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**SOCIO-ECONOMC IMPACT OF HAYAT ABAD
INDUSTRIAL ESTATE ON WORKERS**

**CASE STUDY OF NEW ABADI JAMRUD
KHYBER AGENCY, FATA**

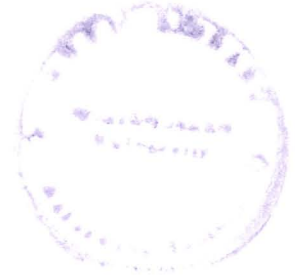


**BY
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Quaid-i-Azam University, Islamabad
2014**

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**Thesis submitted to the Department of Sociology, Quaid-i-Azam
University, Islamabad, for the partial fulfillment of the degree of Master
of Science in Sociology**

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FINAL APPROVAL OF THESIS

This is to certify that we have read the thesis submitted by Mr. Waqar Ahmed, it is our judgment that this thesis is of sufficient standard to warrant its acceptance by the Quaid-i-Azam University, Islamabad for the award of the Degree of "M.Sc in Sociology".

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Abstract

The study focused on the socioeconomic impact of the Hayat Abad industrial estate on workers. This study aimed at assessing the nature and extent of industry on workers and highlighted questionnaire schedule in the relevance. Purposive sampling was opted to collect quantitative data. The researcher triangulated research methods to get an accurate picture of the phenomenon. The researcher used case study, key informant and questionnaire methods to collect data from the locale. One hundred and ten (110) questionnaires collected from the workers. The study focused on the socioeconomic impact of the Hayat Abad industrial estate on workers. About work in factory among the workers in the industry and the respondents were incurred on the basis of their ethnic and social-cultural backgrounds. Most of the respondents were married and their ages were above 22 years with very few exceptions. Most of the workers claimed that they were aware of shattering effects on their health and social life, but on the contrary, they were unable to identify predisposing factors to industrial job and its risks. The entire socioeconomic profile of the targeted population impacted and influence to a greater extent.

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CHAPTER No. 1

INTRODUCTION

Introduction

1.1. Brief Background

Generally speaking, societies are divided into nomadic, agricultural based and industrial. The Nomadic societies are naturally considered by low socioeconomic settings while comparatively agrarian societies have better social economic conditions. Because, of the emergence and development of new technologies and its use in daily businesses. For this purpose they perceived their socioeconomic needs and developed household industries in rural areas. The 18th century was the time when Europe leftward the agrarian economy and embraced with industrialization and established industries. . As Beard stated in his book "*The industrial revolution*" that "*the Industrial Revolution we mean that great transformation which has been brought about during the past one hundred and fifty years, by discoveries and inventions which have altered fundamentally all the methods of production and distribution of the means of life, and consequently revolutionized all the economic functions of society* (Beard 1902)". The British industrial revolution plays a very vital role to make the stage for global changes and developments. Due to the process of industrialization the societies transformed from one state to another and all societal norms, values and functions are going to change. Whole world takes a new direction of surviving, to improve their lifestyle. New ideas

were developed and spread cross-border states, which bring the fundamental societal changes and impacts on the map of the globe. The class system was emerging, and the economic institutions are going to select people who developed their own cultural approval goals and means. As Galvan stated that “The industrial revolution caused widespread changes in all aspects of society. An increase in food production and medical advances caused an increase in population (Galvan 2003)”. The industrial revolution has multi-dimensional impacts on society. Which change the social pattern of societies, and develop new economic models through industrialization. As Wolf stated that “China’s fast growth has been based on rapid industrialization, high savings, massive investment in infrastructure and productive capacity, an increase Deregulated labor market and an internationally open and competitive economy. The huge labor supply had made labor intensive production possible, which in turn has increased average income and reduced poverty.

The term “industrialization” introduces same time when household industries take root in England during the industrial revolution. After the establishment of newborn industries, worldwide nations were to wish and trying to participate in the process of industrialization. As Iwuagwu stated that “Industrialization may refer to an increase in the share of manufacturing in the Gross Domestic Product (GDP) and in the occupations

of the economically active population. It could also be used to describe the development of economic activity in relative large units of production, making much use of machinery and other capital assets. With the tasks of labor finally divided and the relationships of employment formalized (Iwuagwu 2009)". British revolution was the economic transformation of society and state. That time, industrialization covered the local and societal needs. Which frequently changed the mode of production and generate more capital for the masses. The employment ratio going to up and the level of poverty was going to inclined. As Matejko stated that "The High rate of industrial growth in the following years changed the entire socioeconomic structure of Polish society. The contribution of industry to the gross national income grew from one third in the late 1940's to three fifths in 1971. Simultaneously with the progress of industrialization, the working class developed rapidly. In 1971 Over 50 per cent of economically active people were employed in industry (Matejko 1973).

Historically, those nations who rely on industrial economy, they achieved prosperity and economically stable positions in the world. Most of early nations who take advantage from industrial revolution they are now considered a great economic power like America, China, British, Germany, Brazil and Japan. Iwuagwu (2009) stated that "That industrialization, particularly manufacturing, is the prime mover of economic development.

This is because it creates employment enables wealth creation, and facilitates poverty alleviations (Iwuagwu 2009)". The sustainable industrialization in the world changed the structure and functions of communities and developed new order. Different nations start the expansionism and follow the intervention philosophy. Through which they spread their ideas and vision towards other nations. They find new markets for their goods and raw-materials. Through this process, they generate sufficient capital and improve the individual and collective life of the masses.

During the process of industrialization the term 'industrial estate' was emerged in England in 1740. Most industries were established accidentally because in early times the industry was located in houses. But the later occurrence of factories was organized and was, according to urban and regional concepts. As Vidova listed that "The first industrial park, Trafford Park, was established by a company named Shipcanal and Docks near Manchester in 1896 (Vidova 2010)". Due to the emergence of industrial estates or parks the number of factories improved. The structural and functional aspects of society going to polished. The production level of factories spread sharply and was established new production units. Which play a fundamental role to generate prolific economy. This was the aim of industrial estates at that time. Vidova stated that "positive aspect of an

existence of an industrial park is that it creates conditions for development of small and medium size companies and their cooperation with foreign economic subjects, and therefore, have a positive effect on competitiveness ability, labor productivity and increase employment (Vidova 2010)". With the passage of time the term 'industrial estate' also spread towards other nations of the world. They utilized their energies to develop the great economic hubs and generate more capital for socioeconomic developments. "Dickenson stated that "The first industrial estate in Brazil, was established by the state government of Minas Gerais in Contagem in 1941. Its purpose was encouraging to industrial development in the state to diversify the economy, based largely on agriculture and mining, and to decant existing from the state capital, Belo Horizonte (Dickenson 1970)". Most of countries introduce and invest in new 'industrial estates' like Bale stated that "The most consistent feature of the British regional policy since 1936 has been the provision of government-sponsored industrial estates. The majority of these have been completed since 1945, continuing the pre-war programmed dominated by the creation of Team Valley (Gateshead), Hillington (Glasgow) and Treforest (Pontypridd) (Bale 1977)". With the passage of time expect governmental estates the private, local authority and new town industrial estates, also contribute in the process of industrialization. They

produce more resources and opportunity for their nation and also control global economies.

1.2. Industrial development in Pakistan

Since the inception, Pakistan depends on less developed industrial structure. Because most of prominent and productive, industrial units were situated in India. As The Rawalpindi Chamber of Commerce and Industry report stated “Pakistan at the time of partition in 1947 had a negligible industrial base. It got only 34 industries out of total 955, while the remaining was held by India. Such a small number of industries were not enough for a newly born country to face the industrialized world. With the passage of time Pakistan utilized it’s all available resources domestic as well as externally for rapid development of manufacturing sector (The Rawalpindi Chamber of Commerce and Industry report 2011)”. To fulfill the social, economic condition of the country they perceived the industrialization in Pakistan. Karachi was the targeted area to establish the industrial units and plants. As Zafar stated that “the history of industrial estates in Pakistan goes back to 1947 when the first industrial estate was established in Karachi (Zafar 2012)”. Due to this process Karachi grows into a cosmopolitan city and became the center of social, economic, political and religious accomplishments. The people of distance area migrate here to fulfill the socioeconomic needs from to this early industry. As Stephen (1976) stated

that “Pakistan developed in a very short period of time a substantial industrial sector of its own, initial as the result of import substitution aided by a high wall of tariff and quantitative restrictions on imports, but later through the growth of domestic and foreign demand.” Pakistan is an agriculture based country but it was not enough to achieve national goals and sustains the global challenges. The best source was to established industry to improve the economic status of individual and society as a whole. Henneberry, Khan, Piewthongngam stated that “In spite of the importance of agriculture, Pakistan has pursued a consistent policy directed at industrial development in its attempts to increase its per capita income (Henneberry, Khan and Piewthongngam 2000)”. On the prior stage of industrial development textile industries of Pakistan play a fundamental role to generate the economic needs of Pakistan. On one side, they improve the GDP and make a stage for foreign exchange which direct impact the per capita income of a countryman. On the other hand, it’s providing the vacancies for jobs both for intellectual and manual workers of the industry. Ahmad stated that “Pakistan is the world’s 4th largest producer and 3rd largest consumer of cotton. The Textile and Clothing Industry has been the main driver of the economy for the last 50 years in terms of foreign currency earnings and job creation (Ahmad 2011)”. Textile industry considered the prominent figure in current scenario which molded the

socioeconomic profile of the country. With the passage of time, the flow of industrialization travelled towards the province of Punjab. They also established new industrial estates and units to satisfy the economic needs of the province.

As Zafar stated that “Small Industrial Estate was introduced in the province of Punjab in 1960’s by the West Pakistan Small Industries Corporation, which set up the first five industrial estates in Gujranwala, Sialkot, Gujrat, Bahawalpur and Lahore. The Punjab Small Industries Corporation (PSIC) established in 1973 has been responsible for establishing industrial estates since then and is currently managing 22 small industries in Punjab (Zafar 2012)”. The role of these industrial estates was much effective and sound. Industries of these parks contribute and start to improve the economic status of the country and the masses. This molded the social life of the community and society as a whole. Punjab was entered at the new age of industrial development where they produce skillful workers and job opportunities. Rural people migrated to urban areas and the attitudes of these people transformed towards social mobility. In the early stage of industrialization, the developing countries face high ratio of unemployment and rural problems. As Tran and Doan discuss that “the rural-urban migrants find it hard to have jobs in urban areas, so the migrants should consider job opportunities and the expected incomes earned if they want to migrate. The

migrants would compare the expected wage rate of working in the urban areas with the average wage rate they would earn if they remain and work in the rural areas (Tran and Doan 2010)". People start to experience with new developed industries and cities. Within this ecology, people adopt the new modes of social change and modernity. Due to this process rural, urban migrant fulfills the social economic settlements. With the passage of time the ratio of population, job opportunities and the small cities convert into densely populated cities. Rural poverty going to reduce and domestic labor of these areas generate capital, which direct fulfill his/her individual and collective needs.

1.3. Hayat Abad Industrial Estate

The area where researchers conducted the research is 'Hayat Abad Industrial Estate' which is located between district Peshawar Khyber Pukhtoonkhwa and Khyber agency FATA. Khyber agency is inhabited by Pashtun of Afridi, Shinwari, Mulagure, Shelmani tribes. The research aims to explore the socioeconomic impact of the Hayat Abad industrial estate (HIE) on workers' socioeconomic life of the target population. Generally, industry contain on two types, one small scale industry and the second large scale industry, which forms an important part of the manufacturing sector. This is a great achievement and contribution in developing country like

Pakistan. Where, the industrialization generally held as an effective mean for attaining rapid social and economic changes.

The Hayat Abad industrial Estate is the most prominent zone of Khyber Pukhtoonkhwa who played a great role in the development of the province or country and fulfills the societal needs. The area of industrial estate occupied a large layer of the city, as Tariq and Shah noted that “The area is spread on 868 acres where have 360 plots and all of allotted. The installed units are 212 where 132 units are operational while 80 units are closed and total number of employees is 17865 (Tariq and Shah 2003)”. There are a great variety of different kinds of industry, for instance, food and beverages, carpet and furniture, rubber and plastic, pharmaceutical and chemicals, match and oil, textile and cosmetics etc. where thousands of scale full workers performed their duties accordingly their positions. The majority of labor, class belonged to Afridi’s tribe while the others from Khyber pukhtoonkhwa and Punjab. They perform their duties according to their factory job position which is assigned by the factory management. The majority of the workers are illiterate or under matriculate. Most of workers belonged to rural areas of the Pakistan.

