

**SUBJECTIVE WELL-BEING OF THE SANITARY
WORKERS IN PINDI BHATTIAN, DISTRICT
HAFIZABAD, PUNJAB PAKISTAN**



MOHAMMAD AADIL

Department of Sociology

Quaid-i-Azam University, Islamabad

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By

Mohammad Aadil

Department of Sociology

Quaid-i-Azam University, Islamabad

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Quaid-i-Azam University, Islamabad
(Department of Sociology)

FINAL APPROVAL OF THESIS

This is to certify that we have read the thesis submitted by Mr. Muhammad Aadil, 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".

Committee

1. Dr. Muhammad Zaman
Supervisor



2. Dr. Amber Ferdoos
External Examiner



3. Dr. Muhammad Zaman
Chairman Dept. of Sociology



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Abstract

Subjective well-being is referring to how people evaluate their life or believes that their life is going well. The present study explores the link between subjective well-being of sanitary workers and nature of their work. Research site is selected according to the nature and purpose of the study. Hedonic Treadmill theory demonstrates that, every person sets some points of happiness. When people met these points, they are satisfied, happy and looking forward to other one. Therefore, Tehsil Municipal Administration (TMA) Pindi Bhattian is selected as site and its sanitary workers were used as target group for data collection. There are seventeen (17) respondents were taken for the getting information through purposive sampling. Qualitative approach was used in this study, in which researcher conduct informal in-depth interviews. Factors effecting on subjective well-being are income, health status, financial satisfaction, freedom of choice, importance of social relation (friends, family), leisure, religion, unemployment, and income inequality. Thus, the main factors that may potentially affect the subjective well-being of the sanitary workers are their health conditions, financial satisfaction at home, social bonding, workplace environment, religious bonding, and freedom of choice.

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Chapter No. 1

INTRODUCTION

Happiness is the main goal in everyone's life. Individuals have their own idea of happiness including relationships, pleasure, or life satisfaction. The term Subjective well-being was first time used by Diener in 1984 and it was used to understand the people's perception about their quality of life and includes scientific decisions and influential reactions as well. Moreover, Subjective well-being measurement is assessed by self (Sahai and Mahapatra 2020).

Subjective well-being is a belief in which an individual feel that his life is going well. All those researchers who are working on subjective well-being are evaluating it as an individual's quality of life from that person's own perspective (Diener et al. 2018). According to Diener, Lucas, and Oishi (2002) subjective well-being is the fulfillment of an individual's psychological and emotional needs in his or her life. Subjective well-being is the individual's perception and experience about their quality of life, which they are living including emotional and cognitive judgment and reactions. Additionally, Subjective well-being is the subjective unit of standard life.

Subjective well-being is a scientific term, which is used for happiness and satisfaction of life, feeling, and thinking about your life, which is going well, or bad. However, individuals' subjective well-being is highly affected by internal factors like as by the individual's outlook and his or her personality and the external factors like as the community in which they lived. In Several major determinants of the subjective well-being, one of them is inbound temperament. The Subjective well-being is also depending on the society in which an individual has lived, quality of the social relationship along with their ability to meet their basic needs (Diener et al. 2002).

Subjective well-being is defined as individuals' judgment and evaluation about their life. It has three basic elements: Positive effects, negative effects and life satisfaction. Any individual who have more experience in pleasurable environment and less in unpleaseable environment then his subjective well-

being is high. Individuals judge their own life cognitively and affectively. The cognitive component talks about what individuals think about their life satisfaction and happiness in terms of common issues like workload, social status and so forth. The affective component talks about feelings, state of mind and emotions. It is seen as positive component when the feelings, state of mind and sentiments are charming (like happiness, joy and so on). It is also seen as negative component when feelings, temperaments and sentiments are horrible (like outrage, blame, fault and so forth (Diener 2000)).

Every individual understand subjective well-being through different levels. These different levels are values, motivations, memories, experiences, personalities, and different social aspects and attitudes. With these levels there are different fields are also interconnected; economy, psychology and sociology. To understand subjective well-being there are different aspects are also associated. These aspects are following; first of all personality approach which refers subjective well-being as it is not depends on the living conditions but it is depends on the individual's characteristics. The second approach is evaluation and values, which refers subjective well-being as how individuals evaluate it. There is another approach in which subjective well-being is linked with feelings and emotions. In this approach hedonic psychology define the feelings with respective to negative and positive feelings (Maggino 2015).

There are several socio-economic factors which effects on happiness index. Subjective well-being is an evolving topic in economic sectors, which is broadly used to shed light on socio-economic aspects. Since the independence of Pakistan, its economy is unstable. Although, Pakistan is geographically much important country because of its strategic location. There is abundance of all natural resources and features like sea, mountains, rivers, deserts. Moreover, Pakistan is climate rich country; in this country there are four seasons which make it rich. Unfortunately, Pakistan is exteremly hit by

poverty, illiteracy and rapid growth. Poverty is directly linked with human development. Subjective well-being is not only measured by income, poverty, social factor but also by human development. Subjective well-being is thinking and feeling in individual that their life is going well but not badly. Subjective well-being of individuals is influenced by two major factors; internal factors and external factors. Personality and outlook is included in internal factors and societal views are external factors. Ability to meet with basic needs, social relations, inborn temperament are the major determinants of subjective well-being. Furthermore, people with subjective well-being are work effectively and seems to be healthier as well as their productivity level is high. With compare to low subjective well-being people are remaining under stress, they are depressed and angry (Diener 1984).

Philosophers divide subjective well-being in three different kinds; life satisfaction, positive feeling and low negative feelings. In life, satisfaction individuals think that they are satisfied with their job and their life in great because of handsome income and they achieved their goals. Individuals who have lot of positive feeling are enjoying their life and loving others because they have supportive friends and they are interested in their work. There are some individuals who have low negative feeling because they are rarely sad or angry or few chronic worries because one's goals are harmony and also due to low neuroticism (Diener 1984).

1.1 Who are sanitary workers?

The term janitors refer to all those persons who are responsible for cleaning, maintaining, and operating technology at any stage of the cleaning chain. This includes toilet cleaners and caretakers in household, public, and institutional settings. Sanitary workers are those, who empty pits and septic tanks and other sludge handlers, those clean gutters, and manholes, those who work in sewage and waste disposal sites.

There is a lot of sanitary worker's jobs exist in the informal economy. All these workers are not recognized by their profession, nor they being protected from government basic wage rights. Repetitive reports of sewage deaths, pitfalls, and illnesses are excluded as isolated incidents rather than a systemic one (World Bank, ILO, Water Aid, and WHO 2019).

According to Oracion et al. (2018:37) waste management is one of the growing issues in Philippines. The study shows that Philippines local government hires waste management workers which they are called *basureros* (garbage collector), their jobs are not secured, and they are not educationally equipped. Their research further shows that there are 93 percent males are affected by perilous waste.

In all kind of professions, the most invisible and least talk about the profession is sanitation and sanitary workers. As per the World bank 2015 estimate, there is 64 percent of Pakistani inhabitants has approach to improve their sanitation facilities. In the urban areas sewage is carry through underground sewer system to some extent in the treatment plants or mostly nonstop into the water bodies. To manage the 200 million people's waste in Pakistan, it requires a substantial number of workers. These accessible facilities do not serve the whole population (Hisam 2017:1).

According to Hisam (2017) all those people, who carry out all sanitation tasks in hundreds of Tehsil municipal administrations, many corporations and in thousands of union councils are sanitary workers. All these workers are the smallest tier of the sanitation services. Sanitation workers maintain, inspect and clean sewers and on the demand, they go in the fecal sludge via manholes to unclog the sewers without protection equipment. There is no union in Pakistan to hear their collective voice. Majority of these workers are belonging to minority communities. People usually know them when they

suffer fatal accidents or die while working or when they are treated inhumanly.

Many hazardous biological and chemical gases released from the sewers in the time of cleaning. Sewers hold many hazardous agents like hydrogen sulphide, methane and carbon monoxide which lead them (workers) to suffocation and death. A study is conducted by ILO, which found that sanitary workers face at least 15 lethal accidents; four of them are chemical hazards, three ergonomic and psychosocial hazards, three physical hazards and three biological hazards in their daily duties. As per the report in 2016 sanitation workers “face a fatality risk that is 10 times higher than workers in all other industries” (Hisam 2017:1).

Solid Waste Management is the production, collection, segregation, transfer, and disposal of waste in a manner. It is considered essential to the public health, economic, storage, aesthetics, and in the environmental interest. Disruption of municipal waste management organizations, which have significant impact on the environment, such as air pollution, land pollution, drainage blockage, and water pollution in canals have also impact on sanitary work and on sanitary workers.

Job category is one of the important factor of subjective well-being of the sanitary workers. In the past many studies shows that income is the only important function, which determined the subjective well-being of sanitary workers. Unfortunately, less interest showed on how subjective well-being vary within different job categories. Likewise, subjective well-being of sanitary workers were constructed by their job category, according to their health, engagement in work, their income and other essential factors such as life family, income and peer groups collectively construct their satisfaction with their job (Stiehl 2019).

All these dangerous factors controlled by appropriate work procedures, through technology and engineering, and with administrative control. In the developed and civilized countries, sanitary workers are provided with all their safety equipment is like as gloves, goggles, liquid-repellent coveralls, respirators, boots, and splash proof face shields. Every single worker is vaccinated and trained in the usage of tools and taught on the hazards as well as with preventive measures. All these measures make sure their safety and their health which have great impact on their productivity. It also increased interest in work and the great source of motivation, which leads to satisfaction.

1.2 Subjective well-being at workplace:

Over the past many years' researcher have focused on the area of job satisfaction and particularly linked it with their subjective well-being and employee's motivation. Many studies were conducted to understand the workers' satisfaction with their jobs. However, the research in the area of subjective well-being is very vast and suffers many limitations as well. Firstly, to understand the nature of job's satisfaction, either it is purely cognitive construct or does it include affective components. Secondly, how they evaluate their job satisfaction. Researchers compare relevant findings with both subjective well-being and job satisfaction, which create the model of workplace well-being. Although job satisfaction and life satisfaction are positive but not strongly interconnected (Page 2005).

Workplace conditions have a positive and negative impact on sanitary works physical, mental and emotional well-being. Many studies found that their occupational issues affect their subjective well-being. Workplace environment directly affects their health and stress levels, which leads to influence their subjective well-being. Although, workplace environment is shows the interest

of workers and job demands, pressure and quality of interactions among workers and supervisors and their timetable of working days (Adams 2019).

