relation should be strengthened.

7. Conclusion

Tea industry at present is an important industry in Bangladesh. It is the field where lots of people are working. This industry bought a lot of foreign currency in the last decades. So, it is important to maintain those human resources with the proper training and development program and with proper maintenance tools. It is also important to use the latest and modernized method in the tea garden to keep pace with other countries of the world. For the development of the garden the management should come out from the previous system and should adapt new modern technology.

Tea is one of the most popular drinks in the world. Now, different companies are trying to increase its values added products like cold tea, ice tea, lemon tea etc. so that tea can be a supplements to cold drinks. Most of the effort have been successful those who attempt to for this. But most of the countries like Bangladesh, Kenya, and Zimbabwe failed to adapt with the new adaptation or technologies. For this reason, they failed to generate optimum quantity of tea to compete with the other global tea producing forces. The way this drink is getting popularity, the production of such item failed to meet the requirements. Finally, these analyses are helping us to depict the real pictures of world tea demands, productions, exports and imports.

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