Hayatabad industrial zone makes a stage for multi diversity and social-economic consequences and its impact. They are the indigenous workers of the factories share their culture and pattern of life through direct interaction

and communication. The industries accomplished their societal needs and provide the greatest opportunity of economic as well as social change in the life of people. The people of Jamrud Khyber agency (Newabadi) are impacted directly by Hayatabad industry because of easy access, short distance minimum 4 kilometers, the instantaneous need of a job and maintain order in social life and organizational structure. The large number of unemployed and uneducated inhabitants of Newabadi recruit in these factories because here and there no job opportunities, no agriculture and farming. The Hayatabad industry plays a vital role in the reducing of unemployment ratio in the province and also outside the province. Hence, the Hayatabad industry perceived and satisfies the economic need and plays an ultimate role to reduce the unemployment inside the province and outside the province which direct the impact of social and economic life of workers. As Naik and Pradhan stated that “The position of the worker in modern industry can be summed up by four “Rs”-Repetition, Routine, Red Tape and Risk in connection with his social environment in employment (Naik and Pradhan 2003)”. Industrial scoring is the essential determinant for the development of the modern day state of the world. Those communities who advanced their industrial potential is lying on the top. Both the developing and developed countries of the world are increasing their industrial capabilities. Such patterns of industrial development not only

transform the structure of the community, but also alter the affairs of the individual specially the worker. The industry brings an entire change in socioeconomic structure and increase working class by itself.

Historically, when industrial revolution takes root in Great Britain the problems of industrial workers was emerged. With new emerging industries most of workers face a lot of social and economic problems. For instance, low wages, management behavior, stress and anxiety, problems in family role, socialization of children, long working hours and health issues was the key problems. Later on, most of prominent social scientists produced the sufficient literature about workers and industrial bureaucracy. Especially Karl Marx and Engels, Durkheim and Max Weber discuss the problems and matters of the working class. In 20th century Elton Mayo and Frederick Winslow Taylor had done their experimental research on industrial workers. The logic was that to dig out the industrial problems of individual workers. Later on study of industrial organization to cover the domain of sociology. And introduced a new discipline within sociology was called 'industrial sociology. As Parker, Brown, Child and Smith's definition of industrial sociology, that "Industrial Sociology as the study of social relations in industrial and organizational setting and the way these relations influence and are influenced by relations in the wider community". Stover stated, "Industrial sociology will be defined as the study of work and work

organizations, careers and adjustments by workers, and the relations of workers and work organizations in the community and society (Stover 2006)". Beyond the sake of taking the topic of the domain of sociology, sociology is somewhere born to serve the industrial society after the industrial revolution. And now when the industry has passed through its evolutionary stages in the developing world, sociology again has the primary academic responsibility to remain in tied association with the up-and-down of industry and its wider impact upon communities. That's why the researcher selected the topic in order to explore the impacts of industrial change in the socioeconomic profile of the target community/population.

1.4. Significance of Study

The study is useful in the manner of relating the target variables in the context of the researcher. As the association of the attributes of the industry to the socioeconomic profile of relative community is the business of long time of the scientific community and the specialists of industrialization since the industrial revolution. The researchers have drawn the elaboration and the correlation to the context of a developing country on exploratory and relative manner. The advancement and generation of knowledge on the target population can also serve the academia. In addition, in the same time, many included areas for the manipulation of main variables leave many prepositions for further research. Where, the academia can use the research.

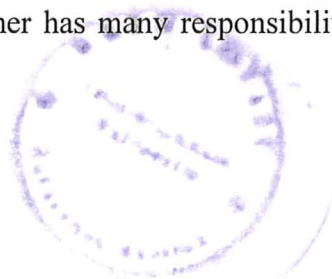
One significance of the research is its use of the NGOs to assess the humanitarian condition of the workers and overall community. They can also use the research to know the current scenario of the community near to an industrial unit and its long-term impact on the social milieu of the target population. The local community and the relative industry can also rely on the research for information, and to have an idea about their socioeconomic conditions.

1.5. Statement of the Problem

Industrialization is a debatable issue in the social sciences, as it contributes to the human development and major source for country and has important implication for the receiving foreign investment. To start the industrial estate as in issue in term my research question, the researcher will have to dig out the implication of industry for the source community of the District: Jamrud Khyber Agency (Newabadi), FATA, Pakistan. As the area in which I have conducted my research is primarily depends on the contribution of industrial income. As it is assumed that almost every home in my local has at least two or even more industrial workers from one home. The situation is worse now, and more and more people want to job in factory due low development, militancy, unemployment, illiteracy, low productivity of the land and so forth of the area of my research. These industrial workers have one side generate economy and uplift the socioeconomic profile of the

family and community. On the other side there industrial job direct influence the family affairs and personal liberty of the workers. There are many other channels through which industrial job affects the families in the source community. And even more these workers when take a job in the industry, they pull their male members too, which further maximize their chances of family income.

The purpose of this study is to explore the implication of industry for the workers, social economic spectrum in the source community of the District: Khyber agency Jamrud. That either the industry increases the chances of employment in term of payments in the area, but alter the social life of workers and workers' families. Due to industrial job most of the workers did not consummate their societal role as a father, brother, son and husband. So work role influence the family affairs and also individual problems of the workers. As the UNICEF Working paper describes the role of parents that “Mothers are largely responsible for cooking and preparing meals, taking children to the doctor, helping children prepare for classes, taking care of the home and supervising children during their leisure time. Traditional roles for fathers are earning money and agricultural work, though many roles are shared by fathers and mothers (UNICEF Working paper, 2008).” In our context, this division of labor on the base of gender is different from the mentioned above. Father has many responsibilities, as the agricultural



work, supervision of children, earning of the money, taking them to Doctor, religion, and schooling of the children and so forth. When the fathers and other male member of the family performed industrial job, it leaves a large space to be fulfilled. The researcher will explore these changes and development of industry upon worker and community.

1.6. Objectives

- To find out the impact of ‘Hayat Abad Industrial Estate’ development on the economic profile of the workers.
- To document the institutional changes and development brought by the ‘Hayat Abad Industrial Estate.
- To explore the impact of industry on personal life of workers.
- To dig out the impacts of internal environment for workers.

CHAPTER No. 2
REVIEW OF THE RELEVANT LITERATURE

Chapter No. 2

Review of the Relevant Literature

The social impacts of industry on traditional family structure are multi-dimensional. As Neale writes that the daily wages of a worker fulfill their economic prerequisites, but on the other hand, in time of breaking or losing the job they face many family problems. The agrarian traditional societies depend on each other and stand as the patriarchal family background. They depend on industry incomes because whole families endure disasters, food penetrating and hardworking but in the scene of losing the job they also lose the second economic support. They feel insecure and trying to move out. The majority of industrial workers belong to traditional societies whose rely on both economies, industry and agriculture, but due to absences of one of them create a great disturbance in family structure. (Neale 1956)

Economic institutions and societal collectivities among people have close relation with each other. As Etzioni tells us that in some communities the economic organizations did not fulfill the economic needs that are why they strongly rooted with collectivities. Most of economic institutions differ from each other, but social collectivities control the behavior and organizational personality of the members. The industry disturbed the social functions and the societal members became the workers of industry

collectively. Economic institutions play a very vital role to improve the economic position of society or community and social groups. Traditional societies rely and stand on collectivities of societal members. On the other hand the work group relations in collectivities and the relation of industrial organizations with family or society is a key concern of different scholars. (Etzioni 1958)

The industrial conflicts create a great uncertainty over the social and economic life of workers and management to endure the family pressure and face new challenges. However, Miller stated that the workers completely depend on daily wages of industry. But due to the breakdown of industrial relation the workers cannot ensure their basic day-to-day fundamentals. Family needs going to transform and wife-children pressure creates depression and anxiety. The labor union and management are fully aware about imperfect resources of the workman. Management and workers are interdependent on each other, in the time of peace and conflicts, both of affected in the same way.

(Miller 1964)

Industry and family have close relations with each other and influence countless characteristics of family life. As Parker covers some fundamental changes of occupation on workman social life pattern, behavior, and attitude and promote social class in society. Social class can be determined

through occupational status of individuals within society or community. The multi-dimensional impacts of industry on worker, the family system and structure which altered the arrangement from one stage to another and create newborn changes (Parker 1967).

The industrialism has brilliant impacts on traditional communities of the world. Industry contains a multi - diversity where cross-cultural workers interact with each other and share their cultural norms and values. As Schneider defined it, in his research paper that most of workers belong to different distant areas with different religions and ethnic groups. The majority of workers recruits from traditional societies, where they experience misunderstanding and communication gap between each other. They also exchange their material and non-material cultures inside the factory with other ethnic groups and influence by them. The affiliations between these individuals may be led by misperception and by mutual distrust (Schneider 1971).

The Industrial environment is a complex system, where multi diverse cultures and status embrace with each other. Where the masses of industry establish new relations between each other and face some problems. The workers depend on factory and factory depends on workers, both of considered vise-versa. As Silva defined the sound industrial relation in his paper '*elements of a sound industrial relations system*' that there is three

levels (national levels (national/enterprise /industry) which can contribute and established sound industrial relations. All levels have own functions and elements for instance: at national level industrial relation maneuvers the labor policy and through multilateral process. While at the industrial level, the relation of unions and proprietors based on collective bargaining. Which determine the compensations, wages and roles regulation of work for a factory and settled mutual concerns. On the other hand the enterprise level relationship between workers and bosses is uninterrupted. While the workers' interests epitomize by unions. National and enterprise level Sound industrial relations build trust and confidence between owners and workers (Silva 2011).

Industries in society also make a stage for developing technical skills or education. As Greenwood and Yorukoglut stated in “*Carnegie-Rochester Conference Series on Public Policy 46*” that with the spread of industrialization the technical education or skills gained momentum among the industrial workers. Through this process the creatively developed and society shifted towards new inventions, knowledge and ideas. During revolutions the demand for skills rose sharply and workers were going to improve their skills and creativity to a greater extent. The economy relied on abundant of inventors, mechanics, technicians, nimble and organized workers (Greenwood and Yorukoglut 1997). The governmental labor acts

secure the basic rights of workers and formalized new legislations. Mishel and Walters explain the fundamental labor laws and union's role in protection of worker basic rights. They stated that the labor laws protect the workers in the workplace. The Social Security, Occupational Safety and Health, the Family Medical Leave and National Labor Relations act secure the labors fundamental rights at the workplace. For that determination, unions are thus an arbitral institution that delivers a compulsory complement to constituted benefits and safeguards. Unions play a key role both in making safe legislated labor rights and protection such as safety and overtime, health, family/medical leave and job security. For the reason that, unions provide basic information for factory workers whose struggle and stand for their fundamental rights (Mishel and Walters 2003).

Naik and Pradhan tell about the socioeconomic status that social status can be determined by the economic position of any individual in society. The standard of living conditions and its definitions are different in various countries. Like food, shelter, and clothing is considered predominantly common, but international labor Organizations provide international level of standard life is standing in education, job position, health, accommodation and food, etc. Through better living standard of societies can achieve and fulfill their social and economic perceive needs and satisfy their material life. The estimation of standard of living varies community

with the class but the attitude. The material living standards determined and satisfy the sense of decorum and graciousness (Naik and Pradhan 2004).

Industry is a set of complex and multi diverse ethnic system. Where they interact and communicate and influence each other from lesser to greater extent. As Sunaoshi stated that the majority of traditionalist assume negative attitudes towards other ethnic groups. The majority ethnic groups and their more than one communicative style influence the minority ethnic groups and their self-worth. Work in factory premises experience the multinational communication, for instance: Japanese and American interaction in factory settings mentioning and analyze stereotypes is a result two different nationalities and their characteristics (Sunaoshi 2005).

Industry considered as a complex system which damaging the personal affairs of the workers. As Seo explores the demerits of long working hours, including over-time. The industrial workers cannot focus on their social settings accordingly because they spent most of time on the factory. The long working hours create a disturbance and instability of his/her social and family life. Due to the busy schedule they cannot maintain and focus on child care and family affairs. Both of genders face domestic hurdles to take their responsibilities according to their social position in society (Seo 2011).