Subjective well-being of sanitary workers is linked to their productivity. Many researches shows that underling who are in well mental, emotional, and physical health is deliver good performance in workplace. These workers are delivering optimal performance rather than those who are not in good with physical and mental health. Happy and healthy workers have better life and low risk of disease and injuries as well as they increased the work productivity and contribute much to their society than employees with poor well-being (Adams 2019).

1.3 Statement of the problem

According to the Diener et al. (2018) Subjective well-being is a believe in which a person feels that his or her life is going well. On the other hand, most of the people in the world have scared due to their social, financial, and religious factors. They are happy and worried in their life but the reason behind these factors is the same. These factors are too closely dependent on each other. This study went to analyze the subjective well-being of sanitation workers, whose have long been marginalized in Pakistan because of the stigma attached to the nature of their work and discrimination based on race, ethnicity, and religion. Sanitary workers are too much affected due to their culture, which majorly influence on their behavior of social and financial requirements.

1.4 Research question

Sanitary workers have always been seen as a reasonable assessment by researchers. However, this study assessed the subjective well-being of the sanitary workers.

What are the social characteristics and motives of sanitary workers regarding subjective well-being in the mainstream society?

1.5 Objective of the study

- To find out the socio-economic and demographic characteristics of the research participants.
- To assess the level of awareness of sanitary workers with preventive health measurements techniques.
- To examine the perceived health status, well-being of sanitary workers.

1.6 Significance of the study

In recent years, researcher's interest in the subjective well-being of the workers has been increased, there are few studies found that which are doing research on the subjective well-being of working class but do not find any study, which investigates the subjective well-being of waste management workers. This study went to investigate the subjective well-being and his influence on social life and psychological health among the waste management workers.

Chapter No. 2

REVIEW OF THE LITERATURE

According to the Diener et al. (2018) all those people who have higher income had better life; they have low negative feelings and high positive feelings. Financially strong people comparison with those people who have low income found that they have low positive feelings and high negative feelings. The study also assessed and found that citizen of strong economies (nations) reported high level of subjective well-being compared to underdeveloped nations. Further, it found that in that year when their country earns high Gross Domestic Product (GDP) their citizen evaluates their life high. Moreover, the researcher explains that people of wealthier nations reported high level of subjective well-being with compared to developing nations.

Research investigates that there is a strong relationship between performance at the workplace and the subjective well-being of the workers. High level of subjective well-being directed to the high performance at workplace. Moreover, many analyses show that subjective well-being has a positive relationship with the workplace performance and the job satisfaction. The research reveals that with the enhancing of subjective well-being productivity and growth level would be improved (Bryson, Fourth, and Stokes 2017).

In this study the researcher compares the subjective well-being with an organization. Although, in the subjective well-being individuals needs not only for cognitive elements but also for physical fitness. In this study researcher further reveals that work performance will have increased when workers do work optimally. Along with increasing the job efficiency other aspects are also nurtured equally like as wages, work attitude and quality of work as well. This consideration shows the higher subjective well-being among the workers (Sharma and Tolani 2015).

According to Newman et al. (2014) entertainment is the prominent domain of individual's life. It is also the fundamental component of subjective well-being. Furthermore, the research shows that the amount of time which

workers spent outside their schedule work hours will increase their level of subjective well-being. Additionally, for illustrating this leisure subjective well-being the researchers performed a quantitative analysis. There is five core mechanism was used to determine the factors which were affected, which are meaningful existence, detachment-recovery, sense of mastery, autonomy, and the need of affiliation as well.

Bellani and Ambrosio (2011) explained that individuals who are living in richer countries are more satisfied with their lives. However, subjective well-being is multidimensional. There are some other factors are also important to describe individual's subjective well-being. They argued that material resources like money, food and housing are not only matter for satisfactory life but healthcare, education, and social relations are also matter. Moreover, they explained that poverty and deprivation is not measured by lack of financial resources but it is examined by the quality of life. It is also defined that with lack of necessary facilities to reach standard facilities/lifestyle by the condition in which a person is living. Additionally, social exclusion is also interpreted in individual's political and social activities. The researcher concluded that income and many other factors are affecting collectively on the subjective well-being of individuals. However, deprived individuals are not satisfied with their lives.

Kapteyan et al. (2015) explained that in the past majority of findings about subjective well-being is based on global life satisfaction measures. Some of the literature findings showed that minor events and moods are also affects on the responses regarding subjective well-being questions. There are conflicting findings have been produced by the global life satisfaction scales. Aside from global life satisfaction there are some other alternative subjective well-being measures found in literature. Moreover, they explained in the study about the relationship between evaluative and experienced subjective well-being

measures. These measures are based on Gallup well-being index, English Longitudinal Study of Aging and the Hedonic well-being module about Health and retirement study. However, components of evaluative subjective well-being are limited to specific domains of life. Thus, health, family and satisfaction with life are included in these domains. Evaluative judgment is required for respondents for the evaluative subjective well-being. On the other hand, experienced subjective well-being measures are based in real time affects. Experienced subjective well-being is entirely depending on individuals' feelings.

Wezel et al. (2008) explained that human happiness is investigated by different researchers such as psychologist, sociologist, biologist, economist and political scientists. They found that happiness is neither affected by prosperity nor by the misfortune incidents. It is remaining constant all the time. Further he discussed the theory of hedonic treadmill, which explained that every individual return to their base line after a different levels of happiness. The base line is the constant scale of happiness. No individuals remain at the high level of happiness when good things happen in life. Moreover, they discussed the biological factors which are directly linked with human subjective well-being. The basic set point of happiness is determined biologically not individually or socially. Furthermore, the findings of the study found that individual's high subjective well-being is not interconnected with the overall societies subjective well-being.

Stam et al. (2016) explained that Social Norms in society measure the relationship between subjective well-being and the employees. Employment measures via two mechanisms. First one is to be known as stigmatization hypothesis. Many individuals who feel shame and inferiority due to deviate behavior from existing social norms have reduced subjective well-being. The second mechanism explained that through internalization social norms in one

of the important factors in shaping predispositions. Due to disobeying internalized norms it creates a guilt and feeling of shame which is the source of decreasing their subjective well-being. The conclusion of the study is that unemployed individuals suffer more sanctions in those countries where social norms are strong with compare to those countries where social norms are weak. Unemployment is unpredictable and uncertain which make it more difficult for individuals to make life plans and participate in some other activities. Their daily activity is to daily looking for a new job and they prevent themselves from social contacts with other people. Additionally, individuals' job and wealth status is considered his identity and achievement in society. Due to this they suffer with mental and emotional health issues badly. In the strong norms countries unemployed people face strong sanctions with compare to counterpart having weak social norms.

Binder (2013) examined that innovativeness played a key role for subjective well-being. Innovativeness is also played a key role for the economic growth of country. Moreover, the study explained that people's given and unchanging preferences regarding subjective well-being is viewed under the standard welfare economic view. An Innovation brings many opportunities for the non-working groups. Subjective well-being is high is the highly income generating countries and low in low income generating countries. With compare to contemporary world subjective well-being and innovativeness has a strong binding. In the last few decades' innovativeness led the countries' sustained growth. Furthermore, the study briefly explained that societal progress view of subjective well-being which is named as "life domain evaluation principle" and "welfare dynamics principle". The life domain principle explained that several empirical life domains have great impact on subjective well-being without their culture and their context. On the other side the welfare dynamic principle has imposed structure on welfare's analysis with time. There is great

impact of innovativeness on subjective well-being and societies and give them best economic policies for development.

Pierewan and Tampubolon (2014) explained the relationship between internet and subjective well-being. Internet applications encourage people to maintain their social relations and create new social ties. Moreover, internet had a positive contribution in reducing depression in older people. There are many researcher shows the negative effects of internet on the subjective well-being of individuals such as it reduced face to face interaction with others and create isolation for many. This study is also through light on the effects of subjective well-being during the global financial crises. The data of the study showed the pre crises and post crises relation among subjective well-being and internet. Before crises there is no association among subjective well-being and internet. During the height of crisis, it shows the strong and positive relation between internet and subjective well-being. The study also showed that relation between internet and subjective well-being is somehow depends on the economy. All those regions where they found high density of internet are positively associated with subjective well-being. Furthermore, the finding shows that improving internet in the region can contribute for the improvement of subjective well-being. In the end, the study suggests that internet issue should address for its significance to maintain subjective well-being.

Biswas, Diener, and Tamir (2004) explained that in the last several years, revolutionary change was happen in the happiness study. In the contemporary study they refer Bertrand Russell-greatest philosopher of the 20th century views about happiness - that majority of people are not happy because they compare themselves with others, who saw them superior. Although psychological research is largely depending on descriptive studies. In the last fifty years, many behavioral researchers do empirical work on happiness.

Findings of the contemporary study show that ethnicity, age, education and gender is slightly related to happiness. Health is more important factor, which has impact on happiness because poor health creates a misery feelings and good health is the guarantee of happiness. Personality is the universal factor of subjective well-being. Additionally, subjective well-being is culture to culture and person to person is different. The parameters of one culture to measure happiness is different to other cultures

Sun and Xiao (2012) examined the relationship between fairness of social policies and subjective well-being. The study explained that handsome income is not only the source of subjective well-being. Economic growth is not bringing happiness for nations and it is not the goal of social development and social progress. The study further suggests that if unhappiness increase with the increase of economic growth then researcher should need to find reasons and sources. Furthermore, the study express that different group of ages have different level of subjective well-being. Young people uttered both life satisfaction and work satisfaction. Middle aged people express relatively high work satisfaction and low life satisfaction. The old people comparatively explained high life satisfaction and low work satisfaction. According to social security policies education and healthcare should be improved to increase subjective well-being with social policies.

Barkan and Greenwood (2003) explained that the association between religion and subjective well-being has a long history. The attendance at religious services and subjective well-being are overwhelmingly positive. Religious involvement psychologically linked with high level of subjective well-being such as lower rate of mental health, happiness and life satisfaction, depression and anxiety. Religious involvement push people to do some social work and do some kind steps gave them happiness and life satisfaction. There are several reasons which show the involvement of religion in subjective well-

being such as increase social ties, emotional support with personal problems and social relations. Spiritual dimensions are also played a vital role to deal with several kinds of individual's problems. In the time of trouble and other problems turning to their faith reduce their stress. In the last strong relationship with religion gives healthy life discourage risk taking behavior like gambling including unsafe sexual relations, and enhance physical and mental health as well as subjective well-being. Thus, the study also represent that older adults have a more problem with subjective well-being with compare to young adults. Many of these problems are stereotype. However, older adults' have strong binding with religion as compare to young adults.

