

The Human Cost of Industry: Examining the Consequences of Poor Working Conditions on Labourers and their Families

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ABSTRACT

This study reveals the challenges faced by the industrial labourers along with the consequences on labourers and their families. Bad working conditions with its impacts were analyzed in detail. A sample size of 384 respondents were targeted from the locale of the study by sample random sampling. The study was carried out using quantitative and qualitative approaches with high focus on discovery, explanation, hypotheses testing and verification. The collected data was interpreted and presented by univariate and bivariate way. The strength of association between dependent (industrial labourers' life) and independent (bad working conditions) variables was accessed through Chi-square test. A significant relationship was found among the parameters of independent variable and labourers' life. It was concluded that bad working conditions have greatly restricted industrial labourers' choices. That is why they have limited access to education and health. They are prone to child labour, unemployment and psychological suffering. The research was supported by the arguments concerning the exploitation of labourers (Proletariats) by the industrialists (Bourgeois) globally.

Keywords: Industry, Labourers, Working Conditions, Industrial Estate, Challenges, Impacts.

INTRODUCTION

The current research study was conducted on “Challenges to industrial labourers with consequences on their families” in Peshawar Industrial Estate Khyber Pakhtunkhwa, Pakistan. Working environment is becoming worse day by day. The modern market competition has made things worse and compelled labourers to work in bad working conditions with its impacts in terms of access to education, health, sustenance, psychological distress, child labour, unemployment and poverty. These challenges has very bad impacts on labourers' families. They do not have access to education, health facilities and sustenance. They are in complete psychological distress, stress and having low self-esteem. There is great fear of unemployment. Low wages, exploitation and

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job insecurity. Therefore the industrial labourers and their families are poverty stricken. The policy makers must plan conducive policy for the protection of labourers that ensuring dignity.

Pakistan is the 6th populated nation in the world having rich labour force. Which is engaged in various industries; manufacturing sector 14.1%, agriculture sector, including fishery and hunting 43.7%, wholesale and retail 14.4%, construction sector 7.4% transport and communication sector 5.5% and personal, community and social services 13.3%. This make Pakistan the 9th largest country in the world with 57.2 million labourers (Layard, Layard, Nickell, & Jackman, 2005). In term of labour force Pakistan is the ninth largest country in the world having 57.2 million labour force (Aslam & Shahid, 2015).

The labourers live a hand to mouth life due to high inflation and low wages which lead to poverty. The situation is further worsened by u workers who cannot compete in the labour market. This pitiable condition is due to unequal distribution of wealth which causes inadequate housing, lack of access to education, undernourishment and under employment (Paracha, 2003).

The globalization and commercial constrains have been very bad socio-economic impacts on labourers. The displacement of workers and downsizing create morbid population. These workers are unable to get jobs due to their age and inadequate skill. Further, job insecurity, workplace and nature of the job dislocate the people. Pakistan is not in position to captivate its labour force which indicates its gloomy future. The already employed workers are facing huge problems. They are facing poor working conditions and their income hardly meet the subsistence needs of the employed family (Mohammed, 2011). The laws which are enacted for the protections of workers' rights are not implemented adequately. Moreover, the employers and concerned departments playing with the rights and welfare of the labourers. The employers save huge budget in the name of workers welfare. As the notion of decent work in current time greatly emphasis on facilitation (Howse, 1999).

LITERATURE REVIEW

No one can live in isolation. It is humans' need which compel them to live in group or in society. Different factors of life can affect an individual health. The most important is an individual environment. The physical and social environment. The research studies shows that disease and health issues from the environment are there (P. Tucker et al., 1998). Social and economic growth of any society depend upon the health of labourers. They are the real asset of any country. They really added to the wealth and prosperity of industries. They are the backbones of industrialization. But in the same time they are under sever threat from both social and physical environment. The inhumane workplace condition added a lot to their miseries. The advent of new techniques, tools, technologies speedy and uncontrolled production, insecure and poor working conditions really affected them (Reich & Okubo, 1992). Economic development in Pakistan is largely due to industrialization. Serious environmental and social problems have been created by industrialization due to spontaneous and unorganized planning. The first and foremost victims of this worse environment are the industrial workers who are exposed directly to it. Problems related to occupational health are numerous faced by the industrial labourers. These problems badly affect the efficiency, productivity of labourers and span of life. The poor working environment cause

various sickness problems to them. The poor surroundings, injuries, strain and pain are the common issue of unhealthy workplace. Other common incidents are the cutting of fingers with hand devices and cutting gadgets (Dardik, Lin, Gordon, Williams, & Perler, 1999).