The industrial workers are very hard working due to the busy schedule of factory and rules regulation. That busy schedule and hardworking environment, create a great disturbance in the family. As Aslam, Shumaila, Azhar and Sadaqat defined the Work role influence family affairs and relations while family relations and affairs influence work, but between them worker influence and embrace with stress and misperception. Different social scientists present their own perspective about work family conflicts like long working hours, workload, lower job position, and psychological structural interference etc. (Aslam 2011).

Kakepoto stated that social change effect and shrink the all spheres of society and the family system. No one can stop the process of social change, which has merits and demerits on the superstructure of society. That globally well-known phenomenon transforms the lifestyle, standard of right and wrong, way of thinking and develops new concepts about social life. Social change specially influence the joint family system and socialization pattern of Pakistan. The emotional attachments with joint family going to reduce and social mobility increased. While industrialization and urbanization make better a new family setting (Kakepoto 2011)

Hodson and Sullivan explain the phenomenon of alienation among workers in these terms that the process of work carries alienation because the

controls and commands of workers prevail in other hands. The day-to-day activity and emotional detachment from work brought alienation while outside the workstation they feel relaxation and recreation with family (Hodson and Sullivan 2011).

As Akintayo (2012) argue that the industry has stressful environment which have direct and indirect impacts on workers and one of the enormous epidemics of modern working life. The occupational stresses affect significantly worker health, performance and productivity. The major elements like noise, pollution, chemical substances, heat and radiation promote stress at workplaces. On the other hand, conflict with factory boss has also a capable reason for anxiety and stress. Which automatically influence workman competence and output at workplace.

Religion considered as the set of beliefs and practices. There is a clear indication of religious liberty among masses. As anti-defamation league tells that the workers have rights of holidays on sacred days. The workers have rights to perform their religious practices and rituals inside the factory premises. Different religions have their own holy days where they off from the workplace. The employers must be arranged the settings and allow them with religious costumes during religious obligations. For most of holy or

sacred day workers free from work and have to permission to work in advanced for these days (Anti-defamation league 2012).

Asad, Jubeen and Iqbal stated that the impacts of industrialization on global scenario countries are going to achieve their social and economic needs through the effective and fruitful industrialization. Through this process, they bring partial changes and develop both public and private sectors. They reshape the societal structure and generate the new established means and goals. The sufficient labor supply and foreign investment play a vital role to reduce the poverty level and amplified the per capita income. The fundamental role of these developmental achievements is working class.

(Asad 2013)

Hanumantha and Madhusudhana stated that the industrial workers considered poor and less chances of sufficient earnings. Due the abundance of social and economic needs, they cannot able to improve the economic settings. The expenditures of daily routine are high, then daily earnings and its utilization in different segments. Most workers at the end of the month fall in serious arrears and borrow money from many sources. Governmental organizations and management develop applicable dogmas that to improve the economic position of industrial workers (Hanumantha and Madhusudhana 2013)

Industrialization considered the basic element of income for rural unemployment to reduce poverty. As Reinschmiedt and L. Jones analyses the impact of industrialization on rural Texas community workers income distribution. They find that the industry has positive and favorable impacts on lower and higher rank workers. Most of workers hired from the rural setups and through which poverty line going to inclined. Industrialization reduces unemployment and improves the income position of the resident in these areas (Reinschmiedt and Jones 1977).

The labor department of Hong Kong argues that the appropriate working conditions and environment, improve the relation of labor and management and reduce worker hazards. Through this policy the factories exonerate from their legal duties which control the risk and ensure safety. For this purpose employers should develop the policy for instance: to ensure that each individual worker perform their duties in the domain of health safety culture. The employer ensures that how to control or measure the workplace accidents and monitoring the health performance.

(Labor Department, Hong Kong)

CHAPTER No. 3
THEORITICAL FRAMEWORK

Chapter No 3

Theoretical Framework

3.1. “The history of class struggle” by Karl Marx

In the intended research where the researcher was about to find out the utilization and development brought by the industry to the target population, the research after completion exposed the disruption and misuse of the industry for the studied population. As the Karl Marks and Fredrick Engels stated in their famous work “Manifesto of the Communist Party” that “With the development of industry, the proletariat not only increases in number; it becomes concentrated in greater masses, its strength grows, and it feels that strength more. The various interests and conditions of life within the ranks of the proletariat are more and more equalized, in proportion as machinery obliterates all distinctions of labor, and nearly everywhere reduces wages to the same low level. The growing competitions among the bourgeois, and the resulting commercial crises, make the wages of the workers ever more fluctuating. The increasing improvement of machinery, ever more rapidly developing, makes their livelihood more and more precarious; the collisions between individual workmen and individual bourgeois take more and more the character of collisions between two classes”.

Thus, in the industrial estate of Hayat Abad the worker fell strain and their socioeconomic life has got wasted by a variety of ways. Their low wages and overburden of work have affected not only their family life, but their social life as well. On the family side, they don't have suffice time for their children socialization, supervision, recreation and other well being. At the same time on the communal level they don't have the time due to long hours of work to participate in the daily day interaction that are useful and necessary for the community development. Moreover, their absence leads to a condition of cutoff from the social milieu. On the individual level the worker exploits their laborer for the whole day, which in term kill their physics and psychology at will. Due to which disorganization occur to their families, which again kill their social stamina to be a responsible member of the community.

On the economical side their low wages are insufficient to meet the needs of their family. Which range from the health, education, nutrition and recreation of the children and family member to the other household consumption like house making, transportation and so on. Where again the worker suffers and socioeconomic profile that are the landscape of the community vibrate.

3.2. Independent variable

In the intended study, the industrial development or the rise of the Hayat Abad Industrial Estate is the independent variable. As the socioeconomic aspects is changed due to industry, or in other words the industry alter or uplift the socioeconomic profile of the targeted community. The workers that work in these industries earn a handful livelihood which advances the health, education, and other material-social infrastructure of these workers and also of the community as a whole. So the independent variable industry matters a lot in the socio-economic life of the people.

3.3. Dependent variable

Dependent variable of the study is the socioeconomic profile of the workers or community. As the social economy of these workers depends upon industry. Workers are dependent on the industry for their needs of economic fulfillment.

CHAPTER No. 4

CONCEPTUALIZATION AND OPERATIONALIZATION

Chapter No. 4

Conceptualization and Operationalization

4.1. Conceptualization

4.1.1. Worker

Oxford advanced learner's dictionary (2010) define worker that "a person who is employed in a company or industry, especially somebody who does physical work rather than organizing things or managing peoples".

Discussion paper of (2005) define worker in the words that "worker' means a person who has entered into or works under a contract of service or a training contract with an employer (whether by way of manual labor, clerical work or otherwise, and whether the contract is expressed or implied, and whether the contract is oral or in writing)".

Farlex Financial Dictionary (2012) stated that "An employee or one engaged in an activity that makes money. In left-wing circles, the word especially refers to employees who earn wages (as opposed to salaries) and/or those in blue collar professions".

On the perspective of local community and researcher the term 'worker' carries out different symbolic meaning and interpretations. Culturally, community attitudes towards the workers of the industry are sound but not to a greater extent. Because the status can be measured by stable economic

outputs while industrial worker have less paychecks compare to others workers. The researcher approach towards workers is quite different and valuable. “Workers are those people or an individual who utilizes their energies and exertions, as physically and mentally in a specific environment. Where they subsidize income level of self, community, proprietors and for the state.

4.1.2. Socioeconomic

The Collins English dictionary (2003) delineate the word Socio-economic that “socioeconomic is relating to, or involving both economic and social factors”.

Web finance (2013) explains socio-economic that “Field of study that examines social and economic factors to better understands how the combination of both influences something”.

The Random House Dictionary (2014) define the term that “of, pertaining to, or signifying the combination or interaction of social and economic factors”.

Socioeconomic considered the umbrella term which creases and cover the wide range consideration in social sciences. The above definitions explain the objective relation between two terms while the researcher aims to draw the subjective definition of both phenomena’s. The economic activities of

any organization or firm influence the social settings of any employee. Industry considered an economic institution where the workers fulfill their economic needs and influenced by this activity as socially and culturally. Hence, here the researcher point of view is that,” any economic firm or institution who provide the employment and generate the economic opportunity for the masses and state. While the workers or employee social institutions and social structure influenced by these economic matters. Due to the amalgamation of these social and economic activates the employee personal life and liberty influenced from greater to lesser extent”.

4.1.3. Industrial Estate/Industry

Britannica Concise Encyclopedia defines industry is the “Group of productive organizations that produce or supply goods, services, or sources of income. In economics, industries are customarily classified as primary, secondary, and tertiary; secondary industries are further classified as heavy and light. Primary industry includes agriculture, forestry, fishing, sand mining, quarrying, and extracting minerals. Secondary or manufacturing industry processes the raw materials supplied by primary industries into consumer goods, or further processes goods from other secondary industries, or builds capital goods used to manufacture consumer and no consumer goods; secondary industry also includes energy-producing industries and the construction industry. Tertiary or service industry

includes banking, finance, insurance, investment, and real estate services; wholesale, retail, and resale trade; transportation, information, and communications services; professional, consulting, legal, and personal services; tourism, hotels, restaurants, and entertainment; repair and maintenance services; education and teaching; and health, social welfare, administrative, police, security, and defense services”.

Collins Cobuild English Dictionary (2003) defined industrial estate that “An industrial estate is an area which has been specially planned for a lot of factories”.

Vidová (2010) explain the term that “In Slovak literature, the term "industrial park" is basically very similar to the name of "industrial district", production zone or production cluster. Nonetheless, English economic literature uses terms such as industrial estate, trading estate, factory estate, or employment areas”.

Zafar (2012) explore the term industrial estate that “a planned group or cluster of industrial enterprises offering a variety of easements and subsidies on land, building, technical infrastructure, social services and facilities to the occupant. They are different from ‘industrial zones’ (i.e. Raw land reserved or suggested for industrial development), ‘industrial areas’ (i.e. Land developed for industrial establishments without particular easements, subsidies or incentives), ‘industrial clusters’ (i.e. Spontaneously

shaped groups of industrial establishments), or ‘sites’ (i.e. The campuses of large-scale industries)”.

Industrial estates stipulate and planned for large and small scale industrial units and produce goods and services for the masses. According to the researcher perspective “industrial estate is an area which established for economic development, basic services, infrastructure and opportunities for skill and unskilled workers. Which improve and strengthen the national income of the state and society as well”. Industrial estate is a symbol of rapid and sustainable development and excellence. Today the world economies rely on industrial production, which considered the backbone for economic development and achievements. Most of industrialized nations established the large units for self-perceived needs and also to generate more capital from cross border, and controlled over the world economy in the shape of multi-national companies or firms. On the other hand, these companies provide the job opportunities for the masses and play a vital role in the reduction of poverty and unemployment.

4.2. Operationalization

An operational definition of the industrial estate will be are the organization or formal group of factories that produce goods and services for the people and generate revenue or factors of production for the owners.

It is there for fitting to the nature of the study as the Hayat Abad industrial estate is also the combination of different units of industry and factories that produce goods like; chemicals, drinks, matches, medicine, furniture, marbles, etc. at the same time produces different sorts of services to the people for employment and work. These worker or employ range from manual workers/laborer, clerk, supervisor, to managerial positions and knowledge workers. In addition, at the same time generate revenue and mean of production for the employer and owner. An operational definition of worker will be 'the person that employed and enter to an organization or place on contract of permanent bases and provide there laborer and skill to earn livelihood for their families. The definition is there for fitting to the context as the most of the expected unit of analysis are the worker of the above mentioned type of worker like laborer, supervisor etc.

The phenomenon of socio-economic impact deserves a large detail and carries a heavy load of information and explanation about the society. The nature of the intended study and the shortsightedness of the intellectual in-depth of the researcher, the researcher can't cover the every aspect of the phenomenon both on conceptual and operational aspect. However, an operational definition might be that 'the term combines two factors; economic and social and how the combination of both influences the analysis for the target community or population. The economic factors

include all channels of income, economic development and opportunities that available to the individual due to industry. And social aspects are the areas of education, lifestyles, infrastructure, health, institutions, recreation, mobility, cultural, and demographic aspects. Now combine the study of these two aspects in relation to the independent variable of industrial development will be directed to information on socio-economic impact of Hayat Abad industrial estate to the target community of 'New Abadi' of Jamrud Khyber Agency.