Roemer (2010) explained the association between religion and health with subjective well-being in the Japan. The study shows that religion set some indicators which they have certain beliefs and practices. These beliefs and practices balance their life. Moreover, there is reciprocal relationship between living beings and dead. They have certain rituals which push them to protect living relatives and keep ancestor's memories alive. The study found that they have a highly positive relation with religious prayers and religious attendance as well as with social support. This study also mentions some other influencer on individuals' life satisfaction such as house hold income, social participation, financial security and self-reported health. Socio-economic status and environmental forces is also included in the objective measures of subjective well-being. It is the first study which investigates such kind of religious effects with Christian, Buddhist, New Religions and other religions and their affiliation with subjective well-being.

Shams (2014) conducted a macro level study to determine the subjective well-being in rural Pakistan with context to poverty. Poverty is directly effect on the household income. The World Bank defines poverty as any income in term of Purchasing Power Parity below then certain subsistence level

classifies households as being “poor”. Poverty is not only defined by the use of income but it is also focusing on consumption. In this study researcher linked the economic with development studies with reference to Pakistan. Furthermore, they intend to challenge the poverty phenomena at macro-level. Further they explained the different components of subjective well-being and poverty. Particularly they include income, health and level of education which are significantly econometric terms. In addition, their findings show that happiness is higher in married couples, females, healthy and educated individuals as well as subjective well-being is increase with income and being employed.

In this study the researcher compares two subjective well-being models: Diener’s model with Seligman’ model. Further this study explains the Seligman own developed subjective well-being model. According to Seligman there are five components of subjective well-being which is identified as; positive engagements, relationships, meanings, engagement, and accomplishment (Goodman et al. 2018).

According to the research which was conducted by Shier and Graham (2011) in the field of subjective well-being reveals that it is affected by variety of factors. Furthermore, the research shows the first attribute is work environment. In work environment both physical and cultural environment includes. Secondly, the systematic interpersonal relationships are also important in the workplace such as interaction with colleagues, supervisors, clients and the third one is the work-related aspects which are relate to workload of type of work or both.

Plagnol (2010) explained that subjective well change with the passage of time. There are three domains discussed with reference to life events, transitions, and their impact on subjective well-being; family domain, health domain, work domain.in the family domain formation of family has a great impact on

well-being, although this domain is somewhere mixed in others. In family domain, if marriage and children make someone happier then he or she shift his priorities to family. Health and work domain is in the case of employment and unemployment. Some event such as unemployment, disability had a great impact on individual's subjective well-being. These life events change the overall life course events. However, subjective well-being is a useful tool for designing and evaluating policies. Individuals' well-being is not remaining same with age. It is change with the life course. Many of the respondents during evaluate subjective well-being components with the following sequence; health, family, finance, and friends. Life course is one of the important factors for people's subjective well-being. Evolution of well-being linked with life course events.

Kapteyn et al. (2015) explained the different dimensions of well-being. In their study they point out the very different findings by global life satisfaction scale. The global life satisfaction scale found that happiness across the countries has no such relationship with their country's economic development. while many other researchers found that they have monotonic association between subjective well-being and economic development. This study also found that a term for reference group "working now" and they include all those individuals who are disable, retired, unemployed or in any other situation like they are homeless, sick people represents different with working now. From Literature they observe that unemployed and disability have strong negative effect on individuals. Many prior findings confirm that there is strong relationship between being retired and well-being.

Heyes, Tomlinson and Whitworth (2017) examined the research on the consequences of underemployment and subjective well-being in United Kingdom. Research results show that dissatisfaction with opportunities is a negative consequence. The article also shows that the economic crisis had a

negative impact on the subjective well-being of those workers who are working for long hours. Moreover, the research shows the different dimensions and the relationship between underemployment and the subjective well-being. The finding shows that, there was greater number of workers in 2012 than in 2006, they dissatisfied with their abilities that they cannot use their abilities.

Becker, Rayo and Krueger (2008) explained the economic growth, comments and discussion with compare to subjective well-being. They examine that life satisfaction rise with the rise of income but they also mentioned that health and happiness is also interconnected. During discussion they mentioned that levels of income and subjective well-being are interconnected, it makes sense unlike much of the previous literature. In the counter argument, they also discussed how happiness is conceptually different from utility. In United States context, they found that relationship among happiness and short-term GDP growth is stronger than happiness and long-term GDP growth. Furthermore, Gary Becker added habit model, which explained that effect of income growth is much weaker.

According to Oracion, Rama, and Oracion (2018:37) waste management is one of the growing problems in the Philippines. The article states that the local government of the Philippines hires waste management workers, who they call *basureros*, their jobs are not secure, and they are not equipped with education. Their number of respondents is 120 with the ratio of 69 and 31 male and female respectively. Their research further states that 93% of men are affected by hazardous waste. Further, they discussed technology advancement in sanitary works to improve the health of sanitary workers as well as to control the workload.

Schirmael, oishi and diener (2002) explained the frequency judgement of emotions and used it as an indicator to measure subjective well-being of

individuals. Pleasant emotions increase the frequency of subjective well-being and un-pleasant emotions is decrease the subjective well-being. Although, Western philosophers considered that emotion is the source of conflict with each other. Many other researchers found that culture is also affected on the subjective well-being of individuals. This study is conducted in Asian, non-Asian and western cultures. Findings shows that people in Asian countries is less unpleasant than western countries. The emotions of women are strongly interconnected with culture. With compare to Western countries the emotions of women are reported less negative than men' emptions. Un-pleasant emotions can be reduced by avoiding risks and anxiety.

Zhang and zhang (2015) examined the role of social participation for subjective well-being among retired Chinese workers. This study found that both quality and quantity of social participation is the essential cause of subjective well-being. The study also explained that social participation not only increase physical health but also the source of happiness and longer life. Researcher also coined a term social connectedness, which is positively connected with three different kinds of health; General health, mental health and physical health. Older people (workers) participation in social activities have an important contribution for their higher subjective well-being. Several previous studies found that there is no effect on older people either they are living alone or living with their children. Although this study found that if retirees are living with spouse, their subjective well-being is high with compare to living with children or grandchildren.

Steffel and oppenheimer (2008) described that in this study that happiness is vary with time, people and mostly surprising results. They illustrate it that people in society do not feel themselves happier until once they win a lottery. They found that surprising result s such as winning a lottery has a positive effect on subjective well-being of individual. Moreover, they found that

disability has a negative impact on subjective well-being of individuals. Furthermore, the study suggested that people's happiness is not an absolute internal matter, it is depending on comparison with others. Respondents of the study rated themselves happier in the presence of other people, who is relatively unhappier and is worse situation. Further the study found that positive effect on subjective well-being is not long lasting with compare to the negative effects. Positive memories are more quickly fade instead of negative memories and negative memories are more negative influence on current level of happiness.

Kauppinen (2013) explained the meaning of life and happiness. The study shows that purposeful life or having a sense of purpose or individuals achieved their purpose had showed the meaningful life. Life satisfaction and happiness is associated with productive activities and relationships. The study further explained that all those hours of life which are pointless is negatively effects on happiness with compare to those best efforts, which lead individuals to somewhere in life. He found that all those meaningful sentiments in life which contribute something good in individual's life and they are proud of him and they have valuable contribution gained from them give positive meanings. Positive contribution leads to the higher happiness levels.

Sandar (2017) examined that religion's relation with happiness in united states of America. The result of the study showed that Jews are the happiest people in America with compare to those who have not been interconnected with religion. Other matters are also related with religion and happiness such as education, health, gender, age, income, social relations and freedom of choice. Moreover the study found that religion is not any interconnected with subjective well-being but it is the major determinant of happiness. The study also described the economic approach of religion. The economic approach suggest that household utilize maximize religious commodities by the

allocation of time and money. Moreover, the study suggest that religious affiliation could effects on happiness including with spiritual and material rewards and social affiliation within the community. Beside this all those members who spent more time with religious services gain more happiness in life. Although the study also found that changes on the effects of religion can be happen with the passage of time.

Orviska, caplanova and Hudson (2014) explained that democracy is directly impact on the subjective well-being. They argue that participating in democratic process is going to be increasing their happiness. Although some other variables like culture is directly affected on the process of democracy as well as subjective well-being of individuals. However, the conclusion of the study is that if a region is democratically balanced the subjective well-being is automatically high. The impact of democracy on subjective well-being of women and rich people. Additionally, the subjective well-being is varying from country to country and between them. It is based on demographic, cultural, socio-economic and spatial variables.

According to Rushton (2003)there are some advantages of waste management technologies: recycling, composting, sewage treatment, incineration, and landfill. But he also found that these technologies may help in waste management, but human lives are at risk because of polluted air produced by them as well as ground water is still hazardous.

Lever, Pinol, and Uralde(2005) discussed the relation among the subjective well-being and poverty and psychology. Poverty is existing everywhere in the world. Further researchers relate subjective well-being with different stances, like happiness, satisfaction with life, psychology well-being and so forth.

Zohir (2001) explained the social impact on the growth of workers. The findings show that definitely females work in the industries increased their

mobility and individual's choice but it is costly in the context of their health hazards and high risk of harassment. Several studies show that employment improves women's economic status and empower women. They researcher remarks about working women well-being is that proper policy supports need to help to improve their well – being in industrial sectors. Additionally, study also showed that male and female health conditions is different due to their social and biological division. They are also divided in division of labor in the household responsibilities.

Stiehl et al. (2019) examined that worker well-being is depending on health, engagement, and connectivity. Income is also one of the most important elements for well-being. Further they find that job categories shape the workers well-being. This study was conducted in America. According to the U.S national institute for occupational safety and Health emphasizes that job-related factors like as wages, level of stress, working hours, workload and interactions with co-workers and they have easy access to leave and healthful workplaces. All these factors have a crucial impact on the subjective well-being of workers, along with their families, and their communities. They use the data from Gallup Daily tracking survey to distribute workers into several categories. Finding of the study examines that subjective well-being is higher in professional managers, business owners, farming owners. However, subjective well-being is lower among transportation workers, clerical officer, manufacturing workers and service providers. The conclusion of the study is that job categories is very important component for the subjective well-being of workers.

Casey (2008) explained the relationship between class gender and the concepts of subjective well-being. The study is specifically conducted on the experience of working class women. In addition, their opinion about their life satisfaction. The study found that lure and romantic desires is more

specifically influenced happiness rather than religions and other spiritual contemporary practices. Furthermore, the dark side of the exploited happiness is that the profit making industries continuously exploited the happiness of working class both male and female. However, the study take in touch of feminist perspective, which found that in daily life personal pressure and unhappiness is lead to the capitalist dream in society. Furthermore, the study examined that women are very clear to their limitations and they make different changes in their daily life to make positive changes in them salve thorough family's emotional and financial security. On the other hand, stress and anxieties is made their life unhappy. There is also discussed in this study to placed some limitations which are used by women to access their happiness either it is ideological or financial. Their role is sometime affected by being a working women. Being a women happiness is associated with the good mother/wife/daughter and cultural capital is often perceived as economic control.