Industrial labourers face different professional health hurdles. Which directly affect their life. Environmental pollution which is carried by many people moving from rural to urban life is because of social and environmental health issues. This also cause many other problems in other people lives like employment, poverty and lower standard of living (Dahlgren & Whitehead, 1991). Major health problems which most of the times ignored is caused by these industries. Such problems include less hearing, non-serious behaviors, stress and restlessness. Noise effects our strength and performance and also cause blood pressure (Horino, 1977). Infrastructure is un-highgenic in common industries. The structure of rooms is not according to health point of view. The industrial labourers' residences and workplace is characterized by crowded rooms, lack of ventilation and bad light labourers suffer health wise due to these problems. In addition they are working long 12 hours which is badly managed. They are working in shifts as well. The work without rest for 14 to 16 hours is un healthy for them (Joore et al., 2015). The toxic chemicals, eyesight problem and skeletal deformities of occupational health to children in industries of carpet. The worse position of working for long time cause deformities of fingers and permanent knees problem. The close focus on one point under bad light cause vitamin A deficiency and eye sight problems. Nasopharyngeal cancer is usually caused by working in printing and dyeing industries due to aids and cotton dusts (Chang & Adami, 2006). Asthma, cough and byssinosis are the health hazards of cotton industry. Developing countries like China, India, South Africa, Sudan and Ethiopia are greatly suffer from these problems with the prevalence existence of mills (Murlidhar, & Kanhere, 1995).

High respiratory problems have been recorded in these countries as well. The respiratory problems have been controlled to maximum extent by mills engineers in developed countries. In spite of low dust in cotton industry the labourers suffer from other contamination. Spinning mills labourers face nasal irritations. Blood pressure, fatigue, headache, muscular and skeletal pain are other problems eye sight and other problems in cotton industries are due to fungi, bacteria, fiber, plant matter, soil, pesticides and exposure to other contaminations (Anonymous, 1995). . Headache is the routine problem faced by the industrial labourers. Vascular and tension are the two different types of headache there. Migraines are due to allergy in industry. Common headache is due to loud hearers, dust, noise and bleach. (Norbäck, Björnsson, Janson, Widström, & Boman, 1995). Industrial labourers face another serious problem of noise pollution which cause a lot of issues. There are standards for workplace environment including measures for noise control. Labourers face joint pain due to long working of 8 to 12 hours in standing position. Musculoskeletal problems are also created by working in standing position for long (Anonymous, 2006). First aid facility, earplugs and facemasks are the protection equipment in the industry of weaving. The textile industry in Pakistan is portraying worse situation. No help either from government side and employers. America is investing a lot in textile industry. From 1980 to 2000 they have spent \$35.9 billion (Riaz, 2010).

The industrialization and commercialization constraints have been very bad social and economic consequences on labourers. They are facing poor working conditions and their income hardly meet the subsistence needs of the employed family (Mohammed, 2011). Efforts have been made to enact laws and policies based on non-discrimination, workers privacy and freedom of expressions in work place. There is still room for the considerations regarding labour laws and policies. The workplace needs to be made labourers friendly. The question is still to be answered that how the labour law be made effective and labourers oriented (Volokh, 1991). The labour market and workplace portrays worse situation. The working conditions are very much deplorable and not satisfactory for the labourers. Worse working conditions and long working hours are the normal feature of every industry in the current time. They are facing hazardous environment and health hazards. Along with other physical and health issues the labourers are deprived of their basic rights (Castro & Chaney, 1989). The existence and prevalence of child labour also effected market situation. Children of low age are found working in hazardous conditions. These children are deprived from their basic rights. They must have education facilities added with play and rest time (Ghayur, 1995).

Sometime laborers sleep in corridors, dining rooms, kitchen, stores and laundries. In such situation the labourers cannot protect their privacy. The employers can visit their personal quarters and prohibiting visitors (Ramirez-Machado, 2003). Verbal and other abuse by supervisors seems to be the norm. These penalties are usually applied by supervisors, who are said to be generally poorly educated and trained. Verbal abuse includes scolding, shouting, and use of vulgar language, name-calling and other insults. Threats include sacking or having additional work imposed (Saxton, 2013). Evidence from studies paints a picture of the factory floor as characterized by an extreme lack of respect for labourers and their ill-treatment by supervisors, principally through constant shouting and dealing of insults. Workers apparently tend to accept this bad treatment in the short-term, as they are so heavily dependent on the income for their basic survival. But nonetheless, a high proportion of them try their luck at a different factory after a while, possibly in part in the hope of securing better treatment and greater respect. The union are treated very badly by the employers. The organizers and members of the unions are treated strictly. In many cases the employers forced the labourers to resign. Some were beaten up by the management or by local gangsters on the way to their homes after work (Slater, 2004).