CHAPTER No. 5
RESEARCH METHODOLOGY

Chapter No. 5

Research Methodology

To measure the socioeconomic impact or tangible advantage of an industry upon the localities in term worker's language the quantitative method is used for the study. The data obtained in the field is of a quantitative nature. The field and the suitability of the design of the research is also a reason of the selection of the quantitative or in other word the positivist approach. The research design is also suitable for me to analyze the issue of industry and its direct and indirect impacts upon workers' social and economic settings. Another exercise in opting this field of study is that a tentative causal relationship can be devised.

5.1 Universes

The area of study is New Abadi Jamrud Tehsil Khyber agency (FATA). The basic reason of the research was the very impacts of industry on the peoples of the area. As more and more people are employ's in different units of a Hayat Abad Industrial Estate that is situated near the universe on a small distance of 2 to 3 kilometers. The researcher is the resident of the same target population observed that almost each household has an industrial worker who exercise every day the tough hours of work in the industry. Where they earn their livelihood from this industry, and in the same time these employees is also affected in a variety of ways. There for the

researcher select the topic to explore the impact of the industry on the workers and its socioeconomic outcome.

5.2 Units of analysis or target population

Keeping in consideration the limitation of research topic, only those subjects were taken, who were the workers of enrolled status. The target population of the study was new Abadi of Khyber agency near Hayat Abad industrial estate Peshawar, Khyber Pukhtoonkhwa.

5.3 Sampling design

In order to distinctly characterize and sort an appropriate sample which can be a suitable representative of the entire population the researcher have gone through the technique of purposive sampling. Researcher therefor select the purposive sampling, as most of the workers were present at the time of the study in factories, and researcher has to sort only those people who exhibit the effect of industry. On the other hand, the researcher selects those workers who are married and spend most of time in the industry. The ultimate purpose is to insure and dig out the fruitful data for research studies. Hayat Abad industrial estate considered as a set of multi diverse ethnic and cultural groups where the researcher concern with those who belonged to the research area. That's why the purposive sampling accomplishes the research requirements and benchmarks.

5.4 Sample size

In order to probe the key issues and various dimensions of industrial impacts upon workers out-come in the context of locale only 110 respondents were being selected. The researcher select 11 factories out of 132 operational units and where the age limits specified between 22 and 40 years old.

5.5 Tools of data collection

To conduct a research in areas of traditional sort normally where the literacy rate among workers, especially is not up to that level, moreover difficulty in understanding English is also another issue for the respondents there, the questioner schedule method as a tool for data collection was applied. This method is also applied upon the pretext that while conversations the side by aspects of worker and autonomy issues may be high lightened.

5.6 Pre-Testing

In order to take a general view and check out the initial response and environment for further survey researcher have conducted pre-Testing interview schedules. Moreover, in the study settings it was necessary for me to take the prior view of people regarding their involvement in information sharing and cooperation. So the pre-testing assisted me in this scenario.

5.7 Data analysis

After thoroughly conducting the survey, data was being converted into inferential form through using advance data screening software and SPSS and then analyzing the data to draw inferences.

5.8 Opportunities and Limitations of the study

The study is remarkable in the context of digging out the direct impact of industry upon workers life. Moreover, this study will deeply focus upon the industrial aspect which influences the worker's. The industry is considered the backbone of any progressive society which stabilizes and destabilizes the entire structure of the community. Another consideration was the limitation of duration of work in the industry of the 6 months. All those respondents were interviewed who spent their time more than 10 months in the premises of the industry. As this study is entirely conducted upon worker's people, and most of the workers weren't presented at home at the time of the working, the researcher there for interviewing them in the premises of the factory.

5.9 Ethical Concerns

The study will conduct in a rural and traditional village of the Khyber Agency Jamrud. The most of the people of the area are uneducated and naturally specified and were not comfortable while telling about personal daily expenses. So it was difficult to dig out the detail information of their

spent money. But with my education skill and the resident of local, the researcher succeeded in persuading them that my research is beneficial, majority to aware the society and also the worker's families. Moreover, the purpose of gathering information was just study based and the level of confidentiality would be fully maintained. As my locale is a traditional society, the respondents got more comfortable when the researcher introduced himself as a member of my known family.



CHAPTER No. 6

RESULTS

Chapter No. 6

Results

6.1. Frequency Tables

Table No: 6.1.1: workers educational status

Educational status	Frequency	Percent
Primary	32	29.1
Middle	41	37.3
High	17	15.5
University	11	10.0
Uneducated	9	8.2
Total	110	100.0

The above given table exhibits the total number of educational positions of the respondent workers. In which 37.3% respondent educated till middle while 29.1% educated till primary education. On the other hand 15.5% workers attain high school and 10% university while 8.2% respondent was uneducated. The literacy rate of targeted population and tendency toward higher education was very pathetic. Most of the workers claim that due to fewer chances of basic opportunities and deep rooted poverty did not allow us to ourselves and our children. The economic resources and agricultural

absenteeism molded targeted population toward labor class, driving, frontier constabulary, watchman, business and migrate to foreign countries. These are the sources of income in term of basic survival which leads to illiteracy or low educational attainment. On the other hand joint family structure needs more capital to maintain the function of the family. Therefore, parents have scarcer chances to invest money for education. The workers relate the education to capital or income that more capital leads to better education.

Table No: 6.1.2: Respondent family type

Family type	Frequency	Percent
Nuclear	6	5.5
Joint	84	76.4
Extended	20	18.2
Total	110	100.0

The above table shows the family type of the response workers were 76.4% workers have culturally and traditional belief of joint family system. Joint family in targeted community is a symbol of integration and strength. Therefore the value of joint family system still prevails and practice like the other Pashtuns tribe of FATA. While 18.2% workers stand on extended

family structure. Due to globalization and diminution in economic resources and collective bargaining the extended family takes the place in targeted populations. Most of the workers claim that due to no equal distribution and demographic changes in family molded the perception of people towards the extended family system. Only 6% of respondent workers belong to the nuclear family system. Most of blue collar workers with high earnings migrate to Peshawar and developed the social mobility. Where they established nuclear family system and developed status.

Table No: 6.1.3: Total family income from all resources

Income in Pakistani rupees	Frequency	Percent
25 to 50 thousand	23	20.9
50 to 75 thousand	60	54.5
75 to 1 lake	26	23.6
1 lake to 125000	1	.9
Total	110	100.0

The above given table exhibits the monthly income of the families of the respondents. 54.5 % of the families have total income between 50000 and 75000 Pakistani rupees. The majority of workers, argues that all male members of the family produce capital. After the age of 20 they arrange the marriage and start earning. The targeted population is male dominant community where male is a source of income and power. While 23.6 % of the respondent's income were 75000 to 100000 rupees monthly. The strong and large number of families earns sufficiently than other joint families. Where large numbers of male family members upturn the income levels of family and economic stability. While 20.9 % of the respondents' families were earning 25000 to 50000 rupees monthly. Utmost of the extended families earn less than joint family. Most of supervisors and managers appropriate in this category of extended family settings. While .9 % of respondent mutual family income was 10, 0000 to 1, 25000 rupees monthly.

Table No: 6.1.4: Total family members

Number of family members	Frequency	Percent
1 to 5 members	4	3.6
5 to 10 members	26	23.6
10 to 15 members	64	58.2
15 to 20 members	16	14.5
Total	110	100.0

The above given table exhibits the total family members of the respondents' family. In which 58% of the respondents with greater frequency have 10 to 15 members of their families. While 23% of the respondents have 5 to 10 members in their families, and 14.5% of the respondents have 15 to 20 members of their families. The above three high frequencies of family members indicate the joint family system. In most of joint families of the research area were minimum 10 members and maximum 20. On the other hand the complexities of targeted population increased day by day due to population growth and income problems. The most familiar trend of the modern western world in the families of nuclear were almost absent in researcher's locale. So why there were only 4% of the respondents were having 1 to 5 members in their families.

Table No: 6.1.05: Respondent job position in factory

Position in factory	Frequency	Percent
Labor force	60	54.5
Machine operator	25	22.7
Supervisor	15	13.6
Store keeper	08	7.2
Shift manager	02	1.8
Total	110	100.0

The above table data exhibit the job position of the workers in different factories. Through a purposive sampling technique 54.5% of workers belong to the labor force. The high ratio of the labor force in these factories is due to lack of reference, approach and workers' personal technical educational skills and experience. Most of the labor force belongs to the poor and the joint family system. While 22.7 % of workers were belong to machine operator. Most of machine operators achieve this position through hard working and through proper channels. Majority of machine operators

argues that minimum two years and maximum three year period insure that position. The factory management confines the different terms and conditions for each position of workers in factory. On the other hand 13.6 % of workers worked in a factory as a supervisor. All of the supervisors were sonorous and well experienced. Where they have been utilizing enough time and creative output for their chiefs. That's why on the behalf of hard work and great loyalty the factory honors insure and secure their position in the factory. While 7.2% of workers was stored keeper and only 1.8% of the workers hold on shift manager in a factory. They were educated, professional and experienced. On the behalf of their specialization and experience they play a vital role to manage and strengthen the capitalist economy.

Table No: 6.1.06: Workers income or salary

Workers salary in rupees	Frequency	Percent
8000 to 12000	60	54.5
13000 to 17000	20	18.1
18000 to 22000	15	13.6
23000 to 30000	10	9.0

31000 to 50000	03	2.7
Above 50000	02	1.8
Total	110	100.0

The above table exhibits the income or salary information about the workers included over time income. 54.5% of the workers earn from industries between 8000 and 12000 and most of the less paying workers belong to labor force or lower ranks. While the government of Pakistan specifies 10000 monthly salary for each labor, but the current industrialist of Pakistan did not follow the labor laws and acts. Due to these low earnings most of the workers did not satisfy from their jobs. Where they have fewer chances to establish or molded a meaningful standard of living and status consciousness. They work hard, but in returning they get nothing but the more decrement in their socioeconomic status and needs. While on the other hand, the perception of community towards less earning workers questionable. Due to less economic contribution in family budget most of workers deprived from family affairs and individual importance. Industry and family structure both of being the sources of depression, deprivation and alienation, which are injected in workers continuously. While 18.1% workers were those upgraded workers who earn monthly 13000 to 17000.

On the behalf of regularity, hard working, loyalty and experience factory increase their salaries and readjust their position as a labor force. While 13.6% of workers were earning 18000 to 22000 rupees monthly from current industries. Storekeepers and machine operators laid in this percentage. As compare to labor force they have such incentive and facility which provide by factory management. They deliver full-time availability and show everlasting commitment to their job, position and trustworthiness with their masters. 9.0% of intellectual workers earn monthly 23000 to 30000 incomes from the existing industrial units. These workers performed intellectual that to control the machine operations, workers movements and implementation of factory management rules and regulation. While 2.7% of blue collar workers generate 31000 to 50000 salaries included over time. On the other hand only 1.5% workers earn sufficiently above 50000 salaries and take a position as a shift manager in a factory. Shift manager controls the labor affairs and production output. On the basis of concern specialization and experience they assign on these high rank industrial job positions. All the industrial workers from lower to high rank are the fuel for industrial development and as a symbol of class division or class struggle.

Table No: 6.1.7: Job satisfaction of workers

Job satisfaction	Frequency	Percent
Yes	15	13.6
No	64	58.2
To some extend	31	28.2
Total	110	100.0

The above table explains the satisfaction level of the respondent workers. 58.2 % of the industrial worker did not satisfy from their job and most of unsatisfied workers belonged to labor force. Due to hard work and low wages most of the labor force dissatisfy from their jobs. On the other hand low payment stressful and hardworking job formulate job disappointment among industrial workers. The majority of labor class was claiming strongly that we are more affected than other workers in job satisfaction. The factory management lacked the basic and fundamental rights of workers and keep them deprived from him. 28.2% of respondent satisfy from their job, but to some extent not to a greater degree. As compared to labor the intellectual workers like machine operators, supervisor and shift inching, they soundly facilitate by the factory, but this facilitation did not fulfill the social and economic assignments. Factory compensates them in such sort of incentives

for instance increasing salary, transport facility, promotion and pension etc. While the lower frequency is 13.6% intellectual and experience workers satisfy from their jobs on the behalf of economic and social status which provide them by the factory. All of satisfying workers earn sufficiently and hold a strong position in industrial bureaucracy.