Sanitary workers are all those people who maintain sanitation system. No one known about the exact size of these workers in the world. Without a few countries there is everywhere in the world their right is violated. They are facing hazardous biological and chemical gases. In this research, data was collected from nine countries: Burkina Faso, India, Uganda, Bangladesh, Senegal, South Africa, Kenya, Haiti, and Bolivia. Further, this study finds many key challenges and risks. Few of them are occupational and environmental health and safety, weak legal protection, financial insecurity, and social stigma (WHO, ILO, and Water Aid 2019).

Abdel-Khalek (2010) explained the relation between subjective well-being and religiosity in Arabic Muslims. According to the researcher, subjective well-being has strong engagement with social, cultural, and environmental factors. According to the study, he found the association between quality of

life and religion. Further, he explores that it has two indicators; objective measure with longevity, it is an indicator of better life and the second one is the portion of population who are confessing on religious faith. There are only few studies, which found that there is negative relation between religion and subjective well-being. This study mainly focuses on both point of views; traditional scales subjective well-being along with life' quality scale.

Benfield (2008) examined the determinants of the objective poverty factors. Further, his findings show that there are many perceptions, which indicate the well-being, for example gender, family size, residence region household head, dependents, and education. He further indicates that household size is not much influence of the level of consumption of poor household, but it has positive influence on being poor.

According to Angier (2020) happiness is consisting of subjective well-being. According to the study, subjective well-being is a central affective state, which is enjoyable.

Ellison (1991) explained that religious variables influence on subjective well-being. There are several findings shows that religious beliefs enhance cognitive and affective perception of quality of life. Further, this study makes it clear the difficult relation between religion and subjective well-being. Moreover, the study explains that divine interaction towards increase with the increasing of age. Then the satisfaction about life is enhanced. Finding further shows that religion plays a vital role to moderating the stress. Religion enhances potential how to combat with stress and enhance individual capacities to cope it successfully.

2.1 Assumptions

There are few assumptions, which are derived from previous literature. Economic instability had a negative impact on subjective well-being. Religion had also a great impact on subjective well-being. Moreover, Rise in income of individuals negatively effects on another individual's subjective well-being. Poverty is also affected on the subjective well-being of individuals. Culture is also played an effective role to influence on happiness by different perspectives. Furthermore, waste management technologies play a vital role to control health issues among sanitary workers. Good health is playing a vital role for happiness.

Chapter No. 3

THEORITICAL FRAMEWORK

Theoretical Framework is a process that helps researchers to define the concepts in research. It is a source that build relationship between the concepts and suggest most relevant theories based of the review literature. It also helps to describe the theories that explain why the research problem is under study exist.

3.1 Hedonic Treadmill Theory

Hedonic Treadmill theory was originally coined by Marshall Brickman and Colin Campbell in 1971 (Frederick 2007). This theory explained that people change their ways of life rapidly and come back at their standard level of joy. Moreover, the theory explains that to understand or adopt treadmill model, people needs five main revisions. Firstly, they need to understand that the point which they set as a goal for themselves is hedonically not natural by nature. Secondly, the theory describes that people set their goal according to their own temperament and endurances. Thirdly, every individual may have different goals and aim in his life. These goals and aim may lead him in different directions. Pleasant and unpleasant emotions may lead him in other directions. Fourthly, with the passage of time under different circumstances targeted goals and aims may replace with other goals. Last but not the least several individuals' change their goal and aim for the sack of happiness under certain circumstances but on the other hand some people do not change their goals under any circumstances.

Brickman (1971) stated that during the adopted way of subjective well-being people react to good or bad events. But their reactions rely on short interval. People have tendency to return to their place of neutrality. So, the theory describes that happiness or unhappiness reactions are temporary. People followed the happiness wrongly by believing that happiness is on the other corner if next goal attained.

Hedonic treadmill is sometimes referred to as hedonic adaptation and it's the concept that humans will return to a relatively stable level of happiness despite positive or negative events that happen in their life. There are significant pros that come along with their ability to adapt like that there are some significant cons that come along with that ability as well as for example if something very good happens in their life and their lifestyle improve in a significant way it is more than likely that those increases in their lifestyle that caused certain amount of happiness to occur will level out and they will get used to them and you will return to the same level of happiness that you are before those things happened.

3.2 Application of the theory

Hedonic theory explains that regardless of what happen people have set there a baseline of happiness. Every person set a point of happiness. When they meet this point, they are satisfied and happy and looking forward to other one. Basically, they come to the baseline where they start a new journey. Sanitary workers are also set these base lines. These base lines vary from person to person. Different people have different level of subjective well-being. Take this theory with the classic example of sanitary workers some of the workers say that they have no own house when they get their own house or shift to their own house they are satisfied. But ironically, after a sometimes they are looking forward to another goal. This new aim shows that basically they come to the same baseline where they started a journey to meet the goal. When they get overtime in the workplace, they are happy because they get more pay. Some of the workers their feeling is bad because they lose a job, or they suffer in a disease. When they return to their job, or they came out of illness they are happy. Different people have a different goal and their level of satisfaction as well.

These effects on happiness are not long lasting. People in both categories return shortly to their level of happiness. Brickman (1971) proposed that people instantly react to good or bad events and return to their neutrality within little time.

These are five points which they consider in this theory. First, the set point is not natural. Theory explained that levels subjective well-being is not natural. If these sanitary workers adapt or return to their previous point, it is positive instead of neutral. Secondly, the set point is individualized. All those set point which these workers set for their level of happiness are not same for everyone. These points vary from worker to worker. These points set after seeing one's personality traits. Thirdly, multiple set points exist in Subjective well-being. Every person has a single base line for happiness, but happiness is composed by different factors and move to different directions. For instance, a worker could have both positive and negative emotions, and both are decline, but he is satisfied and satisfaction on the rise. The main idea of different form of subjective well-being can move is separate ways at the same moment.

Fourthly, Happiness can change with the passage of time. The theory points out that the goal of happiness change with the passage of time and under some circumstances. While long lasting changes is possible in the workers. In the last individual choice is difference in adaptation. Some people swap their aims or goals for the sack of happiness under some circumstances. While other people do not change their aims of happiness under any circumstances. Individuals are different in alteration of events.

This undergiven model shows that hedonic adoption which refers to the notion that both good or bad thig happens in life subsequently. However after the major event happen in life people return back to their baseline quickly on the relatively stable level of happiness.

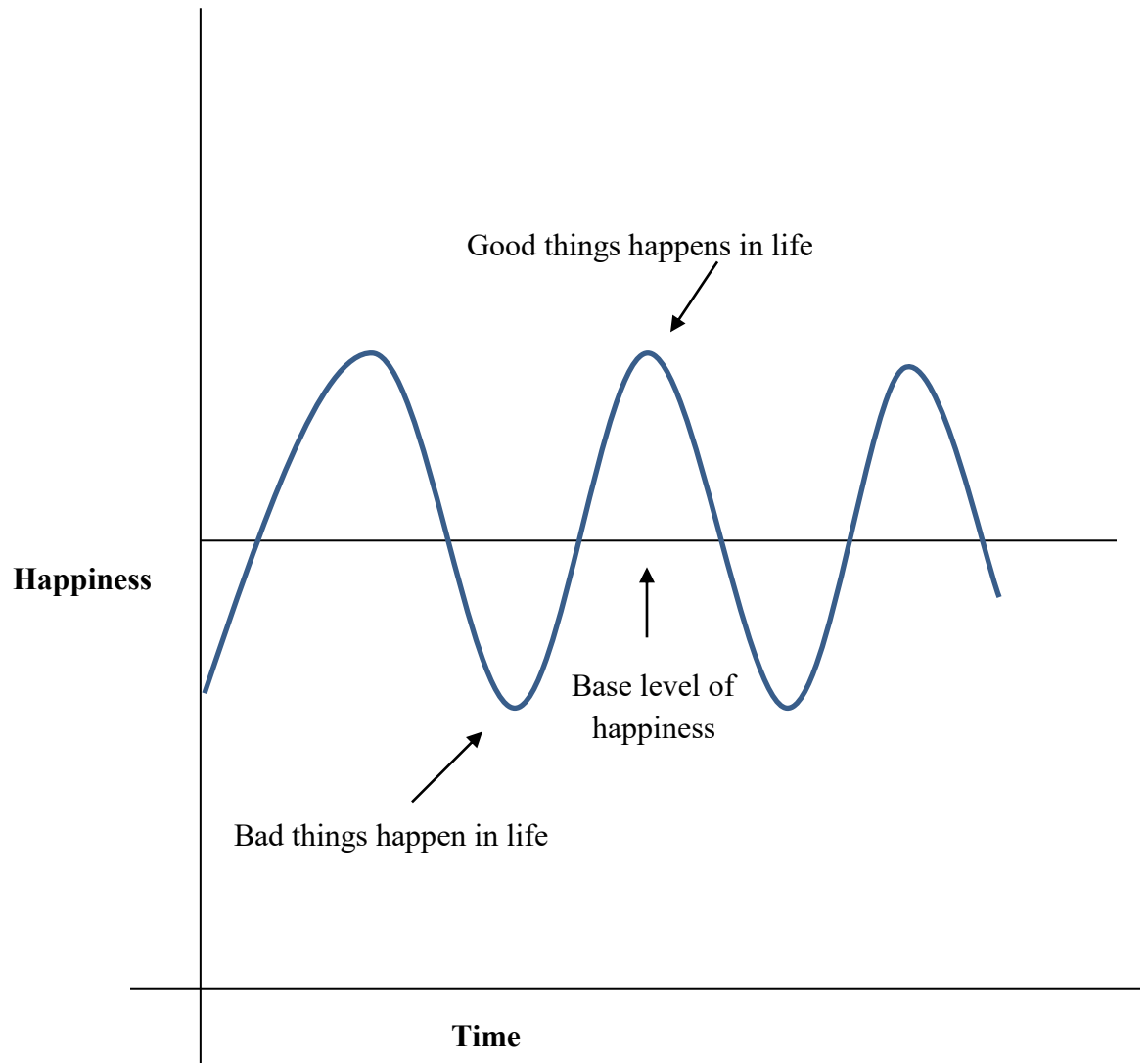


Fig 3.1: Hedonic Treadmill Theory Model

Figure 3.1 explained the Hedonic Treadmill Theory model that good and bad things are temporarily affected subjective well-being of individuals. Hedonic

treadmill theory explained that individual's level of happiness tends to move back after rising and falling in responses to positive and negative events in their life where they are prior to this experience. It shows that Individuals return back to their relatively stable level of happiness quickly. Every individual have an ordinary level of happiness. When good things happen in his life their level of happiness is going to be high but it cannot maintain at high position. After a few span of time, it will return to base level. Likewise, some time bad things happen in individual's life, which decreased the happiness level. After a certain span of time, he or she will return to his ordinary base level of happiness. However, these are not long lasting. Shortly they return to their neutrality level. For instance, an individual come to meet an excitement when he move to new home or apartment. It will rise the positive response. Moreover, after some time they adopted back to their base level. After falling and rising in positive and negative events of life they return to their prior experience.