The globalization of trade and patterns of investment have affected the labour force to a great extent. Foreign investment, free trade zones and the current privatization, unrestricted by laws of labour have deteriorated the friendly atmosphere for labour. Denationalization has reduced the work force and they prefer to join informal sector to supplement their economy against inflation. Moreover high skilled jobs in high technology era has further deteriorated the matter. It is very difficult to find jobs and compete without skill, therefore labour force tend to continue in informal sector (Carr & Chen, 2002). Another major characteristic in workplace is the inadequate safeguards. Even organized sectors do not provide workers' friendly environment. The largest manufacturing sector of Pakistan is textile industry having hazardous and poor working environment. Nevertheless the extended working hours with less wages is another dimension of labour force issue in Pakistan (Ghayur, 1996). Workers' maltreatment by employers in respect to wages, lack of adequate compensations according to law, sexual harassment, arbitrary dismissal,

physical abuse and other problems originating from the lack of workers' friendly environment (Sayeed, Khan, & Javed, 2003).

Most of the labour laws in Pakistan dealing with remuneration, health, job protection, social refuge, welfare of the workers, working conditions, working hours, old age benefits, bonded and child labour are inadequate. Their coverage is limited to contract labour in organized sector (Parveen & Ali, 1996). Collective bargaining and right to organization are available to a portion of employees of organized sector. Pakistan is far behind in wage increase rate. It is seventeen times more in the United States of America, ten times in the developed and four times more in developing countries. The complicated nature of labour laws further worsen their implementation and understanding, thus the workers are deprived from the legal benefits. Hurdles and delay in the formation of unions is another version of challenges to labour force. Therefore, this violates the labourers' right of union formation, collective bargaining, settlement of disputes (Amjad, 1984).

The right to union formation is technically suppressed by the employers. Various measures are adopted which include; transfers, replacement, resort to harassment, pending leave, salaries and disciplinary actions. While some employers make company unions and councils of management to dominate workers and put non membership of unions as pre conditions. Therefore, labour force is ever frustrated and cannot protect their interests (Kemal, 2000). The biased dismissal of employees is restricted by the 1982 (No.158) Termination of Employment Convention of ILO. Such dismissals have financial repercussions for the employees and their families. These factories lag behind in productivity and competition, therefore cannot react rapidly to market variations (Özbilgin, Syed, Ali, & Torunoglu, 2012).

RESEARCH METHODOLOGY

The current research study was carried out in Industrial Estate Peshawar, Pakistan with the aim to know about the consequences of bad working condition on labourers and their families. A sample size of 384 respondents was randomly selected. It was composed of labourers, management and supervisors. The sample size selection was determined through Uma Sikaran analogy. An inclusive questionnaire (for literate), interview schedule (for illiterate) and focused group discussion were used. The responses of the respondents were measured through the statement of agree to strongly agree and disagree to strongly disagree, while responses for the dependent variables were indexed. Uni-variate and Bi- Variate analysis was applied for quantitative data. It was presented in frequency and percentile. Thematic analyses was used for qualitative data. Chi- square test was used for the association between dependent and independent variable.