Table No: 6.1.8: Worksite environment

Factory environment	Frequency	Percent
Good for health	2	1.8
Not good	28	25.5
Vulnerable to risk	78	70.9
Safe	2	1.8
Total	110	100.0

The above table exhibits the environment of worksite inside the factory. 70.9% respondent suggests that the environment is industry vulnerable to risk and greater chances of accident during duty hours. Most of workers contend that there is proper management of safety. The internal pollution of factory like different chemicals reaction and noise of different machines anxious industrial workers. This destabilized the health status of the

workers and produce mental and psychological illness among industrial workers. While 25.5% workers suggest that the internal environment of factories is not good for health. The environment inside of the factory was completely risky and hazardous. However, all of workers perform their duties, but with the stress of sudden hazard or accident. Only 1.8% workers said that the environment of a factory is safe for workers. Only 1.8% workers argue that worksite environment is good for health. Most of the office work employed in the industry suggests that the internal environment good and safe. Most bureaucratic workers satisfy with the environment.

Table number No: 6.1.09: Other incentives than salary

Factory incentives	Frequency	Percent
Health and education of siblings	4	3.6
Transportation	94	85.5
Accommodation	4	3.6
None of them	7	6.4
All of them	1	.9
Total	110	100.0

The above table exhibits the workers incentives than the salary, which provide by the factory. The factories provide health and education of sibling only to 3.6% workers. While 85.5% workers facilitate from factory, transportation and 3.6% workers have accommodation in labor colony. While 6.4% workers' answer factory didn't provide any incentive than salary. Only 0.9% workers get full incentives by the factory. In the light of above statistics the current industry did not fulfill the complete version of labor rights and incentives. All factories were developed self-organizational approval goals and means. The terms and condition of each factory confine the incentive and compensation criteria. With the spending of much time and hardworking factory compensate them slowly and gradually. The supervisors or intellectual workers compensate accordingly than manual labors. On the other hand, most of workers deprive from any kind of incentives and compensations. While a very less number of workers achieved full incentives from factories. Due this class discrimination the workers face many sorts of social economic problems. As a member of society workers have rights to secure and fulfill their perceived needs like others.

Table No: 6.1.10: Factory pension

Pension	Frequency	Percent
Yes	14	12.7
No	96	87.3
Total	110	100.0

The table shows the results of workers' pension which provide by factory entrepreneur. 12.7% high rank workers answer that factory provides us a pension facility because these workers spend enough time and considered high intellectual and experiential. All of the pension holder workers controlled the high positions in factory management. Factory honor completely depends on these high profile workers. In the returning they stabilized the production and controlled the affairs of the factory. While 87.3% workers were no chances of the factory pension facility. Most of average and lower rank workers deprived from this facility because a factory criterion of pension is so complex and take longer time.

Table No: 6.1.11: Category of promotion of workers

Major categories	Frequency	Percent
Salary	40	36.3
Job position	20	18.1
Job status	13	11.8
No promotion	37	33.6
Total	110	100.0

The above table shows the data about the promotion category of the worker in the factory. According to the requirements of research study most of the workers were permanent or spend more than one year in factory settings. The factory management upgrades only those workers who are permanently employed in factories. Where 36.3% of workers argue that factory management to increase our salary, but no changes in job status. Most of permanent labor class like in this category. Hard working and commitment to their job is not necessary for promotion in the job, but also matter the nepotism and favoritism. Which promote injustice and discrimination among industrial workers. Where 33.3% of workers claim that the factory did not give us promotion in any category of job status. This type of workers did not satisfy from factory management, but due to no other

alternative they depend on industrial job. Most of workers feel alienation and deprivation from management behavior and attitude. While factory management was alter the job position of 18.1% workers. They contend that the factory did not transform our job, but change the type of work in factories. Supervisors and managers decide the position of workers as requirements for production and technical concerns. These types of workers hold on a different position in industrial settings and gain different sort of experiences and professionalism. 11.8% of workers were intellectual and high rank where factory upgrade their job status from one stage to another. They play a very vital role in industrial establishment and bureaucracy. The factory honor completely depends on these intellectuals to strengthen the industrial economy and increased the production output. Managers and supervisors work like an engine and labor work like a fuel. The internal stratification of industrial bureaucracy stabilizes the function of industry, but on the other hand it has also created conflict and volatility among industrial workers.

Table No: 6.1.12: Promotion criteria of factory

Promotion	Frequency	Percent
On merit	40	36.4
On nepotism	70	63.6
Total	110	100.0

The above table exhibits the promotion criteria of factory where 36.4% workers say the promotion criterion of factory is standing on merit and rules. The established rules of factory management elected panel decide the promotion on merit and experience. While 63.6% workers answer that the promotion is depend on nepotism. Most of high rank workers and management give to priority their relative and familiars. While on the other hand, most of other workers lost the chances of promotion. The majority of workers, argues that factory management did not follow rules and regulation. Like the other institution of Pakistan industry setup also have the deep roots of corruption. Due to missing use of power and authority in factories nepotism and favoritism institutionalized for sheer injustice.

Table No: 6.1.13: Management behavior

Management behavior	Frequency	Percent
Professional	74	67.3
Biased	33	30.0
Friendly	3	2.7
Total	110	100.0

The above table defines the factory management behavior towards workers. 67.3% workers treated professionally by factory management. The authoritative and intellectual officers established professional relation with workers. Most of officers concerns only with workers performance and check and balance. While workers not allowed to frank with their senior and management. The interaction and communication gap was so deep among high rank and lower rank. The limitation of concern relation was well defined for both individuals. While 30.0% workers treated biasedly because factories have multi-diverse cultural and ethnic mixture of individuals. Management soundly behave with own ethic workers then nonnative. While only 2.7% workers answer that we threated friendly by management.

Table No. 6.1.14: Accident and factory health facility

Health facility	Frequency	Percent
Yes	65	59.1
No	2	1.8
To some extend	43	39.1
Total	110	100.0

The above table exhibits the factory health facility in case of any accident in the industry. 59.1% workers have facilitated in case of any accident during duty hours while factory takes all the medical expenditures of the workers. According to the factory rules they only facilitate those workers who are permanent. Different factories allocate different medical packages for their workers. For instance minimum one month and maximum two months are a criterion for medication and all expenditure of workers. 1.8% workers did not facilitate while 39.1% workers facilitated to some extent because in most of cases factory did not care their workers till recovery.

Table No. 6.1.15: Workers cooperation with co-workers

Workers cooperation	Frequency	Percent
Good	65	59.1
Not good	1	.9
Average	44	40.0
Total	110	100.0

The above table clarifies the workers cooperation level with their co-workers in factory. 59.1% workers have good relation with their fellow workers while 0.9% workers have not good relation with their fellow workers. Where 40% of the workers have average relation because no proper timing to established informal relation with other fellow workers. Industrial units considered \as a unit of multi diverse ethnic relation and interaction. Most of the workers have good relations with their companions in the premises of factory and outside the factory. Most of workers established long lasting friendships and relations.

Table No: 6.1.16: average working hours

Working hours	Frequency	Percent
08 hours	3	2.7
12 hours	107	97.3
Total	110	100.0

The above table shows the results of average working hours of the industrial workers. 2.7% workers were answered that we work 8 hours daily in routine. Most of eight hours duty workers permanently perform their duty according to the requirements of their job position. While 97.3% workers were utilize 12 hours in a factory. All the industrial estate follows and stipulate 12 hours per day. The national and international labor laws recommend only 8 hours a day for working and the labor class. But the factory management did not practice these rules and regulations. Where these long working hours direct impact on workers, physical, mental and day to day life.

Table No: 6.1.17: Industrial job and technical skills

Technical skills	Frequency	Percent
Yes	105	95.5
No	1	.9
To some extend	4	3.6
Total	110	100.0

The above table shows the results of technical scales and intellectuality of the industrial workers, which they get during the work. 95.5% of respondent suggest that industrial job gives us technical education through which they improve their physical and mental creativity. With the spending of much time and work with different machines and job position industrial workers gain some sort of technical skills. On the behalf of these fundamental and fruitful skills factory management promoted them in the category of intellectuality and experience. Workers in industries play a role of participant observer and have great chances to educate their selves. Skillful worker is s emblem of growth and prosperity for the community and society as a whole. While 0.9% worker answer no and 3.6% of workers argue that industry give us skills and inspiration but to some extent.

Table No: 6.1.18: Interaction with fellow workers and knowledge

Interaction and knowledge	Frequency	Percent
Yes	99	90.0
I don't know	6	5.5
To some extend	5	4.5
Total	110	100.0

The above table exhibits the interaction among industrial workers have shared and generate new idea and knowledge with each other. 90% of the workers greatly influenced by other fellow workers. The majority of workers shares their social problems and stretches the ideas and consult each other. Workers proudly share their personal and family affairs with their co-workers and educated their selves from their knowledge and experience. Most of workers facilitate their self's with the sharing of knowledge and ideas from other workers. While 5.5% workers answer we do not know where 4.5% workers says there is influenced by interaction but not to a greater degree. Due to lack of confidence and frankness, some workers individually depend on self-assessments and feel no need to consult with someone.

Table No: 6.1.19: Factory forcing towards work on sacred days

Work on sacred days	Frequency	Percent
Yes	32	29.0
No	78	70.9
Total	110	100.0

The above table shows the statistics of worker exertion on sacred days. 32% workers argue that factory forced us towards work on holy and sacred days. Because due to factory management the decisions and purposive selection, most of workers compellingly insure their availability on legitimize sacred days. Without any other option most of workers subjugate and accept the factory verdicts. While according the constitution and law of Pakistan all the organization and institution will be off on sacred days. But most of industrialists challenge the law and constitution just for the sake of production and materialism. On the other hand, 70.9% of workers argue that we spend our holy and sacred days vacation with our family, relative and friends. Factory management permitted us and did not force us towards work on sacred days like Eid-ul-filter, Eid-UL-Adha, Muharam-UL-harm and Eid-meladun nabi. But the whole month of Ramadan, we work as routine and continuous. Factory management did not give us any relaxation

and concision in duty hours during the holy month of Ramadan. Due to the religious attitudes of workers the honor of the factory did not hassle workers towards work on holy and sacred days. Most of workers belonged to traditional and rural areas of distinct area of Khyber Pakhtunkhwa, FATA and suburb of Peshawar city. Among them religion is a prior fundamental duty and close relation with their ultimate reality.

Table No: 6.1.20: Workers familiarity from labor laws of Pakistan

Labor laws	Frequency	Percent
Yes	6	5.5
No	99	90.0
To some extend	5	4.5
Total	110	100.0

The above table shows the workers familiarity and understanding of basic rights which is stated in labor law of Pakistan. 5.5% of the workers answer that we are familiar with the labor laws of Pakistan. Due to personal study and interest some educated and aware workers studding the labor laws of Pakistan While 90% of workers answer that did not know about the basic rights of workers. Most of the workers were uneducated and great deficiency of awareness. The majority of workers was claimed that we did

not need to study labor laws because we did nothing in front of an industrialist. On the other hand due to the absence of labor union most of workers were fully unaware about their fundamental rights. Labor union is the only entity who can secure and shelter the basic rights of workers to transport knowledge about the constitution and laws of Pakistan. While 4.5% workers familiar with the governmental laws, but to some extent. Some workers were aware, but not properly through secondary source as television and newspaper guide them about their fundamental labor rights which are stated in labor laws of Pakistan.

Table No: 6.1.21: Standard and healthy food

Healthy food	Frequency	Percent
Yes	3	2.7
No	67	60.9
To some extend	40	36.4
Total	110	100.0

The above table exhibits the healthy and standard food of factory which provide by the factory during duty hours. 60.9% workers were arguing that the factory did not give us healthy and standard food. The taste, quality and quantity was not sufficient. Most of workers arrange the extra food from the

market. The majority of workers spends maximum 500 rupees to arrange suitable food from outside. Where 500 extra rupees directly influence and burden the workers' income. While 36.4% of workers suggest that food of industry is average and the standard is considered good but to some extent. Most of workers compellingly prefer the factory food because they did not spend money any sort of food. On the basis of calories and vitamins factory food did not ensure the criteria of healthy and safe food. Only 2.7% workers was answer is yes, that factory provide us better food arrangements and facility.