Chapter No. 4

CONCEPTUALIZATION AND OPERATIONALIZATION

4.1 Conceptualization

Conceptualization is the procedure in which important concepts explained in the light of previous literature. There are two major concepts found in this study, subjective well-being, and sanitary workers. Conceptualization is the process of creating rigorous, clear, and systematic definitions of concept for abstract ideas/concept (Neuman 2014).

Conceptualization is the process through which researcher specify what they mean and when they use particular terms while doing research. It is a mental process where concepts are made more specific and precise. It helps in research to describe the concepts specifying exact meaning and describing the concepts in different dimensions (Babbie 2005).

4.1.1 Subjective Well-being

Subjective well-being is a person's intellectual fulfillment of goals, satisfaction, and emotional reactions towards different circumstances. Subjective well-being is a broad concept that includes emotions, feelings, and satisfaction.

Diener, Lucas and Oishi (2002) described that subjective well-being is one's intellectual and fulfillment of sentiments about his or her life.

Individual set some goals in their life. Goals are the source of inspiration for individuals to use their sentiments productively for positive work. The achievements of goals are the source of happiness and life satisfaction. Setting goals and working for their achievement towards the goals is also the source of happiness. After some time of achieving of goals individuals returned back to their same position where they were started in the past and they set a new goal and started working for his achievement.

According to Andrew and Robinson (1991) subjective well-being as one's positive sense and positive behavior towards his or her life.

It is the process of subjective well-being where individuals carry some positive feelings in their life, which are the source of life satisfaction. Positive behavior and feeling are highly influenced on happiness. Positivity is associated with different factor directly and indirectly. Good health, handsome income, good social relations and friendly workplace environment have a beneficial influence on positive behavior and feelings towards individual life. Less negative experience and high positive experience and feelings have had high level of subjective well-being.

Subjective well-being is the state in which one's omitted from dissatisfaction and unpleasant emotional conditions from his life for example, stress, anxiety and worry towards his life and he is satisfied with his life with desirable emotional conditions like happiness, joy, and fulfillment (Nelson, S.K. and Lyubomirsky 2014).

Subjective well-being is the process in which individuals feel comfortable and get relax about their activities. They have enjoyed their life in positive manners and felt inner satisfaction that promotes happiness, prosperous life and joyful activities. They have less negative feelings about life and have not afraid any unpleasant situation.

4.1.2 Sanitary workers

According to World Bank et al. (2019) Sanitary workers are those people, who clean septic tanks, toilets, sewers, and manholes and to operate pumping and treatment station and plants respectively.

Sanitary workers are group of people that chose to work such jobs that other people in society do not want to perform such work like cleaning of toilets and manholes. They prefer this work as their profession and without hesitation, they perform such work to generate income to fulfill their utility expenditures.

Sanitation workers are those who provide public service to safeguarding human health. They belong to poor income families and low caste categories of people in society. Those workers do not carry essential equipment's, protection and no legal rights (WHO 2019).

Sanitary workers played a key role in society making environment clean. They do not care about their health and do risky work without proper protective measures. For instance, they clean septic tank without gloves, glasses and equipment's and going into the manholes without proper suit and mask which is hazardous to their health.

4.2 Operationalization

Operationalization is the process of shifting from the theoretical definition of the formation of a particular process or process that enables the scientist to observe it experimentally (Neuman 2014). The subjective well-being of sanitary workers is linked to their productivity. Numerous studies show that with mental, emotional, and physical health, sanitary workers perform well in the workplace. These workers are delivering optimal performance rather than those who are not in good with physical and mental health. Pleasant and healthy workers have a better life and a lower risk of illness and injury, as well as increased work productivity and are contributing more to their community than employees in a bad society (Adams 2019).

4.2.1 Subjective Well-being

Well-being of the workers is a big issue now a day. Sanitary workers are those people in the villages and cities and everywhere who are responsible for cleaning and maintaining. However, everywhere this prominent profession is always ignored. Subjective Well-being of sanitary workers is directly related with their health and safety, and it is all about improving their health levels. It is more than their physiological and metal health. Their well-being is

extending beyond health, it is happiness as well as job satisfaction. There are many factors, which play a vital role for the well-being of sanitary workers like economy, health, behavior and so forth. But there are many social factors which impact on subjective well-being of sanitary workers, such as family circumstances, home environment, personal attributes, and characteristics.

Subjective well-being is how someone feels seriously about his or her health, home life, relationship, job, and many more activities. This is all about whether they feel well or bad and happy or unhappy.

Chapter No. 5

RESEARCH METHODOLOGY

5.1 Research Methodology

Research methodology is the entire process in research that guide researcher about research process and help in logical explanations in the research process. On the other hand, research method composed of all the techniques that researcher uses in research to understand deeply the problem and to solve the research problem. In this study, researcher will discuss the various techniques and methods, which were used to complete this research endeavor and methodological apprehensions. Qualitative approach was used to fulfill this research process. This study intends to examine the “subjective well-being of sanitary workers in Pindi Bhattian, District Hafizabad.”

5.2 Universe of the Study

The study was conducted in Tehsil Municipal Administration(TMA) Pindi Bhattian, because the purpose was to examine the association between subjective well-being of the waste management workers. This research was conducted in Pindi Bhattian, District, Hafizabad Punjab. The major aim was to explore the subjective well-being of sanitary workers.

5.3 Unit of Analysis (Target Population)

Unit of analysis mean the specific and particular respondents from whom the data was collected for research. The researcher usually said as the target population. The research was conducted in Tehsil Municipal Administration TMA Pindi Bhattian and the sanitary workers of TMA were selected as a target group for the data collection for research. To make the study more diverse only those workers were selected for data those who are doing permanent job in TMA. Furthermore, their work experience in more than 2 years in TMA.

5.4 Sampling Technique

In the present study, purposive sampling was used where the respondents have selected according to the purpose of the study. The samples have been taken from the Tehsil Municipal Administration committee where the researcher choose the respondents for data collection. In which informal in-depth interviews were conducted. Moreover, it provides briefly understanding about the phenomena and the constructive ideas.

5.5 Sampling Size

The sample size is consisted of 17 respondents from Tehsil Municipal Administration (TMA) Pindi Bhattian. All the respondents are belonging to different socio-economic backgrounds. All the respondents are more then 25-year-old. The sample is considering enough through increasing the corona virus as well as lockdown in the city.

5.6 Tools for data collection

To understand the narrative of the targeting population the researcher conducts in-depth interview. In this case study research, data is organized in Tehsil Municipal Administration (TMA) Pindi Bhattian, District Hafizabad as the social unit. In case study research, researcher, and the respondents both are involved in face-to-face in-depth interviews and used case study method. So, the respondents are free to narrate their stories on the part of their own perspective. An interview guide was built with list of questions used by the researcher during the interviews. It helps researcher to ordering the questions and it is very useful in the whole interviewing process. All the questions are pre-determined however researcher has the liberty to change the order and alter the questions at any stage. General to specific approach was used during interviews. All the interviews were recorded in the audio in mobile phone. There is not possible for the researcher to record the interviews in video

format, because respondents are not agreeing to give information in the video form. There are 5 respondents are neither agree in video nor in audio form. Their interviews were saved in documents through pinpoints.

5.7 Techniques for data collection

The first and the foremost step is to set the strategies for field work before getting access into the site. It is the necessary thing for the researcher to build trust and negotiation through social relationship. In this study researcher get them in confidence through gate keeping. Same language was used with respondents in the research, which build friendly relation with the respondents. Furthermore, the researcher also discloses some personal information to take them in confident.

Gate keeper played a major role for interacting with the respondents. Advantage of the gate keeping cannot be ignored in any kind of research. In this study one of the members of the sanitary staff was used as a gate keeper for repo building.

5.8 Data analysis

After completing the data collection, the last step is to analyze the data. At the end the researcher transcribed, interpreted, and then analyzed the data using the thematic analysis techniques. This technique is almost everywhere used for qualitative analysis. Through this technique, researcher firstly pinpoint the major heading and then examine their themes within the data which can be seen as a category for analysis.

5.9 Opportunities and limitations of the study

The study was conducted for collecting the data about the subjective well-being of the sanitary workers. During the data collection few respondents are not willing to answer the question properly. Moreover, some respondents even

left the question. Therefore, researcher convinced them for the importance of the study.

- The research was qualitative and included open-ended questions.
- Data collection has been greatly affected by the developing situation of corona virus and the growing number of cases being identified each day.
- There is open sanitation system is existing in the city, which is almost now over in the cities.

5.10 Ethical concern

The first and foremost ethical concern of the research is the consent of the participants. The time and date were selected according to the respondent accordance. Then, researcher should give them a brief introduction of the research topic. All information from the respondents must be kept confidential. Researcher must care about the privacy of the respondents. Security of the data is important part of the ethical consideration. Therefore, the information given by the respondents remain secure from out of any risk. To follow the ethical consideration after conducting the interview the data was transferred into the laptop from mobile recorder. For security purpose multiple copies of the data were store in the pin derive and in another laptop under strong password.

Chapter No. 6

RESULTS AND FINDINGS

The main focus of the contemporary research is to find out the relation between subjective well-being and sanitary workers.

6.1 Income

Wealthy nation's level of happiness is higher with compare to poor nations. Because income has itself a potential to affect in many circumstances. Income has the ability to maximize people's quality of life. Like other benefits a good income allow people to interact with leisure activities, purchase better health care and so many other benefits taken for their happy life. Financial stability is essential for everyone's to meet one's needs. Many poor people are dissatisfied with their life only due to lack of certain level of income. Majority of the respondents are freely talking about their income/salary. During interview when a researcher asked one of the respondents about his pay and how he come to meet his monthly expenses, he said that

“Sir g jitni pay mil are a Ayny Paisyan nal Bachy nai Palday”.

He said that the income which he earns is very low. He cannot afford his children. His salary is very low and he cannot meet their daily expenses through this pay.