Uni- Variate Data analysis

S.No	Bad working conditions	Agree strongly	Agree	Uncertain	Disagree	Disagree strongly	Total
1	Working in bad conditions	188 (49)	83 (21.9)	36 (9.6)	55 (14.3)	21 (5.5)	384 (100)
2	Face harassment at workplace	243 (63.3)	28 (7.3)	43 (11.2)	27 (7)	43 (11.2)	384 (100)
3	Sufferings from physical workload	225 (58.6)	29 (7.6)	49 (12.8)	35 (9.1)	46 (12)	384 (100)
4	Rooms/units constructed hazardous to health	228 (59.4)	49 (12.8)	66 (17.2)	30 (7.8)	11 (2.9)	384 (100)
5	Proper ventilation	18 (4.7)	33 (8.6)	37 (9.6)	60 (15.6)	236 (61.5)	384 (100)
6	Rooms are overcrowded	234 (60.9)	28 (7.3)	32 (8.3)	38 (9.9)	52 (13.5)	384 (100)
7	Facing bad lighted units	231 (60.2)	43 (11.2)	58 (15.1)	36 (9.4)	16 (4.2)	384 (100)
8	Toilets are available at workplace	17 (4.4)	32 (8.3)	60 (15.6)	43 (11.2)	232 (64.4)	384 (100)
9	Masks are available at workplace	34 (8.9)	43 (11.2)	47 (12.2)	22 (5.7)	238 (62)	384 (100)
10	Noise pollution is there	241 (62.8)	46 (12)	52 (13.5)	28 (7.3)	17 (4.4)	384 (100)
11	Fans and heaters are available at workplace	24 (6.3)	41 (10.7)	27 (7)	39 (10.2)	253 (65.9)	384 (100)
12	First aid facility is there at workplace	28 (7.3)	28 (7.3)	63 (16.4)	49 (12.8)	216 (56.3)	384 (100)
13	Condition of wastes containers is good	21 (5.5)	25 (6.5)	52 (13.5)	39 (10.2)	247 (64.3)	384 (100)
14	Skin problem is there at workplace	247 (64.3)	57 (14.8)	39 (10.2)	32 (8.3)	9 (2.3)	384 (100)
15	Allergy among labourers is common	245 (63.8)	51 (13.3)	40 (10.4)	29 (7.6)	19 (4.9)	384 (100)
16	Eye sight problem is common	233 (60.7)	38 (9.9)	39 (10.2)	38 (9.9)	36 (9.4)	384 (100)
17	Throat infection is routine problem	233 (60.7)	73 (19)	31 (8.1)	25 (6.5)	22 (5.7)	384 (100)
18	Joint pain, fever, cancer, cough, BP and Asthma are the common diseases	235 (61.2)	35 (9.1)	73 (19)	31 (8.1)	10 (2.6)	384 (100)

Workplace environment affect labourers both positive and negatively. Performance and production is very much affected by the workplace environment. Unhealthy and unsafe environment is the permanent feature of today's industries. The poor environment like bad lighting, no ventilation, poor working space, noise, poor supervisory support, lack of masks and

other apparatus affect badly the efficiency of labourers. Such workers are exposed to suffocation, heart stress and deafness. Environment play a vital role in industries. If it is controlled better lead to efficiency otherwise it will cause difficulty for labourers' survival.

Physical environment at workplace directly affect performance (Mike, 2010). It affect human sense and influence interpersonal interaction as well. Satisfaction level of the labourers directly linked with the physical environment. Many research studies has proved that the labourers are not satisfies from their workplace physical environment. Bad light, ventilation lacking, lack of access to natural light greatly affect productivity (Veitch, Charles, Newsham, Marquardt, & Geerts, 2004).

This table shows bad working conditions, harassment at workplace, sufferings from physical workload, overcrowded rooms, bad lights, unavailability of toilets, worse condition of waste containers, unavailability of masks, fans and heaters facility, first aid allergy and other diseases. Most of the industrial labourers 49% were working in bad condition. Majority of the respondents 63.3 % were facing harassment at workplace. It further shows that most of the labourers 58.6 % were suffering from physical workload. When asked about the hazardous conditions of rooms, units 59.4 % were having no comfort. Moreover, most of the labourers 61.5 % were missing proper ventilation. It also portray that most of the industrial labourers 60.9 % were working in overcrowded rooms. It reflect that most of the labourers 60.2 % were working in bad lighted units. It also portrays that majority of the respondents 64.4 % were facing toilets availability at workplace. It further shows that majority 62. % were having no mask availability at workplace. It reveal that respondents' majority 62.8 % were agree with the statement of noise pollution existence. Most of the labourers 65.9 % were disagree that they are having the availability of fans and heaters. It further shows that most of the labourers 56.3 % strongly negate the availability of first aid facility. 64.3 % were working near waste containers. In addition majority of the labourers 64.3 % were facing skin problems at workplace. It also portray that most of the industrial labourers 63.8 % were having allergy as a common problem at workplace. It also reflect that most of the respondents 60.7 % was facing eye sight problems, while 69.7 % were suffering from throat infection. Furthermore, 61.2 % were having joints pain, fever, cancer, cough, BP and Asthma are the common diseases at workplace

Bi- Variate Data Analysis

Bad working conditions	Attitude	Industrial labourers' family life					Total	Chi square (χ^2) P-value
		Agree strongly	Agree	Uncertain	Disagree	Disagree strongly		
Working in bad conditions	Agree strongly	90 (23.4)	20 (5.2)	11 (2.9)	19 (4.9)	48 (12.5)	188 (49)	$\chi^2 = 48.411^a$ P= .000
	Agree	53 (13.8)	2 (0.5)	1 (0.3)	0 (0.0)	28 (7.3)	84 (21.9)	
	Uncertain	15 (3.9)	9 (2.3)	2 (0.5)	0 (0.0)	10 (2.6)	36 (9.4)	