Table No: 6.1.22: Factory forcing toward night shift

Forcing	Frequency	Percent
Yes	20	18.1
No	40	36.3
Whenever	50	45.4
Total	110	100.0

The above table exhibits the factory, forcing towards night shift. In industrial setup in most of cases day and night shift workers specify. They are selected permanently for both shifts and selected categorize labor force

perform their duties in different spheres of times. 45.4% of the workers were arguing that at the base of management decision sometime they transform us toward night shift. For some time of the period most of workers perform their duties in night shift then they transfer to previous position. The behind the sudden changes in labor adjustment is that fill the space of absence and ill workers. While 36.3% of workers didn't engage in night shift duties. But further factory management trying to send them to night shift, they will also allocate like other workers. 18.1% were those workers who argue that factory force us toward night shift duty. Most of night shift workers engage for one week in night duty and one week day shift. They are continuously forced each week to perform dual duty roles.

Table No: 6.1.23: Major problems when returning to home

Major problems	Frequency	Percent
Transport	10	9.0
Security	80	72.7
No problems	20	18.1
Total	110	100.0

The above table exhibits the security problems of the workers when they came back to home. 80% of workers argue that we have serious problems of

security when we returning to home. The current militancy and terrorism also shrink and influence the working class of industry. Most of workers consciously worried about their security, especially night shift duty. The factory management provides them transport facility till Jamrud tehsil but further they convincing transport on self-assessments. The current situation of Khyber Agency increases the chances of accident and tragedy. While the workers feel insecure and worried about their security. According to the workers in last two years we lose 9 industrial workers in bomb blast and suicide attacks and 16 were to plunder. Like the other individuals working class also influenced by these destructive terrorism. The stressful job of the industry and current terrorism destabilized the socio-economic settings of workers as individuals and community. Due to the contemporary situation the family system of workers also faces depression and anxiety about their family members. While 18.1% of workers were arguing that we had no problem in returning to home. Because they accommodate near to well controlled areas by military forces or have personal transportation. On the other hand 9.0% of workers had transportation problems. Factory management arranges the transportation of the pack and drop, but specify the routes and timing. Where most of workers missed the timing of transport because the timing of duty hours did not match with the timing of

transport. Therefore, most of workers face transport problems for some workers.

Table No: 6.1.24: No. of Children

No of children	Frequency	Percent
2 to 4	86	78.2
4 to 6	21	19.1
6 to 8	2	1.8
8 to 10	1	.9
Total	110	100.0

The above table exhibits the total number of children of the respondent workers. 78.2% workers were 2 to 4 children. Culturally and religiously people of the area prefer to bear children proudly. At the age of 18 parents trying to arrange marriages for their children accordingly. Therefore the fertility rate of the targeted population is so high. But due to social, economic and demographic changes the concept of the large family is going to reduce. 19.1% workers were 4 to 6 children. Most of above 25 years old workers have sufficient rate of children. While 1.8% workers was 6-7 children were only 0.9% workers have 8 to 10 children. Both of above lower frequencies have sufficient fertility rates of aging workers. Most of

the workers were no family planning and attitude. The majority of workers claims that family planning is not demonstrated with the doctrine of Islam and culture. Therefore the targeted population increases the fertility rate in the returning they get serial of problems.

Table No: 6.1.25: How many Studying

Number of children	Frequency	Percent
1	9	8.2
2	42	38.2
3	42	38.2
4	13	11.8
5	4	3.6
Total	110	100.0

The above table exhibits the total number of children of the respondent workers who attend the school. 38.2% of workers were answering that only one child attends the school. Where average two children's of the workers attained the school was 38.2%. Most of the workers were age of 22 to 27 who had two or three children individually. Local community schools and government schools fulfill the educational attainment of the targeted

population. Where 11.8% workers was four children to attain the school. While 8.2% of workers was one child to attain the school. Single child workers can easily manage and accomplish the educational needs of their children on the behalf of current income. While 3.6% of industrial workers have more than five children to attain the educational needs. Most of the aged and senior workers had more than five children. Most of the workers were arguing that we are trying our best to educate our children. But due to insufficient income they did not able to admit them in standard schools. Most of the workers children studying in governmental and private sector schools.

Table No: 6.1.26: Workers spending on children education

Spending in rupees	Frequency	Percent
.500 to 1000	55	50
1100 to 1500	22	20
1600 to 2000	20	18.1
2100 to 3000	10	9.0
Above 3000	3	2.7

Total	110	100.0
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The above table shows the statistics of the worker's investment in the education of children. 50% of workers invest just 500 to 1000 rupees monthly for educational spending. All of the workers was married and have more than 2 children. Due to less industrial income most of the workers did not endure private school expenditure that's why they prefer government school. Most of workers argue that the government schools did not socialize our children at private schools. Because of this difference most of workers seriously worried about their children education. While the perception and attitude of workers towards higher education of their children was not sound. Whereas 20% of workers invest only 1100 to 1500 rupees monthly for their children educational settings. While 18.1% of workers invest 1600 to 2000 rupees from their monthly salary. All of low rank workers equally less spending on education because of low income. On the other side sharp demographic changes and no family planning create social and economic problems for workers. Like the other segments of class struggle education also symbolized with capital and class. While 9.0% of workers spend 2100 to 3000 rupees and only 2.7% of workers spend more than 3000 rupees from their monthly salary. As compared to labor, class the blue collar intellectual workers spend a great amount for children education. But

compared with other private and governmental workers have little chance of better education. On the behalf of sufficient income and job position in factory their children studying in private schools. While the investment in the education of all industrial workers did not favorable and satisfactory. However, low income lead to less educational attainment and less educational investment lead to poverty, class conflict, illiteracy and inequality in society.

Table No: 6.1.27: Fertility rate due to sufficient industrial Economy

Fertility rate	Frequency	Percent
Yes	8	7.3
No	45	40.9
Culturally and religiously	51	46.4
To some extent	6	5.5
Total	110	100.0

The above table exhibits the fertility rate of respondent workers. 7.3% of the high earnings workers suggest that our current tendency towards fertility of children is due to the industrial sufficient economy. While 40.9% workers answer is No and 46.4% of the workers recommended that our

fertility based culture and religion. There is no influence of the industrial economy on our children productiveness. Most of the workers implement the traditional approach that a high rate of children's led to higher earnings and will support them. Traditionally, those families or individuals who have sufficient rate, considered prestigious and proud. Local people of the area (poor, middle and wealthy) booth of follow the traditional theory of fertility. Those who did not follow this theory they chronically criticized and considered it a sin. 5.5% of the workers suggest that our current fertility rate is due industrial economy, but to some extent not to a greater degree. Because some workers job status in the industry and suitable salaries, provide support to produce children. As compared to labor, class and low salaries holders high earning workers prefer and manage the cost of another child.

Table No: 6.1.28: Improve Purchasing power

Purchasing power	Frequency	Percent
Yes	11	10.0
No	19	17.3
To some extend	80	72.7

Total	110	100.0
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The above table exhibits the purchasing power of the workers on the behalf of current industrial income. 72.7% of the workers were answered that the industrial income improves our purchasing power but to some extent. They did not buy the extraordinary possessions for their day to day acquisitions. But daily and basic settings of surviving managed to some extent. While 17.3% of the workers was did not able to improve their purchasing power. The majority of lower earning workers purchase something occasionally and for special cultural and religious events. For the extraordinary assignments they did not invest their money to purchase something. Industrial economy improves the 10% of the workers purchasing power. Most of intellectual and authoritative workers improve their purchasing powers. High salaries of the workers fulfill the material requirements and societal institutionalize desires. While the workers major and basic survival depends upon the industrial economy. Due to low earnings or salary they deprived from many life perceived needs and demands. With the intensification in income of the workers secure the future and material necessities.

Table No: 6.1.29: Contentment of material desires of the workers

Material desires	Frequency	Percent
Yes	20	18.1
No	40	36.3
To some extent	50	45.4
Total	110	100.0

The above table exhibits the fulfillment of material desire of the workers from an industrial economy. 45.4% of the workers insure their material desires from current industrial income but to some extent. Those workers who were belonged to joint family structure have chances of savings as compared to nuclear and extended family system. Because of the traditional joint family structure all the members functioning collectively and stand on equal distribution. While 36.3% of workers had no chances to insure their material desires from their monthly salary. Weak family background and less payment of workers destabilized the strength and desire for material contentment. The local community culturally prefers to save money for house construction and religious ceremonies. On the other hand, they also save money for death, medical and marriage settings. While they are still deprived from extraordinary materials like car, bank balance, electronic

tools, luxuries and other basic perceived needs. Whereas 18.1% of workers argue that we fulfill our material desires from industrial income. Most of that type workers belonged to high rank in industrial bureaucracy. Industry paid them high payments and authority with factory incentives. Where they can easily afford the material expenditures and secure, the criteria of materialism. The current situation of the industry shows the demarcation between workers were some of workers decline downwards and some upward. No equal distribution established injustice and conflict among the individuals and community.

Table No: 6.1.30: Savings from salary

Savings	Frequency	Percent
Yes	26	23.6
No	11	10.0
To some extend	73	66.4
Total	110	100.0

The above table exhibits the savings of the workers from their salary. 23.6% of the workers saving from their salaries. While 10% of the workers have no or less chances of savings from their salaries. 66.4% of the workers save

the money, but some extent. Due to the current inflation and population growth of the workers family and low wages influenced the savings. Most of the workers saving the little amount of medications, marriages, deaths, costumes and education. The joint family structure workers have some chances than extended and nuclear family owner. Because most of the workers follow and practice the joint family system where all members contribute and participate collectively.

Table No: 6.1.31: Over time generate more capital for workers

Over time	Frequency	Percent
Yes	93	84.5
To some extend	17	15.5
Total	110	100.0

The above table shows the impact of overtime on workers earnings. 84.5% of the workers answer that overtime plays a key role to generate more capital apart from salary. Most of the workers depend on overtime because the salary did not fulfill the economic needs sufficiently that's why they obligate the overtime in the industry. Overtime is the best way through which they can produce and fulfill their material essentials. On the other hand the overtime also destructs the social life of the workers. While 15.5%

workers argue that over time earnings did not improve the income of the workers but to some extent. If the salaries of the workers become increase than workers did not have a need to do overtime for extra earnings.. Most of the workers compellingly or forcibly do over time. Each worker was allowed and recommend for overtime by the factory.

Table No: 6.1.32: workers borrowing loan for economic essential

Loans	Frequency	Percent
Yes	91	82.7
No	3	2.7
Whenever	16	14.5
Total	110	100.0

The above table exhibits the workers loan for economic needs. 82.7% of the workers argue that we take loan at the end of the month from others to secure our economic needs. Because most of the workers did not manage their economic needs on the behalf of current income. That's why the workers take loans for economic arrears. Most workers belonged to the joint family structure due emergency and any accident they take loan from others. On the other hand the inflation rate increases day by day while

personal requirements of the workers compel to take a loan from friends and relatives. While most of high paid wages did not borrow any kind of loan for their economic needs. Due to the strong family background and personal strong economic position controls the expenditures of family and self. 14.5% workers were saying that we take loan whenever in exceptional cases.

Table No: 6.1.33: Workers helping others financially behalf of current income

Help others	Frequency	Percent
Yes	61	55.5
No	44	40.0
No experience	5	4.5
Total	110	100.0

The above table shows the results of workers help others on the behalf of current industrial income. 55.5% workers help others financially on the behalf of current salary or income. Most of the workers argue that we help others because during the time economic crisis our friends, relatives and job companion also help us vise-versa. Traditionally, people have close knit of

interaction and dependency. Therefore, for the smooth running of the communal function they proudly help others. Most of the workers were arguing that help with other in not relate to high income on the behalf of the weak status we help others. While 40% of respondent workers were saying we did not help others on the behalf of current income because we have to leave no money to help others financially. Low earning workers were arguing that people knows in the community about our low salaries, therefore, did not keep any sort of expectation from us. Most of the workers argue that we hardly control our expenditures on the behalf of current income. While 4.5% of workers did not experience this social and economic exchange between two individuals.