Income plays a vital role in individuals lives. Many researchers explain that income has a massive association with subjective well-being. The comparison of daily wages of workers with the inflation rate, researchers must come to know that wages of workers are very low as compare to the price increases. Income is the major component through everyone meet their basic necessities. It is used to buy material objects such as clothes, utility and non-material objects such as sentiments. There is one more advantage of handsome income is to individuals are emotionally satisfied with their life. Their working time is also spent productive. One of the respondents said that

“har waqat kam kardia turdian phirdian ah e sochi da a kah Bijli ty gas da bill kithun daina a, bachian di fees kitun davan gay or ghr da rashan kitun layawan gay is tu ilawa koi hosh ni hundi Pershani a sari Paisy di a”

Every time and everywhere in the workplace I only think about how I will pay my children fees, how I will pay my Electricity and Gas Bill along with Where I got Household things for kitchen. My happiness and sadness is associated with Money.

When a worker is not mentally at work place or he is thinking about some other matters. It is very difficult for him to do a satisfied job. It is very difficult to do job without mental satisfaction. A worker who do work from 8 to 5 and all the time he is thinking about how he pays his monthly dues and other financial needs. He must be dissatisfied with his job or he will try to committed crime such as gambling or other some street crime. These crimes are contemporary satisfied him when he meets his necessities but after all he will face the music and his life is going to be worse and worse.

One of the respondents said that;

“If my salary goes up, I will be very happy because my expenses will be easily met”.

Salary is to be used to fulfill household and utility needs. Every individuals is wish to salary digit go up so he could by more and do more investment on himself and family. Higher income/salary to do strong positive feelings. With the increase of income, happiness is also increased.

With the increase of income or salary, they will be happy because their basic needs fulfill easily. Every worker who works over hours and hours only due to meet his monthly dues. He has to be fulfill his family requirements. Sanitary workers just earn 17500 from their work 8 to 5. Due to their low wages they work extra hours just for earn more. This component directly affects their

health, their social relation and they cannot give a reasonable time to their families. These measures is directly interconnected with their income. Such as with ill health they will not be able to work which will not bring them income.

Therefore, income helps people to meet their universal needs easily and therefore income is playing a massive role in subjective well-being.

6.2 Religion and Subjective well-being

Religious involvement in subjective well-being have several reasons. It increases social ties, gathering at holy events and other activities make sure individuals interconnected with other people in society. There are several spiritual dimensions which push individuals to deal with one another in a good way in various kind of troubles. It is also help them with discouraging risk taking activities like people use drugs for satisfactions, gambling for finance etc. Religion plays a vital role in individuals' life. Subjective well-being is associated with religion at high levels. Tay, Li, Myers, and Diener (2014) found many large samples in USA and other nations and their results shows that religiosity and subjective wellbeing is consistently associated.

Majority of the respondents are comparatively satisfied with their job only due to their religious believes. One of the respondents said that

“People hate me because of my work but I think in my religion cleanliness is considered half faith, so I never bothered about it and do my work with full satisfaction”.

Religion is part and parcel of everyone's life. It is dominated factor on human being. Religion set human life patterns and strengthen their believe to do hard work and restrict to do odd work. Through this sanitary worker are also follow their religion teaching and patterns. They are happy with their daily matters, anyhow they are in their favor or not. All the workers are Muslim and they think that they have many advantage of this sanitary work. First they think

that cleanliness has a reward from ALLAH and their faith is strongly recommended them cleanliness. Secondly, they get pay from government for their work. Therefore, it is proved that they are satisfied with their job due to interconnection with religion.

Another respondent argument that;

“Allah has provided us nutrition through this. We should be happy”.

Food is the basic need of every individual. Respondents think that they are happy with their nutrition through this profession. Usually they feel that their profession is cheap but on the other hand on the religious perspective they feel satisfaction with this profession. They come to meet their daily needs through this. Basically, subjective well-being is a belief in which an individual's feel that his life is going well. Religion bring up the feeling of satisfaction with in the sanitary workers and they feel that life is going well and this the part of life.

Almost every respondent said that they have strong relationship with religion. Majority of the respondents belong to Shia community. These respondents' arguments that

“If we will not be happy with this salary, Mola Ali will not forgive us. They show us tolerance so we should be following them.”

Religion is the major component to control any individuals. Everyone in the audience has a strong interconnection with religion. They are happy with their contemporary salary due to their strong binding with religion. From other perspective their income is very low but religiously they think that their spiritual leader Mola Ali will not forgive them at the end of the day if they should not show the spirit of tolerance.

So, the data shows that individuals have strong believe on religion and due to this they are happy to some extent with their job. Moreover, religious affiliation makes them strong.

6.3 Social Relationships

Whenever someone think about happiness, he or she think about his relationships, success and failures and some other personal factors. Social subjective well-being helps workers to develop healthy environment. Conflict between individuals or in nations and societies is tend to be experience low subjective well-being. Social relationship is a term used for interaction between two or more individuals, groups, or organizations. It includes relationships between family members, friends, neighbors, co-workers, and other colleagues but does not include social connections and interactions that are considered momentary, accidental, or of limited importance. Individual social relationships consist of immense numbe0r of social, physical, and verbal interactions that create an environment for the exchange of feelings and ideas. One consistent topic that has emerged in research on subjective well-being is that social relationships play an important role in assessing people's lives. Thus, the focus of the research has been on the extent to which indicators of strong social relationships are associated with SWB. Research has focused on the marital status and the relationship between SWB, with two initial meta-analyzes revealing a lasting association between the two (Diener et. al 2018).

Social relations are influence on human beings from childhood. Social relations plays a vital role in human' life. Individuals, who are less socially interconnected with other people, could face isolation and loneliness, which leads them to health disturbance, depression and other different mental diseases. However social relations change with the passage of time and these social relations is the priority of those people whom subjective well-being is

high and they are satisfied with their life. Positive relationships have several benefits such as it increased physical health, improved mental and emotional health.

6.3.1 Family:

Quality of family bonds makes more happiness than anything else. Family is the major source of happiness especially when an individual belong to a lower class. It is also share the burden of financial stability. Data shows that when they go back to home, make discussion, and share their daily routine with their family members they feel satisfaction and their tiredness and stress is released. Being a human social relation with other human being is necessary for happiness to every individual.

6.3.2 Peer groups:

Happiest individuals are highly social. Peer group has a strong impact on individual's happiness. Every individual need strong and supportive relationship. Peer group influence of well-being and through thought and actions such as help in difficulties. It is the source of satisfaction after family group where they share their leisure time.

Every individual has a social bond within the society. Like other individual's sanitary workers are also connected with other people in society. They are also affected on their well-being. One of the respondents said that;

“He works from morning 6 to 2 pm. After this, he does not go home but comes to office. He chats with his officers for about an hour. Due to this he gets fresh and then he goes home”

There is a lot of power in peer group to reduce the burden of work. Sanitary start works from early in the morning and do work until afternoon. After this, they come to office to give report of the day to their officer. After this, they go back to home and take bath. Their daily routine is so hectic but they think that

their source of happiness is their family and their children and their other socially interconnected people. Healthy social environment gives them a high level of happiness when they come to join it.

One of the other respondents said that *he enjoys his colleagues during his work. He also said that our friendship is with our colleagues.* Further, he said that

“Asi apny jay bndian nal e rahna hunda a Dojian nal Sadi setting e ni hundi”

They live with likeminded people, and they cannot adjust in other class. The class division is very much affected on the lower class people. They just want to spend their leisure time with their colleagues. They feel that they only survive with only those people who are working with them. It is also source of happiness because they spent their time with their field workers who know each and everything about each other. This make their time wonderful and their subjective well-being is going to be high.

Social relation is affected sometimes due to their job as well as their income. Unfortunately, there is no respect for this profession particularly in Pakistan. Another respondent said that his wife got angry and left him due to poverty and my hectic work routine and she feels that there is no respect in society for this profession. This point of view shows that sometime their social relation is at stake due to their job and low income. It is affected by both sides from positive and negative but maximum number of respondent’s feels satisfaction due to their family supportive behavior.

6.4 Social stratification

Social stratification refers to the classification of society’s social and economic status of its people on different factors such as wealth, income, race, education, and power. Social stratification plays a vital role in the life of

sanitary workers. Connectivity with other human being makes everyone strong in the society. Data shows that, due to their work, their (respondents) social relation is highly affected. One of the respondents said that

“People who are living in my neighborhood did not want to talk to me because of my job. They said that respondent (I) does a very dirty job. I collect garbage from the streets. They say it stinks. That’s why I feel so bad.”

Sanitary workers perform their duties every day but they did not get recognition from the society. Although they have high risk of hazards diseases and low safety measures. Even in some areas, they have separate societies for their living, which their name is used as “Kanjran di Basti”. In the society, they are recognized as a lower class, which could not be considered as a human being because mostly people do not make their social relations with them. Recognition in society is gave individuals satisfaction and they feel secure in such societies. They share their common traits with others, which is the source of strong binding. Their happiness is going to be high and they spent well-satisfied life.

One of the respondents said *that;*

“Before I got this job, I temporary do work in somewhere else. Now after getting this job all those friends who work with me in the past no longer greet with me because when I work 6 to 8 hours in a smell, they did not allow me to sit in their company”.

Few of the workers are come to join this job after they are doing job in other sectors. They secure the government job here in sanitary work for their job’s security but their social relationships is highly effected. They cannot maintain their social relation and the worse fact is that to restore the old and social relations is also highly difficult. They work from 6 to 8 hours daily in sanitary

work and due to their job in sanitary work they are considered in different social class.

Sanitary workers providing an invaluable service to the society but they have no mutual respect in mainstream society. Due to poor sanitation system in Pakistan, they always face the worst consequences like injuries, infections and social stigma. They have the right to recognize them in the society as well as in their social circle. This recognition and mutual respect gave them the power to do hard work and increase their productive level. So after this they feel their life is going to be well.

Wealth, income, race, education, and power highly affect their subjective well-being. They are discriminate due to their race. They all are human being when they did not maintain their connection with society, they will automatically depress.