Face harassment at workplace	Disagree	23 (6)	5 (1.3)	0 (0.0)	4 (1)	23 (6)	55 (14.3)	$\chi^2 = 213.817^a$ P= .000
	Disagree strongly	17 (4.4)	1 (0.3)	0 (0.0)	1 (0.3)	2 (0.5)	21 (5.5)	
	Agree strongly	168 (43.8)	26 (6.8)	9 (2.3)	19 (4.9)	21 (5.5)	243 (63.3)	
	Agree	0 (0.0)	0 (0.0)	0 (0.0)	3 (0.8)	25 (6.5)	28 (7.3)	
	Uncertain	30 (7.8)	0 (0.0)	0 (0.0)	0 (0.0)	13 (3.4)	43 (11.2)	
	Disagree	0 (0.0)	5 (1.3)	3 (0.8)	2 (0.5)	17 (4.4)	27 (7)	
	Disagree strongly	0 (0.0)	6 (1.6)	2 (0.5)	0 (0.0)	35 (9.1)	43 (11.2)	
Sufferings from physical workload	Agree strongly	156 (40.6)	23 (6)	7 (1.8)	18 (4.7)	21 (5.5)	225 (58.6)	$\chi^2 = 143.189^a$ P= .000
	Agree	5 (1.3)	0 (0.0)	0 (0.0)	3 (0.8)	21 (5.5)	29 (7.6)	
	Uncertain	24 (6.3)	3 (0.8)	2 (0.5)	1 (0.3)	19 (4.9)	49 (12.8)	
	Disagree	10 (2.6)	4 (1)	3 (0.8)	2 (0.5)	16 (4.2)	35 (9.1)	
	Disagree strongly	3 (0.8)	7 (1.8)	2 (0.5)	0 (0.0)	34 (8.9)	46 (12)	
Rooms/units constructed hazardous to health	Agree strongly	153 (39.8)	25 (6.5)	9 (2.3)	19 (4.9)	22 (5.7)	228 (59.4)	$\chi^2 = 164.596^a$ P= .000
	Agree	4 (1)	3 (0.8)	2 (0.5)	0 (0.0)	40 (10.4)	49 (12.8)	
	Uncertain	39 (10.2)	3 (0.8)	0 (0.0)	3 (0.8)	21 (5.5)	66 (17.2)	
	Disagree	0 (0.0)	3 (0.8)	2 (0.5)	2 (0.5)	23 (6)	30 (7.8)	
	Disagree strongly	2 (0.5)	3 (0.8)	1 (0.3)	0 (0.0)	5 (1.3)	11 (2.9)	
Existence of Proper ventilation	Agree strongly	1 (0.3)	0 (0.0)	0 (0.0)	0 (0.0)	17 (4.4)	18 (4.7)	$\chi^2 = 229.080^a$ P= .000
	Agree	1 (0.3)	0 (0.0)	1 (0.3)	0 (0.0)	31 (8.1)	33 (8.6)	
	Uncertain	31 (8.1)	0 (0.0)	0 (0.0)	0 (0.0)	6 (1.6)	37 (9.6)	
	Disagree	2 (0.5)	12 (3.1)	5 (1.3)	5 (1.3)	36 (9.4)	60 (15.6)	
	Disagree strongly	163 (42.4)	25 (6.5)	8 (2.1)	19 (4.9)	21 (5.5)	236 (61.5)	
Rooms are overcrowded	Agree strongly	137 (35.7)	24 (6.3)	7 (1.8)	18 (4.7)	48 (12.5)	234 (60.9)	$\chi^2 = 60.627^a$ P= .000
	Agree	7 (1.8)	5 (1.3)	0 (0.0)	3 (0.8)	13 (3.4)	28 (7.3)	