Table No: 6.1.34: Other family member of family to generate income

Other members	Frequency	Percent
Yes	63	57.3
No	43	39.1
To some extent	4	3.6
Total	110	100.0

The above table exhibits the information of workers, family members who also depend on industrial job and the economy. 57.3% of the respondent family members also engage in industrial job. Most of the people of the area are uneducated and have fewer chances of economic resources. That's why the industry is the best of option for economic needs and basic survival of the life. Majority of settled workers recruits their relative and family members. Culturally unemployment considered taboo, where unemployed and useless male members of the community secure their selves in these industries. While 39.1% of the workers family members were generate income from other sources and settings. Where 3.6% of the worker, family members had to less chances to continue their industrial job consistently.

Table No: 6.1.35: Workers current tendencies toward modernity or social change

Tendencies	Frequency	Percent
Yes	21	19.1
No	23	20.9
To some extend	66	60.0
Total	110	100.0

The above table shows the current tendencies of the workers towards modernity and social change due to industrial job engagement. 19.1% of the respondent workers have a tendency towards modernity and social change due to industrial job. While 20.9% of the respondent have answered that current job did not bring social change and modernity in our social lives. Where 60% of the respondent argue that due to industrial job we realize the social change and modernity but to some extent. Most of the workers belong to traditional communities where they connected very closely with their cultures. The effects of industrialization as modernity like other urbanized and western nation the rural areas still very far from this social change. Most of the workers molded to accept this change in their social lives, but very slowly and gradually.

Table No: 6.1.36: Living standard in the workers area due to industry

Living standard	Frequency	Percent
Yes	60	54.5
No	9	8.2
To some extend	41	37.3
Total	110	100.0

The above table shows the information about the standard of living of the workers area. 54.5% workers argue that due to the establishment of the Hayat Abad industrial estate the living standard of the area going to improve. Majority of the less educated and unemployed recruit in these industries. Where they alter their economic position and reduce the poverty level in the area. The current industries fulfill the job needs of the area where they can track their lives. Industry is the best option for those who have less educated and rare chances of a job. While 8.2% of the workers answer that there is no role of current industry in the living standard of the area. Where 37.3% of the workers argue there is less immersion of current industry to raise the living standard of the area. Because there are other settings of the community to raise their living standard except current industry.

Table No: 6.1.37: Workers borrowing cultural traits

Cultural traits	Frequency	Percent
Dressing, food, shelter	70	63.6
Non-material	38	34.5
Norms and values	2	1.8

Total	110	100.0
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The above table explains the workers cultural traits which they adopt or borrow from other co-workers. 63.6% of the workers borrow dressing, food and shelter cultural traits. While 34.5% of the workers borrow some non-material cultural traits where 1.8% of respondent adopt the norms and values of other co-workers culture. Industry is a complex social system where thousands of different cultures gathered on one platform. The interaction and relation of workers with each other produce a new mixture of culture. Most of workers inspire with other cultures and adopt some cultural traits which demonstrate with their culture.

Table No: 6.1.38: Influenced family affairs due to job

Family affairs	Frequency	Percent
Yes	104	94.5
No	6	5.5
Total	110	100.0

The above table shows the statistics of workers, family affairs which, influenced by their industrial job. 94.5% of respondent workers greatly agree that industrial job influenced the affairs of the family. Due to

spending of much time in a factory most of the family affairs going to lose their original shape. In case of decision making, ceremonies and family responsibility of the workers pathetically influenced by their job. The majority of workers deprived to spend some time with their families. Regular and routine work did not allow the workers to refine and maintain family affairs. However, most of workers worried and sensitive about their family affairs. While only 5.5% higher rank workers were arguing that our family affairs did not influence by factory job. Because other family members of the workers insure the presence instead of them.

Table No: 6.1.39: Major problem faced at home

Major problems	Frequency	Percent
Socialization of children and look after	60	54.5
No proper timing for parents, wife and Friends	50	45.5
Total	110	100.0

The above table shows the results of workers major problems which they face at home. 54.5% of the workers face the problem of children socialization and look after. Due to busy time table of factory work,

workers had no chances to accomplish this reduction. Because 12 hours hardworking duties shrink the workers physically and mentally healthy. At the time of home physical tiredness is the basic element through which workers did not focus on their children socialization. While 45.5% of workers answer that we have no time for our friends, parents and wife. Early sleeping and next day job is the basic hurdle among workers and their family and friends. Like the obstacles in the socialization of children industrial workers also face problems to leave some time for wife and friends. Due to industrial job the social circles and other sphere of the lives of the industrial workers influenced to a greater extent.

Table No: 6.1.40: Long working hours influence liberty of the workers

Workers liberty	Frequency	Percent
Yes	107	97.3
To some extend	3	2.7
Total	110	100.0

The above table shows the impact of long working hours on the liberty of the workers. 97.3% workers answer that the long working hours of factory destabilized our liberty and personal life. Most of the workers before industrial job enjoy their personal life with liberty. But due to spending

above 12hrs on factory workers did not manage their personal liberty. Like the other individuals industrial workers have less chances of free well. The majority of workers claims that we have no time to watch movies, sports, picnic, long drive and traveling. With the job of industry each worker sacrifices their hobbies and personal liberty. While only 2.7% of the workers argue that the current job destabilized our liberty, but to some extent, but after duty hours we are set to free. Most workers have saved some time for their personal pleasure and freedom. But they are the high professional rank workers who can maintain their personal liberty in front of industrial job.

Table No: 6.1.41: recreational activities and working hours

Recreational activities	Frequency	Percent
Yes	98	89.1
To some extend	12	10.9
Total	110	100.0

The above table displays the influence of long working hours on workers' recreational activities. 89.1% of the workers have no chances of recreational activities. Most of the workers deprived from the picnic programs, parks, cinema, and long drive with their family and friends. Due to the regularity

in work and low earnings did not give him permission to fulfill the recreational assignments. While only 10.9% workers have a less chances to go for recreation with their friends and family especially on weekends. Most of intellectual workers follow recreational activities, but in special occasions like in Eid-UL-Adha, Eid-UL-filter, summer seasons and 14 of August.

Table No: 6.1.42: sufficient time for children socialization

Children socialization	Frequency	Percent
Yes	2	1.8
No, because busy job	72	65.5
To some extend	13	11.8
My wife fulfills this reduction	23	20.9
Total	110	100.0

The above table shows the workers sufficient time for their children socialization. 1.8% of workers have time for their children socialization while 65.5% of workers have no timing for their children socialization because of busy job. Where 11.8% of the workers have less chances of

socialization of their children's. While 20.9% workers say that our wives fulfill this reduction and requirements. Most of the workers from lower to high rank face these problems. The other family members like wife, brother and other member of the family take care of the children in the absence of a father. In joint family structure socialization of children is a mutual duty of each individual. While traditionally mother is symbol of school of socialization.

Table No: 6.1.43: Family satisfaction for job

Job satisfaction	Frequency	Percent
Yes	24	21.8
No	69	62.7
To some extend	17	15.4
Total	110	100.0

The above table exhibits the satisfaction level of the worker, family from workers job. 21.8% of the family workers satisfy from their jobs. Most of high rank workers family satisfied with their member job because of high salaries and earnings. And workers have enough time for their families. Most of workers very difficultly handle the balance between job and family

satisfaction. While 62.7% of the workers family did not satisfy from jobs due to low daily wages and earnings. On the other hand, they tolerate the absenteeism of their members. While 15.4% of the workers family less satisfy from the workers job because there is no alternative instead of that current job. For the basic survive industrial job is a prominent choice for targeted population.

Table No: 6.1.44: Industrial job changed the family structure and function

Family structure	Frequency	Percent
From joint to extend	80	72.7
From joint to nuclear	6	5.5
Permission of parents for adults to work outside at home	2	1.8
.Tendencies towards education of both genders	5	4.5
Autonomy in the selection of life partner	1	.9

Above all	16	14.5
Total	110	100.0

The above table clarifies the impact of industrial job alter the structure and function of the workers family. 72.7% of the respondent workers answer that the current job promotes the attitudes toward extended family. Due to the population growth of the family and inflation most of workers molded towards the perception of extended family structure. While 5.5% of the workers suggest that the attitude towards nuclear family structure changed the entire family due to the current job. Most of high rank workers have nuclear family structure because of a better standard of life. Due to the establishment of the current industrial estate, 1.8% of a worker's family allow them to work outside the home. While due to the mass awareness and industrial economy workers family equally treated both of the genders in educational attainment. While only 0.9% of the workers family give the permission and autonomy to select a life partner. Traditionally, selection of a life partner on the behalf of self-assessment realized taboo. 14.5% workers suggest that due to current job the structure and function of family influenced in different directions and aspects.

Table No: 6.1.45: Workers role as gender in family

Role as gender	Frequency	Percent
More influential and responsible as socially and economically	46	41.8
No responsibilities and duties	5	4.5
No	14	12.7
To some extend	45	40.9
Total	110	100.0

The above table shows the workers role as a gender within the family on the behalf of current income. 41.8% Of the respondent workers suggest that due to industrial job their role more influential and responsible as socially and economically. Those workers who have sufficient income and participate to contribute to a greater extent in family affairs. Most of family gives much importance to those workers who have the greatest share in economic needs. While only 4.5% of workers have no responsibility as socially and economically. 112.7% of the workers answer that on the behalf of current income, there is no changes occur in our role as gender within the family.

While 40.9% of the workers argue that there are other family members who generate more capital than industrial workers. Where the economically strong member of the family also influential and authoritative as socially in the family hierarchy. Most of the families stand on the patriarchal family structure the most elder person leads the entire family.

Table No: 6.1.46: workers becoming materialistic attitudes

Materialistic attitudes	Frequency	Percent
For better standard of life	61	55.5
For higher social status in society	12	10.9
Desire for competition and outstrip others	11	10.0
Love for money as power	26	23.6
Total	110	100.0

The above table displays the materialistic attitudes of the workers due to current industrial job. 55.5% of the workers molded towards the materialistic attitude because of a better standard of life. Wish to a better standard of life is common all over the world where every individual desires

to spend better standard of life. Most of industrial workers argue that the difference between upper class and lower class create and molded the attitudes of common man towards standard of life. While 10.9% of responded argue that our attitudes molded towards materialistic attitudes because of higher social status in society. Where 10% of workers answer that for desire to compete and outstrip other while 23.6% of the respondent workers say that the love of money as power in society is a key factor through which the workers of industry established the materialistic attitudes.

Table No: 6.1.47: Workers relations with female co-workers

Relation with Female	Frequency	Percent
Friendly	26	23.6
Professional	40	36.4
Love and marriage	2	1.8
No relations	42	38.2
Total	110	100.0

The table explores the workers relation to their female workers. 23.6% of the workers have friendly relations with their female workers. While 36.4 of

the workers keep relations professionally and according to factory rules and regulations. 1.8% of the workers have married with female co-workers. While 38.2% of the workers have argued that we have no relations with female co-workers because of culturally and religiously. Strong religious believes and cultural explanations of male and female relation create space between two genders. The local community is very strict about the relation between male and female. Through this cultural socialization most of local workers maintain the same attitude outside the community.

Table No: 6.1.48: Workers routine work affects the kinship system

Kinship system	Frequency	Percent
Yes	95	86.4
To some extend	14	12.7
No	1	.9
Total	110	100.0

The above table exhibits the kinship information which is effected due to routine work. 86.4% of the workers answer that routine duty completely destroys our kinship system. There is no proper timing for relatives to maintain regularity of interaction and meetings. In most of kinship

ceremonies and activities workers did not able to participate soundly. While 12.7% of workers say that we have less chances to uphold the kinship system except weekends. Where only 0.9% workers answer that there is no impact of routine duty on our kinship system.

Table No: 6.1.49: Workers social activities in Hujra

Hujra activities	Frequency	Percent
Yes	91	82.7
No	5	4.5
To some extend	14	12.7
Total	110	100.0

The above table shows the workers social activities in Hujra. The social activities of workers at Hujra influenced 82.7% due to industrial job. Among Pashtuns the Hujra have great importance where all the male members of the family share their knowledge and experiences day to day life. Hujra considered as a social institution where male members learn about norms, values, traditions and customs. Hujra itself play a role of schools for teenage adults where they socialized and learn manners and ethics. Historically Hujra considered the emblem of hospitality and safe

heaven for guests. While only 4.5% of the workers have no influence on social activities in Hujra. Due to personality traits, some workers arguing that we regularly attend the gathering of Hujra. 12.7% of the workers argue that we reserve less amount of time for social activities in Hujra but not much of time due to busy schedules of the factory. Hujra system prevails in all Pashtun tribes where every member willingly attends the company of other male members.