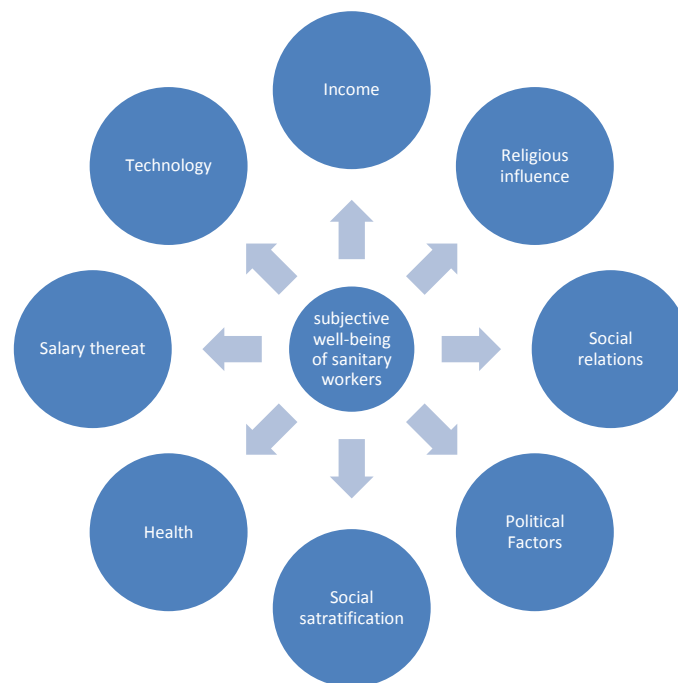


Figure 6.1. Inductive Model

This upper mention figure 6.1 model demonstrates that these are the major components, which are affecting on subjective well-being of sanitary workers. These components are directly related to Subjective well-being. Social relation, economy, technology, religion, and political factors are major factors, which have a great impact on the subjective well-being of sanitary workers.

Figure 6.1 elaborate that there are several factors which are directly affecting on subjective well-being of sanitary workers. Income is the major source of happiness which have great influence on other factors. Social relation is also playing a vital role for control individuals socially and collectively. Although happiness is interconnected with other human beings in society. Religion has a major component of subjective well-being which is always promote happiness and support individuals during negative feelings. Technology and health are also playing an essential role for promoting subjective well-being in individuals and they are interconnected with each other. Health is the source of positive emotions and feeling which is the source of productive work. Subjective well-being is a belief in which an individual feel that his life is going well. Social stratification and political factors are also affecting the subjective well-being in this particular area. Whereas subjective well-being of sanitary workers is highly affected by different political scenario.

All those researchers who are working on subjective well-being is evaluate it as an individual's quality of life from that person's own perspective (Diener et al. 2018). The aim of the research is to collect the evidence to determine the factors related to happiness. After conducting in-depth interviews, I extracted the following themes; income, religiosity, social relations, technology, political factors, salary threat, health, and social stratification.

6.5 Technology and subjective well-being

Technology plays a major role in workers well-being. The data shows that all the sanitary workers want to talk about modern equipment's. They feel that if

they get modern equipment than they can save their time, reduce their workload, and maintain good physical health, and use their time for other jobs to meet their expenses. According to the data, they have these tools for work: they have 8 Rickshaws for collecting garbage from streets, 2 Tractor Trolley for collecting solid waste from the roads and 2 Bucket Tractor used for collecting garbage from the garbage dump to Tractor Trolley and other tools Kassi, khurpa, Manja. Every department do some special attention to modernize their department and equipment has to make high speed for their work as well as save time and increase the ability of their workers. It would be helpful for them in the high productive work and the quality of work.

But the data shows that they need some modern type of equipment's such as Buckets which reduce their manpower as well as workload and their precious time. They need modern Bucket which collects garbage alone. Because already existing buckets needs more than two workers for collecting waste material. Further, the data shows that they need Road sweeping machine for corporation. Because, they have a vast area for cleanliness in the morning. Their manpower is going to be reduce working time and they save their time for some extra work. This tool (Road cleaning Machine) will also reduce their manpower as well.

Technology is an integral part of everyday life. It play a both positive and negative role in the workers well-being. Although, Modern equipment's will be very beneficial from different ways like they reduce their workload as well as time. One of the respondents said *that*

“If we get only two more new equipment's we will free an hour before. This new equipment's are Road sweeping Machine and Modern type of Bucket. Because by hand sweeping the city is very different task for us. We have to spend extra time to finish the task.”

Innovations played a vital role on sanitary workers from different perspectives. It includes labor development, investment and modern products, services and machineries. The advantage of innovations result showed in the shape of employment growth arising, minimum time consuming and management and providing extra services within the little time. The quality of job is also increased with the innovations. Modern equipment increased workers productivity level and reduce economic threat in the shape of leaving the job because technology made possible to do work for physically weak and aged people. Sanitary workers are also feel that modern equipment's will increase their quality of work and save their time. In this era of high inflation, these sanitary workers do some extra job after their duty to get to meet their household expenses.

Technology give happiness to workers with their professional and personal lives. Technologies advancement improve healthcare as well as facilitate them on their workplace. Modern equipment helps in reducing their work time, improve mentally satisfaction, high productivity level and reduce discomforts. Day after day new equipment's and technological devices used to reduce labor and increase work's performers strength and ability.

6.6 Satisfaction with Job

Subjective well-being has multiple dimensions. Satisfaction with job is one of them, which is referred to happiness as their daily experience at workplace. It is playing a major role in subjective well-being. The data shows that they are satisfied with their job only due to their salary in the jobless era.

Job satisfaction creates the feelings of emotions among the workers. Self-employed people have different type of subjective well-being like as they have over all higher life satisfaction and their daily emotions are full with stress and emotion less with the job work. It is very hard to get Pakistan and it is also create the positive feelings in workers. Although the work performance

and employment role is shaping peoples subjective well-being. Job satisfaction is also create the goals for individuals. They try to pursue their goals and want to increase their income, try to gain good health and emotionally strong.

When researcher asked them about their offspring, you would bring them to this job; they all gave the same answer

“No we will bring them a respectable job.”

Satisfaction with job is extremely necessary for individuals to increase their subjective well-being. Respondents are not influence by their profession with some social and cultural aspects and economic aspect as well. They are unhappy with this profession and their feedback about this job regarding their offspring is negative. It shows that they are not satisfied with their job because they did not recommend it for their descendants. There are few people are those who join this profession due to their ancestors. Because their parents are sanitary workers and they join this profession but now these do not want to shift their profession to children.

One of the respondents said the

“I have no other job otherwise I will leave the job at the spot.”

Satisfaction with job is increased the productivity level. When someone does his work with passion, ultimately he satisfied with job and his productivity level is also increased. On the other side few people are not satisfied but they want to continue their profession. They only want to continue this because they need to earn for their daily needs. They think that if they lose this job then they have very difficulty to get other one. They are ready to leave their current job but they are stuck because they did not get other one. So, they are not satisfied due to social, cultural and income issues. But they are attached due to earning for food.

A respondent was reporting that

“A close relative had died a few days earlier. Her body is still lying in the house, the supervisor’s call me and said that come to work quickly. Who will do your work?He was so distressed with his job.”

Duties of sanitary workers are very hard. They have no leave because their job is cleaning of the city. Absent of the workers for one day from their duties are cause to the whole city filthy. Their duty is very difficult and this no leave even in a month is making harder to perform their duties well. Their health and productivity level is decreased as well. When these components decreased, workers productivity level is also decreased.

6.7 Health and subjective well-being

Health is positively connected with subjective well-being. Good health is the important factor which is interconnected with happiness and life satisfaction. It decreases misery feeling. Health situation played a significant role in subjective well-being. Different health conditions have the potential to significantly affect the daily lives of those who experience them. Preliminary research about health conditions often concludes that health has played only a minor role in health decisions. It has become clear that the link between Health conditions and subjective well-being outcomes are stronger than once thought (Diener et al. 2018).

Health is directly affected on the happiness of sanitary worker’s happiness and their lifestyle. Good health indicate that individual is mentally, spiritually and physically fit to survive in the society and do productive activities in the society. All those workers who are healthy and fit is perform their duties freely and productively.

Individuals are happy when they are healthy. Commonly individuals have high desire to become healthy and fit. When they are healthy they are actively

enjoy their life. They participated in different socially and physically healthy activities, which create another level of satisfaction within their life. Better health is positively influence on strengthen relationships.

One of the respondents explained that;

“I am physically fit and do not feel my work as Burdon on me. I put my all passion and strength to do job with extremely good level.”

Health is the source of strength for workers to perform their job very well. Mostly young respondents- between 25 to 35 years- said that they are good with this job. They did not feel any hurdle during their work. They cooperated with all those workers who are not healthy. Good health creates the emotions of satisfaction with job and with life as well.

Health is one of the major component, which plays a vital role in everyone’s life. However, sanitary workers’ life is so miserable because overtime they faced hazard gases as well as other fatal gases for health. The healthier a worker is, the happier he will be and the better he will do. Health is correlated with medical treatment. The data shows that they are mostly workers are refused by the government hospitals. Now, most of the time, they get medicine from private hospitals. It will consume their heavy part of the income. One of the respondents was telling that

“Government hospitals official did not cooperate with them. Even with major diseases, they give us two Panadol and some other pills. After four to five times, they decided that he did not go there. Now they are checking them up in private hospitals.”

Due to the work in hazard environment, sanitary workers health is miserable. Good health is the basic source of productive work and motivation. Sanitary workers have not first aid facility at the workplace. Doctors of the government

hospitals do not check them up properly. They even go their routine checkup from private hospitals with heavy fee. This is also need huge funds.

Government hospitals officials' behavior creates a type of discrimination in their mind. Every time they think that such type of behavior, they faced only due to their correlation with lower class. This behavior has always disturbed them.

6.8 Economic threats

Economic risks are very difficult to control and they are directly affected on human emotions and life satisfaction. Economic threats have negative effects the subjective well-being of workers such as increase inflation rate, extra taxes and charges and changes in relative values. These threats are not pre-determined and it is very hard to do advance safety measures for these threats.

Salary is one of the majors' components, which play a vital role in fulfilling their daily needs. The data shows that sanitary workers are facing another major issue in this modern era is financial threat. They have faced a salary thereat in their departments. Departmental issues is very difficult to solve in these departments because these workers who complain or high light any issue regarding their different concerns but they did not pursue them because they are already hand to mouth and if they pay their attention the these issue who other do work to meet their daily household necessities.

One of the respondents said that

“Their salary did not directly send to their accounts. First, they take a “Purchi” (a piece of paper) which is filled and singed by the sanitary inspector, which is used as a check. Then they go the National Bank and get their salary through this piece of paper instead a check book and ATM cards.”

Everywhere in the world, salaries are going to be paid in employees accounts. Due to lack of education and awareness, cash pays sanitary workers' salaries are paid to them. Officers deduct few funds from the workers payment. They have no direct access to their own pay. This process has many complexities. They feel difficulties regarding cash withdrawal, which is a very hectic process, which consumed time, energy and deduction.

There is no proper way of getting salary by self. One of the respondents said that

“After one or two month the inspector cut a small amount from their salary. They asked us that this is departmental expenses or some other kind of bills. Furthermore, if a tool breaks down or a rickshaw or spinal puncture occurs, that cost is also deducted from their salary.”