	Uncertain	21 (5.5)	0 (0.0)	0 (0.0)	0 (0.0)	11 (2.9)	32 (8.3)	
	Disagree	19 (4.9)	2 (0.5)	0 (0.0)	3 (0.8)	14 (3.6)	38 (9.9)	
	Disagree strongly	14 (3.6)	6 (1.6)	7 (1.8)	0 (0.0)	25 (6.5)	52 (13.5)	
Facing bad lighted units	Agree strongly	157 (40.9)	26 (6.8)	9 (2.3)	18 (4.7)	21 (5.5)	231 (60.2)	$\chi^2 = 161.302^a$ P = .000
	Agree	4 (1)	6 (1.6)	2 (0.5)	0 (0.0)	31 (8.1)	43 (11.2)	
	Uncertain	35 (9.1)	0 (0.0)	0 (0.0)	0 (0.0)	23 (6)	58 (15.1)	
	Disagree	1 (0.3)	4 (1)	2 (0.5)	4 (1)	25 (6.5)	36 (9.4)	
	Disagree strongly	1 (0.3)	1 (0.3)	1 (0.3)	2 (0.5)	11 (2.9)	16 (4.2)	
Toilets are available at workplace	Agree strongly	1 (0.3)	2 (0.5)	2 (0.5)	0 (0.0)	12 (3.1)	17 (4.4)	$\chi^2 = 150.732^a$ P = .000
	Agree	3 (0.8)	5 (1.3)	2 (0.5)	2 (0.5)	20 (5.2)	32 (8.3)	
	Uncertain	36 (9.4)	3 (0.8)	0 (0.0)	0 (0.0)	21 (5.5)	60 (15.6)	
	Disagree	3 (0.8)	2 (0.5)	1 (0.3)	3 (0.8)	34 (8.9)	43 (12.2)	
	Disagree strongly	155 (40.4)	25 (6.5)	9 (2.3)	19 (4.9)	24 (6.3)	232 (60.4)	
Masks are available at workplace	Agree strongly	1 (0.3)	9 (2.3)	4 (1)	2 (0.5)	18 (4.7)	34 (8.9)	$\chi^2 = 201.464^a$ P = .000
	Agree	2 (0.5)	1 (0.3)	0 (0.0)	3 (0.8)	37 (9.6)	43 (11.2)	
	Uncertain	30 (7.8)	0 (0.0)	0 (0.0)	0 (0.0)	17 (4.4)	47 (12.2)	
	Disagree	1 (0.3)	2 (0.5)	1 (0.3)	0 (0.0)	18 (4.7)	22 (5.7)	
	Disagree strongly	164 (42.7)	25 (6.5)	9 (2.3)	19 (4.9)	21 (5.5)	238 (62)	
Noise pollution is there	Agree strongly	169 (70.1)	23 (6)	9 (2.3)	19 (4.9)	21 (5.5)	241 (62.8)	$\chi^2 = 192.854^a$ P = .000
	Agree	3 (0.8)	2 (0.5)	0 (0.0)	3 (0.8)	38 (9.9)	46 (12)	
	Uncertain	25 (6.5)	7 (1.8)	2 (0.5)	0 (0.0)	18 (4.7)	52 (13.5)	
	Disagree	1 (0.1)	5 (1.3)	3 (0.8)	2 (0.5)	17 (4.4)	28 (7.3)	
	Disagree strongly	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	17 (4.4)	17 (4.4)	
	Agree strongly	3 (0.8)	3 (0.8)	2 (0.5)	2 (0.5)	14 (3.6)	24 (6.3)	$\chi^2 = 19^a$