Table No: 6.1.50: Time for medication of family

Medication and hospital concern	Frequency	Percent
Yes	3	2.7
No	60	54.5
To some extend	47	42.7
Total	110	100.0

The above table exhibits the workers family medication and hospital concerns. 2.7% of workers have time for family medication and hospital concerns. While 54.5% of workers argue there is no proper timing of medications and hospital concerns. Due to the busy job and factory management did not allow the leave for hospital essentials. The other male

members of the family fulfill this duty and responsibilities. 42.7% workers answer that we have a time for hospital concerns, but to some extent. After the duty hours workers attain these necessities.

Table No: 6.1.51: Workers health status

Health status	Frequency	Percent
Yes	74	67.3
to some extend	36	32.7
Total	110	100.0

The above table shows the health status of the workers. The inelastic work of industries also impacts on workers' health status. 67.3% of the workers have health problems due chronic work in factories. Most of workers complain of many health problems like low back pain, anxiety, headache, orthopedic and physical weaknesses. While 32.7% of the workers suggest that the health status of the workers influenced but to some extent. The environment inside factory is not suitable for workers because the hasty noise of machines and long working hours influenced the health of the workers.

Table No: 6.1.52: Workers religious activities and rituals

Religion and rituals	Frequency	Percent
Yes	40	36.4
No	1	.9
To some extend	69	62.7
Total	110	100.0

The above table displays the impact of industrial job on the workers religious activities. 36.4% of the respondent argue that the industrial job influence the religious activities and rituals. While 0.9% of the respondent did not influence by industrial job. While 62.7% of the respondent influenced by industrial job, but not to greater extent. Most of the workers engage in duty where workers have fewer chances to prefer their religion and religious activities.

CHAPTER No. 7

DISCUSSION AND CONCLUSION

Chapter No. 7

Discussion and Conclusion

7.1. Discussion

Industrialization plays the fundamental role to generate economy for state and masses. The industrial units of Pakistan in different districts and cities provide the employment for community. Where the individual perform their duties and generate the income for their families. The Hayat Abad industrial estate also fulfills this reduction of economic needs of the workers. Most of the community members engage in these industries but the social life of all workers having great disturbance. Globally the socio-economic impacts of industrial parks vary from each other. The third world or developing countries have weak implementation of governmental laws to highlight the industrial problems of the workers. On the other hand the industrialist class maintains their monopoly on distribution of wealth. Most of the capitalist class ruled over poor people and use them as fuel in industries. Works work hard but the wages of industries did not compete with the rate of inflation and household demands. Developing countries like Pakistan also depend on these industries where in the shape of taxation, foreign investments and improve the GDP and GNP of the country.

The workers need to established good relation and produce strong integration front of factory management. The labor union plays the fundamental role to secure the labor rights. And settle down the major problems on of the workers. The government and industrialist have fulfilled their interest with each other's. While the workers get nothing from both of the sides. So, the workers have rights to establish the union who negotiate and consents with factory managements. To raised their voices against the inequality and discrimination.

Industrialization is a common practice in the modern globalized world. The contribution of industrialization to the economy of the relative state is significant. Hayat Abad industrial estate plays a prominent role to fulfill the economic needs of the community. Most of the workers is adjust in these industries and satisfy their perceived needs. However, researcher also found that the economic impact of the Hayat Abad industrial estate is contrary effect the industrial workers. Most of the workers did not accomplish their material desires on the behalf of current income. Due to the absence of labor union the industrialist did not be responsible for labor laws and workers incentives. Majority of the factory management deprived the workers from their basic rights. While most of the workers did not satisfy from their jobs because of hard working and low daily wages which

cannot insure the fundamental essentials of their lives. Economically all the workers having equally less impact and output.

Globally industrialization considered as the mother of modernity and social change. The industrial park of Hayat Abad also plays the vital role in the injection of various social changes in the workers. All the intellectual and manual workers of these industries influence vice-versa. The social institutions of the works community having shattering influence due to industry. The social structure of these institutions shape new forms and directions. The drastic and chronic impacts of industry upon workers social institutions make a stage of dissatisfaction from their jobs. Which create the great instability in lives of the workers.

From to very beginning, the establishment of new born industries was also producing the workers problems dramatically. However, the current industrial estate also influences the personal life of the workers to greeter extent. The liberty and social lives of the workers influenced by long working hours and busy routine of work. Where they having less chances to live like other peoples of community. Due to the committed industrial job most of workers worried about their personal lives. On the other hand, the internal environment of existing factory is not to safe and good for health. Interactions with female and male co-workers workers have average output. The interaction and communication with other communities of the workers

share their cultures and knowledge and influenced vice-versa. The management behavior towards workers is be professional but not to greater extent while workers also treated biasedly. The favoritism and nepotism also exist in the industrial bureaucracy of existing industry.

7.2. Recommendations

The following are some of the suggestions to promote further development of industrial workers. To secure their basic rights and refine their social and economic lives accordingly.

1. The further study could be effective for further research and studies.
2. The review of the literature can help the other researcher to have a well sufficient concept of the study.
3. The quantitative research is more effective on the topic, where the finding can well elaborate the topic.

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Annexure

Questionnaire:

Part # A

Demographic profile

1: Name of the respondent: _____

2: Age of the respondents: _____

3: Marital status of the respondents:

(a) Single (b) Married (c) Engaged

4: Your educational status:

(a) Primary (b) Middle (c) High (d) University

(e) Uneducated

5: Family type of the respondent:

(a) Nuclear (b) Joint (c) Extended

6: Your family income from all sources in rupees?

(a) 25000 to 50000 (b) 51000 to 75000 (c) 76000 to

10,0000

(d) 10, 1000 to 125000

7: Number of family members?

- (a) 1 to 5 (b) 6 to 10 (c) 11 to 15 (d) 16 to 20

Part # B

Information on the industry from the worker

8: Respondent's job position in factory?

- (a) Labor force (b) Supervisor (c) Machine operator (d) Store
keeper
- (e) Shift incharge

9: Your income or salary in Pakistani rupees?

- (a) 8000 to 12000 (b) 13000 to 17000 (c) 18000 to 22000
(d) 23000 to 30000
- (e) 31000 to 50000 (f) Above 50000

10: Are you satisfied with your current job?

- (a) Yes (b) No (c) To some extent

11: Environment of worksite inside industry premises:

- (a) Good for health (b) Not good (c) Vulnerable
to risk (d) Safe

12: Other incentive than salary:

(a) Health and education of sibling

(b) Transportation

(c) Accommodation

(d) None of them

(e) All of them

13: Does factory provide your pension?

(a) Yes

(b) No

14: In which category factory assigns your promotion?

(a) Salary

(b) Job position

(c) Job status

(d) No promotion

15: What is the Promotion criterion of the factory?

(a) On merit

(b) On nepotism

(c)

Other: _____

16: Management behavior toward workers:

(a) Professional

(b) Biased

(c) friendly

17: In case of any accident factory provides you any health facility?

(a) Yes

(b) No

(c) To some extent

18: Worker cooperation level with fellow worker:

(a) Good

(b) Not Good

(c) Average

19: Employment status:

(a) Permanent

(b) Contract

(c) Part Time

(d) Full time

20: Average working hours of the worker?

(a) 8 hours

(b) 12 hours

21: Does factory allows annual leaves to workers?

(a) Yes

(b) No

22: Is industrial job giving you the technical skills and intellectuality?

(a) Yes

(b) No

(c) To some extent

23: Do you accept that interaction with other workers gives you new ideas or knowledge?

(a) Yes

(b) No

(c) I don't know

(d) To some extent

24: Does your industrial job force you towards work on holy and sacred days?

(a) Yes

(b) No

25: Do you know about your basic right, which is stated in labor laws of Pakistan?

- (a) Yes (b) No (c) To some extent

26: Does factory provides you standard and healthy food?

- (a) Yes (b) No (c) To some extent

27: Workers have labor union in the factory?

- (a) Yes (b) No

28: Does factory force you towards night shift duty?

- (a) Yes (b) No (c) Whenever

29: At the end of night shift what problem you face returning to home?

- (a) Transport (b) Security (c) No problems

Part # C

Information on socio-economic impact of industry

30: Number of your children:

- (a) 1 to 4 (b) 5 to 7 (c) 8 to 10
(d) 11 to 14

31: How many of them are studying:

- (a) 1 child (b) 2 children (c) 3 children
(d) 4 children
(e) Above 5 children

32: How much you spend on educational activities from your monthly salary?

- (a) 500 to 1000 (b) 1100 to 1500 (c) 1600 to 2000
(d) 2100 to 3000
(e) Above 3000

33: Do you accept that your current fertility rate due to sufficient industrial economy?

- (a) Yes (b) No (c) Culturally and religiously
(d) to some extent

34: Does industrial economy improve your purchasing power?

- (a) Yes (b) No (c) To some extent

35: Do you able to fulfill your material desires through current income as:

- (a) Yes (b) No (c) to some extent

36: Do you saving or left some money from your salary for your extraordinary assignments

- (a) Yes (b) No (c) To some extent

37: Do you realize that over time in factory generate more capital for workers?

(a) Yes (b) No (c) To some extent

38: On the end of month compellingly you borrow some amount of loan for economic essentials?

(a) Yes (b) No (c) Whenever

39: Do you able to help others financially on the behalf of current income?

(a) Yes (b) No (c) Not experience

40: There is another member of your family in an industry to generate income except you?

(a) Yes (b) No

41: Do you accept that your current tendencies toward modernity or social change due to industrial job?

(a) Yes (b) No (c) to some extent

42: Do you consider that industry has raised the living standard of the workers in the area?

(a) Yes (b) No (c) to some extent

43: Do you borrow some cultural traits from other co-workers?

- (a) Dressing, food, shelter (b) Non-material (c) Any other _____

44: Do you think that, your socio-cultural affairs are affected due to your industrial job?

- (a) Yes (b) No (c) To some extent

45: Your family affairs are influenced by your job:

- (a) Yes (b) No (c) To some extent

46: What's the major problem which you face at home due to the busy schedule of your job?

- (a) Socialization of children and look after.
(b) No proper timing for wife, parents and friends.
(c) Any other _____

47: Do you realize that long working hours destabilized your liberty?

- (a) Yes (b) No (c) To some extent

48: Is long working hours influence your recreational activities?

- (a) Yes (b) No (c) To some extent

49: Do you go for outing with your family and friends?

- (a) Parks and cinemas (b) Long drive and picnic spots (c)

Whenever (d) No

50: Do you have a sufficient time for your children socialization?

(a) Yes (b) No, because busy job (c) To some extent

(d) my wife fulfills this reduction

51: Is your family satisfied from your job?

(a) Yes (b) No

52: Does existing industry changed the structure and function of the worker family?

(a) From joint to extended

(b) From joint to nuclear

(c) Permission of parents for adults to work outside the home.

(d) Tendencies toward education of both genders

(e) Autonomy in the selection of a life partner

(f) Above all

53: Does your industrial job effect or alter your role as a gender within the family?

(a) More influential and responsible as socially and economically

(b) No responsibilities and duties

(c) No

(d) To some extent

54: Do you accept that industrial workers are molded towards materialistic attitudes because:

- (a) For better standard of life
- (b) For higher social status in society
- (c) Desire for competition and outstrip others
- (d) Love for money as power
- (e) Any other _____

55: Do you have relations with your female co-workers such as?

- (a) Friendly
- (b) Professional
- (c) Love and marriage
- (d) No relations

56: Do you realize that your routine work influenced your kinship system?

- (a) Yes
- (b) No
- (c) To some extent

57: Do you accept that industrial job influence your social activities in Hujra?

- (a) Yes
- (b) No
- (c) To some extent

58: Do you have a time for your family medication or hospital concerns?

- (a) Yes
- (b) No
- (c) To some extent

59: Does industrial job have impacts on your health status?

- (a) Yes
- (b) No
- (c) To some extent