Due to lack of knowledge and complex process, they could not feel safe by hand salary distribution method. Departmental staff deduct small amount for their accounts for the sack of departmental dues. Departmental and banking deductions are annually not monthly. Furthermore, clerks charge tool maintenance from workers, although they are not responsible for the tool maintenance. It is financial threat for workers to pay a small amount from their salary to their officers every month. Therefore, it shows that they face a very high thereat in the salary. A person works in 8 to 9 hours in a day and 30 days in a month and at the end of the month, he will face this type of thereat. This thereat will reduce their income as well as increase tension in their mind. Mind dissatisfaction decreased happiness level.

With the increase of inflation is directly affected on the subjective well-being of sanitary workers. It is the also an economic threat for these poor workers, who work throughout the month for 8 to 9 hours and earn just 17500 rupees. Another economic threat is that there is no resolutions passed in assemblies

neither is provisional assembly nor in the national assembly to increased their pays or show some special concerns to up them from the bottom to increase their well-being. They have no organization in the country which is working on this working class to develop their structure and well-being. Cultural threat is also developed as an economic threat which is used as they are not do any other work beside sanitary work. They are specified as they only do sanitary work. In the bad days or in hazards circumstances everyone who is accounted in other working class is join some other work to earn some more but they do not do this. They are specified with the sanitary work.

6.9 Political factors influence on subjective well being

This factor is another very different from all other factors. Due to sanitary workers belonging with the lower class of the society. Local powerful personalities and politician keeps them in their homes for work, but they get salary from the government accounts. According to the data there is officially 84 sanitary workers. Only 64 workers are works in the Municipal and the other workers are works in the local politician homes, Daras and work as their Guards.

One of the respondents said that

“We are only 60 to 65 workers who performed their duties regularly. Other is not working here but in the house of powerful native people/politicians.”

Extra work is not good for health as well as it consume time and energy. These components are directly related to jobs satisfaction. Municipal department remained under the local government in the past. Former politicians have heavy control on this department, so they used few sanitary workers for their own motives. They used them as guards in the house and at Deras for work. These few sanitary workers are also getting another level of satisfaction because they even do not do work in dirty surroundings with

hazards gases and ate some good food. However all those workers who work on regular basis faces heavy burden. It consume time, energy as well as extra work which leads to dissatisfaction with job and involuntary exceed unhappiness sentiments.

All those workers who are doing their job someone else are also satisfied that they did not work as a sanitary worker as well as they get some stipend from them and also get some food. The problem is for those workers who are performed their duties regularly. They are cleaning and sweeping the city as per sanitary inspector orders. They do their part as well as the other twenty. This workload makes them tired. One of the respondents said that

“Paa g kamdy time asi ah e sochday rahnday wan kinu darkest dawyay ty sadi koi suny. Sahban (Sanitary inspector) nu v bri wari 0ahkya a likn oh v ak kan vichun sun ky dosry vchun kad danday nay. tusi ap hisab lao asi apny hisay day kam day nal ohnan ty v hisay da kri da sari din ahty e lang janda a”

(All the time in the workplace we always think that where we complain. we asked many time to Sanitary inspector but he always said that do your own business. Guess for yourself that we must do our work as well as their work. The whole day is spent working.”

Political and social factors are risky factors, which are not pre-determined. These factors have different shapes and different ways to influence on these low wages works. Sanitary works are the profession, which is under control the municipal corporation. Municipal Corporation run under the supervision of is political selected people. They have high influence on these departments. These political figures run the system in such way in which they get benefits from these people like as they do their job at political influencers home instead of in the municipal corporation.. They controlled few workers and

their work burden come to the other workers who are perform their duties regularly. Their work burden changes the entire schedule of the workers and it is highly effected on workers subjective well-being. Job satisfaction and satisfaction at the work place are almost same, which determined that, do their own part of work give the satisfactory sign from their own team and .in public. Extra work is the sign of negative emotions, which creates the anger sentiments. Anger and anxiety is the source of decreasing subjective well-being.

There are no facilities for sanitary workers to put their objections to their officers regarding their queries. Because on city level few officers are control the whole system of municipal committees. They work with heavy heart but no other best way or better opportunity is showing them, on her side they move. Work under pressure is not the cause of satisfaction.

Chapter No. 7

DISCUSSION AND CONCLUSION

7.1 Discussion

Subjective well-being the key mission for many organizations. There are several researches conducted in the past for showing the result of happiness on the productivity level of workers. Subjective well-being is directly link with life satisfaction and happiness of individuals. The objective of the study is to examine the socio-economic factors' connection with subjective well-being of sanitary workers. In the past few decades, researchers disclose many various dimensions of socio-economic factors can positively impact on subjective well-being of workers. For theoretical explanation Hedonic treadmill approach used in the contemporary research to check the direction of the research. Hedonic treadmill theory explained that every individual has set a goal. After achieving goals, he or she returns to his original position. Every individual has different goals and different levels of happiness. Although these levels change with the passage of time. This study conducted in Teshil Municipal Administration Pindi Bhattian. The finding of the research shows that income, religion, social stratification, social relation, and technology directly affected on the sanitary workers. There are several indirect factors, which are absolutely affected on the happiness such as family, peer group etc.

According to Shier and Graham (2011) there are various factors which are impacted on subjective well-being of individuals. First, characteristics is the workplace environment either it is physical or cultural. The second characteristic is the interaction at workplace with colleagues and supervisors. The third characteristic is specific aspects of the job that are directly associated like workload or type of work or both.

Sanitary workers are also directly affected by these factors. Subjective well-being of sanitary workers is associated with workplace environment, interaction with colleagues and nature of job. If they have a friendly

environment at workplace, colleagues are very kind to each other, and type of work is relevant with their job then they are happy. Happiness brings quality in their life.

In recent years, research interest in subjective well-being was increased in the field of social sciences. In 2009, the Stiglitz Commission was setup to review the social progress and economic performance in the Europe. The commission highlighted the need to measure well-being using personal measures (Stiglitz et al. 2009).

The subjective well-being of individuals is only judged by the individuals. No other person in the society will measure their happiness level. Sanitary workers are only sharing their subjective well-being measures. There are many other workers are living in the society, but they did not account the subjective well-being of the sanitary worker. Everyone has their own level of happiness, scale to measure the quality of life and other factors, which bring them happiness.

In recent times, interest in factors related to subjective well-being has become increasingly important as it can inform welfare choices (Greve 2010).

Income inequality can divide the community and make people less confident, and therefore, it has a negative impact on subjective well-being. Former American president Barak Obama addressed during the visit of state of the union said that "it's time to apply the same rules from top to bottom" and restoring a fair shot for all (Feller 2012:69).

According to Verme (2011) previous studies have shown that different national levels of development and income inequalities in different population groups may have different tastes. Income inequalities in the society divide the community into various groups. The sanitary workers are belonging to low-income community. It makes a different environment for them in the society.

They are always remaining in anxiety and in discriminated environment. Sometime this environment is self-made like a person who generate low income and he always feel less confident. It must be needed to apply the same rule in the society from top to bottom and hopefully it will spread a fair shot.

Health statuses are also associated with subjective well-being(Fleche et al. 2011; Hicks et al. 2013). Even though health status was associated with only moderately subjective well-being, the relationship was stronger among people with chronic medical conditions and the general population. The association between health status and subjective well-being was significantly stronger. Moreover, subjective well-being served as the satisfaction of life as opposed to unhappiness.

Health is directly associated with subjective well-being of sanitary workers because health is making them strong. All those workers their health is good and physically fit are doing their job well because they can do their duties perfectly. If a person is not good, he cannot not perform their duty well. Without performing their given role, no one can be happy in life. With contrast to the sanitary workers, it must be required that they are physically fit and healthy because their job is performed by healthy workers. If they do not perform their duty, supervisors reduce their salary. Therefore, they face an economic loss and it will disturb their monthly budget and their life.

According to Newman, Delaney, and Nolan (2008) for maximize subjective well-being, it is important that identify all those factors that are directly associated with subjective well-being (i.e., happiness and satisfaction in life). The study found that financial satisfaction is positively linked with subjective well-being. Income can provide access to basic necessities like as food, health care, housing, and education.

It is very important to know that subjective well-being is directly linked with financial conditions. If someone is financially satisfied, then he or she is positively linked with subjective well-being. On the other hand, if someone is financially weak and not dependent in their income he or she is negatively linked with subjective well-being. In sanitary worker's context if they earn as much as they can fulfill their basic needs they are directly associated with subjective well-being. Because when someone met their daily needs and fulfill their financial needs easily, he or she is automatically happy with life. Happiness is closely related to the life satisfaction.

However, the relationship between subjective well-being and each of above factors was moderate. Thus, more research is needed to see how other factors relate to subjective well-being.

7.2 Conclusion

Subjective well-being is individual's intellectual and fulfillment of sentiments in life. It has a core effect on different domains of the life of sanitary workers. The level of satisfaction of sanitary workers with current job is weak. They are only satisfied up to that they are jobholder and they get salary. On the other hand, they did not suggest this job for their offspring. This contradictory statement shows that their satisfaction with their job is weak and whenever they get better opportunity with compared to the job they will leave immediately. They perceived that their social status and identity could not adjust them in the mainstream society. They face discriminated behavior by socially and morally in the society.

For maximizing the subjective well-being of the sanitary worker's policy makers should focus on different factors of subjective well-being. Income, health status, household's financial satisfaction and different social perceptions are the major factors. Internationally governments now started focus on the Improving subjective well-being rather than GDP. Therefore, it

shows the strongest link between the subjective well-being and the individuals. This thesis has investigated the correlation of subjective well-being and the sanitary workers.

Research analyzed the association between subjective well-being and the sanitary workers. These are the factors which are affected on their subjective well-being: income inequality, health status, and financial satisfaction as well as social status. Research has clearly shown the link between subjective well-being and sanitary workers. Although the reason for this relationship is debatable. Researchers and practitioners will agree that having high subjective well-being increased the productivity in the employees. Further research is suggested to conduct for every signal aspect separately to know the aspects deeply.

Suggestions for further study

- This study is only conducted in TMA Pindi Bhattian, it must be conducted in the district level to judge the different perspective broadly.
- The sewerage system in Pindi Bhattian is totally different than the other planned cities. There is open sewerage system is still used in this modern era; it also must be conducted in that area where underground sewerage system is used. It is sure that there must be different things would be explored.
- In this study only those respondents were selected who are government employees. It must be conducted in the whole sanitary worker's community either they are government employee, or they do private job.
- In this area only male workers are doing this job under the TMA office. It must be conducted there, where women are also doing this job as a government employee.

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