Fans and heaters are available at workplace	Agree	0 (0.0)	8 (2.1)	0 (0.0)	0 (0.0)	33 (8.6)	41 (10.7)	
	Uncertain	15 (3.9)	0 (0.0)	1 (0.1)	3 (0.8)	8 (2.1)	27 (7)	
	Disagree	3 (0.8)	1 (0.1)	2 (0.5)	0 (0.0)	33 (8.6)	39 (10.2)	
	Disagree strongly	177 (46.1)	25 (6.5)	9 (2.3)	19 (4.9)	23 (6)	253 (65.9)	
First aid facility is there at workplace	Agree strongly	2 (0.5)	1 (0.1)	1 (0.1)	2 (0.5)	22 (5.7)	28 (7.3)	$\chi^2 = 120.279^a$ P = .000
	Agree	2 (0.5)	4 (1)	2 (0.5)	0 (0.0)	20 (5.2)	28 (7.3)	
	Uncertain	26 (6.8)	7 (1.8)	2 (0.5)	0 (0.0)	28 (7.3)	63 (16.4)	
	Disagree	24 (6.3)	3 (0.8)	0 (0.0)	3 (0.8)	19 (4.9)	49 (12.8)	
	Disagree strongly	144 (37.5)	22 (5.7)	9 (2.3)	19 (4.9)	22 (5.7)	216 (56.3)	
Condition of wastes containers is good	Agree strongly	0 (0.0)	4 (1)	1 (0.1)	0 (0.0)	16 (4.2)	21 (5.5)	$\chi^2 = 206.053^a$ P = .000
	Agree	0 (0.0)	2 (0.5)	1 (0.1)	0 (0.0)	22 (5.7)	25 (6.5)	
	Uncertain	27 (7)	5 (1.3)	3 (0.8)	2 (0.5)	15 (3.9)	52 (13.5)	
	Disagree	0 (0.0)	0 (0.0)	0 (0.0)	3 (0.8)	36 (9.4)	39 (10.2)	
	Disagree strongly	171 (44.5)	26 (6.8)	9 (2.3)	19 (4.9)	22 (5.7)	247 (64.3)	
Skin problem is there at workplace	Agree strongly	171 (44.5)	26 (6.8)	9 (2.3)	19 (4.4)	22 (5.7)	247 (64.3)	$\chi^2 = 197.833^a$ P = .000
	Agree	2 (0.5)	0 (0.0)	0 (0.0)	3 (0.8)	52 (13.5)	57 (14.8)	
	Uncertain	21 (5.5)	4 (1)	2 (0.5)	0 (0.0)	12 (3.1)	39 (10.2)	
	Disagree	2 (0.5)	5 (1.3)	2 (0.5)	2 (0.5)	21 (5.5)	32 (8.3)	
	Disagree strongly	2 (0.5)	2 (0.5)	1 (0.3)	0 (0.0)	4 (1)	9 (2.3)	
Allergy among labourers is common	Agree strongly	170 (44.3)	26 (6.8)	9 (2.3)	19 (4.9)	21 (5.5)	245 (63.8)	$\chi^2 = 188.371^a$ P = .000
	Agree	3 (0.8)	6 (1.6)	2 (0.5)	0 (0.0)	40 (10.4)	51 (13.3)	
	Uncertain	22 (5.7)	1 (0.3)	1 (0.3)	2 (0.5)	14 (3.6)	40 (10.4)	
	Disagree	2 (0.5)	0 (0.0)	0 (0.0)	3 (0.8)	24 (6.3)	29 (7.6)	
	Disagree strongly	1 (0.3)	4 (1)	2 (0.5)	0 (0.0)	12 (3.1)	19 (4.9)	

Eye sight problem is common	Agree strongly	158 (41.1)	25 (6.5)	9 (2.3)	19 (4.9)	22 (5.7)	233 (60.7)	$\chi^2 = 147.695^a$ P= .000
	Agree	2 (0.5)	4 (1)	1 (0.3)	0 (0.0)	31 (8.1)	38 (9.9)	
	Uncertain	20 (5.2)	4 (1)	2 (0.5)	0 (0.0)	13 (3.4)	39 (10.2)	
	Disagree	4 (1)	2 (0.5)	1 (0.3)	3 (0.8)	28 (7.3)	38 (9.9)	
	Disagree strongly	14 (3.6)	2 (0.5)	1 (0.3)	2 (0.5)	17 (4.4)	36 (9.4)	
Throat infection is routine problem	Agree strongly	159 (41.4)	25 (6.5)	9 (2.3)	19 (4.9)	21 (5.5)	233 (60.7)	$\chi^2 = 217.412^a$ P= .000
	Agree	4 (1)	7 (1.8)	2 (0.5)	3 (0.8)	57 (14.8)	73 (19)	
	Uncertain	31 (8.1)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	31 (8.1)	
	Disagree	3 (0.8)	4 (1)	2 (0.5)	0 (0.0)	16 (4.2)	25 (6.5)	
	Disagree strongly	1 (0.3)	1 (0.3)	1 (0.3)	2 (0.5)	17 (4.4)	22 (5.7)	
Joint pain, fever, cancer, cough, BP and Asthma are the common diseases among workers	Agree strongly	169 (44)	21 (5.5)	9 (2.3)	18 (4.7)	18 (4.7)	235 (61.2)	$\chi^2 = 196.751^a$ P= .000
	Agree	0 (0.0)	3 (0.8)	1 (0.3)	2 (0.5)	29 (7.6)	35 (9.1)	
	Uncertain	26 (6.8)	9 (2.3)	1 (0.3)	4 (1)	33 (8.6)	73 (19)	
	Disagree	3 (0.8)	0 (0.0)	1 (0.3)	0 (0.0)	27 (7)	31 (8.1)	
	Disagree strongly	0 (0.0)	4 (1)	2 (0.5)	0 (0.0)	4 (1)	10 (2.6)	

Human is social animal, cannot live in isolation. They must have to live in companionship to fulfill their needs. Health of an individual is affected by different factors of life. Social and physical are the two aspect of workplace environment. It is proved by different studies that environment cause 23 to 30% of diseases in industries (L. Smith et al., 1998). Social and economic growth is maintained by healthy labourers. Industries' health and wealth is totally dependent of labourers. They are the backbone of industries. But they are in complete stress due to the introduction of new tools for unskilled labourers. In addition they face poor and insecure workplace environment (Reich & Okubo, 1992).

A greatly significant ($p = 0.000$) association was found between “working in bad conditions, harassment in workplace, suffering from physical workload, hazardous units, lack of proper ventilation and its impacts on labourers and families. . Environment play an important role both socially, physically and mentally. The working conditions in the industries are extremely worse. It effect the labourers both physically and psychologically. Harassment exists very much in industrial workplace. This is occur either from bosses and management. Almost all the labourers face either social, psychological or sexual harassment. Most of the labourers face heavy work load

which them physical sufferings. As most of the labourers are skill less, that is why facing sufferings from physical workload. The rooms in workplace are constructed in such a way which cause health problem. Lack of proper ventilation, windows and poor construction materials is a constant hazard for the industrial labourers. This cause very worse effects on industrial labourers. Lack of ventilation cause pollution in workplace. Dangerous gases accommodates there which cause various types of serious diseases. Lack of toilets at workplace severe environment at industries. The rooms are overcrowded which cause accidents. Lack of fans during summer and heaters in winter session cause various problems and reduce labourers' efficiency as well. The industrial labourers face hearing problems due to severe noise pollution.

Furthermore a greatly significant ($p = 0.000$) association was found between "first aid facility, undamped waste containers, skin, eyes and allergy problems, throat infection and joint pain, cancer and its impacts on labourers. Industrial labourers are exposed to a worse workplace conditions, but there is no first aid facilitation at all. Many labourers even burnt alive at workplace. The environment at workplace is too much hazardous to health. Waste containers are not covered at all and remains at workplace for long time. The workers are very much exposed to the hazardous environment, where workplace atmosphere is saturated with different dangerous gases and material particles. Unavailability of protective logistics at workplace and lack of first aid has worsen the situation. Skin problems are very common at workplace followed by allergies and eye sight. These various plights are caused by the worse physical, social and psychological environment. It is concluded that bad working conditions, harassment at workplace, sufferings from physical workload, hazardous and overcrowded units/rooms, no ventilation, bad lights, unviability of toilets, unavailability of masks, heaters and fans, first aid facility, bad condition of wastes containers, skin problems, allergies, eyesight problems, throat infections, joint pain, fever, cancer, cough, BP and Asthma are the common diseases among workers. These things affect the industrial labourers and their families very badly.

CONCLUSION

The present research was conducted to explore challenges to industrial labourers with its impacts on their families with reference to Industrial Estate Peshawar. Keeping in view the study of past researches and related literature objective of the study were identified. To access how bad working conditions affect labourers and their familial life. Dependent variables was industrial labourers' family life, which was further operationalized to various parameters which cover almost all the important aspects of life of the industrial labourers. These parameters were access to education, health, sustenance, psychological disturbance, stress and poverty stricken. Association between independent variable bad working conditions and industrial labourers' family life was also calculated through Chi-square. The independent variable "Bad Working Conditions" were restricted to certain statements, which were harassment at workplace, sufferings with physical workload, un-highgenic infrastructure, hazardous rooms/units, lack of proper ventilation, overcrowded rooms, bad lighted units, toilets availability and its conditions, masks availability, noise pollution, fans facilitation, clean water facility, first aid facility, condition of wastes containers, skin problems, allergy among labourers, eyesight problems, throat infections, diseases and noise pollution. The association of these statements (variables) with industrial labourers' family life was calculated one by one and greatly significant associations were found in all these

variables. Which indicated that bad working conditions leads to the worse conditions of industrial labourers' familial life.

RECOMMENDATIONS

The following recommendations are suggested in the light of findings literature and personal observation of the researcher during the study.

- i. The Province must take keen interest in labour policies as the subject is devolved in 18th amendment.
- ii. The notion of decent work must be introduced and implement as Khyber Pakhtunkhwa is at risk in unemployment.
- iii. Genuine labour policy must be introduce to protect industrial labourers with integrated efforts.
- iv. The ILO (International Labour Organization) standards of work must be implemented in soul and spirit.
- v. The priority of the government is to make policies against unwarranted employment and all forms of discriminations at workplace.
- vi. Safety provision and health measures to industrial labourers particularly at night shifts.
- vii. Incident must be reported, therefore a research cell be introduced.
- viii. A threefold mechanism for conflict resolution must be made of employers, labourers and management.

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