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**LOW WAGES OF INDUSTRIAL LABOURERS WITH IMPACTS ON THEIR
FAMILIES - A CASE STUDY OF INDUSTRIAL ESTATE PESHAWAR, PAKISTAN**

JALIL N^{1*}, ALAM A², NAWAB HU³ AND MUHAMMAD R⁴

1: P.hD Scholar, Sociology, University of Peshawar Pakistan, Pakistan

2: Professor, Department of Sociology, University of Peshawar, Pakistan

3: Lecturer, Govt. Post Graduate Jahanzeb College, Swat, Pakistan

4: Senior Probation Officer, District Courts Swat, Pakistan

***Corresponding Author: E Mail:**nj_socio@yahoo.com**; Tel#**+03469183627

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ABSTRACT

The present study attempts to focus on the challenge of low wages with its impacts on industrial labourers' families in the Industrial estate Peshawar, Pakistan. Data was collected from the respondents (384) through questionnaire and focused group discussions. The analyzed data was presented and interpreted through univariate and bivariate analysis. Chi-square test was applied to access the association of dependent and independent variables. The results show a significant association between the determinants of the low wages and its worse impacts on the labourers' families.

Keywords: Low Wages, Labourers, Impact on families, Industrial estate Peshawar

INTRODUCTION

In the current era, all the experts in policymaking, anti-poverty advocates and politicians know that economic wellbeing is impossible without the higher-wage jobs. The issue of wages has always been vital in a growing society. In most cases, this has been

responsible for creating a chaotic situation in the industrial world [1]. Struggle starts, as the interests of the workers and employers, clash furiously in the labour market. It is just like a tug of war, since workers make every endeavour to raise wages for apparent

reasons, and employers leave no stones unturned to defy this workers' attempt. A commodity or service is the result of a joint collaboration of both workers and management. The distribution of income derived from this collaboration has always been the most significant source of tumult or tussle in any country, whether developed or underdeveloped [2]. What should be the fair share of the worker and how much should be "pocketed" by management is a disputed question and has never received a satisfactory answer [3].

Britain was an agriculture-based economy with animal domestication until 1750, having small villages and people were engaged in craftsmanship. They were also engaged in wool work at home. These products were to be sold in markets. Survival for men, women and children was challenging as they had to work day night. The Industrial revolution changed their lives as they started a shift from villages to urban areas to work in factories. They were working long hours for 12 to 14 hours a day with no or short break. They had to work in 80-degree heat for six days a week with heavy machinery. The labourers will have to work with great attention. Losing attention was punished by the manager in the shape of firing them from the jobs [4].

The workplace was hazardous. It was locked windows, doors, poor lighting and low ceilings. The labourers were exposed to both physical and viral infections. Throat and lungs infection was common due to polluted air. Charles Dickens mentioned the worse conditions of the industrial labourers in his book. He mentioned all the labourers were the same in dress, ingoing and outgoing times, same wages, the same working hours, walking in the same pavements, working the same work every day. Every day was the same for them. Their wages depended upon business and timely work. They would get reduce wage if got late for work. Some labourers were to be paid in the shape of vouchers. The employers would keep prices very high for the voucher holders in their stores [5].

It is a matter of controversy that unions have independent effects on real wage in third world countries. Some countries show a direct link between unions and wage increase. While some of the studies show the inverse relationship between wage and associations. It is proved that those labourers who have got union membership have more wage than non-members. The statistics also portray the same link. Low wage income is being increased by unionisation. These impacts are less for the high wage labourers.

Meanwhile, unions have a significant but smaller impact on higher-wage workers [6].

METHOD AND PROCEDURE

The current study was carried out in Industrial Estate Peshawar, Pakistan, with the aim to know about the challenge of low wages and its impacts on the labourers' families. A sample size of 384 respondents was selected randomly. It was composed of labourers, supervisors and management. The sample size selection was supported by Uma Sikaran method. A comprehensive data tool questionnaire (For literate), interview schedule (For illiterate) and focused group discussion were used. The response of the respondents was measured through the Likert Scale. Indexation was applied to the responses of dependent variables. The quantitative data was analyzed through Uni-variate analysis and Bi-Variate analysis (**Table 1 and 2 respectively**). It was presented in frequency and percentile. The qualitative data was analyzed and presented thematically. The association between the dependent and independent variable was checked through the Chi-square test.

Low wages cause stress, low self-esteem and tendency to unhealthy activities. Impacts of low wages are unemployment, ill-health and low income. The employer pays the lowest remuneration to the labourers is a minimum

wage. No labour exists below this level. Along with many differences, a minimum wage system exists in various fields. Labourers' morale and living standards improve with 'minimum wage law' hence reducing poverty and quit inequality [7]. Some believe that it creates poverty and unemployment among the unskilled labourers. Its organisation took place in 1349 when King Edward passed an ordinance. In the 1890s the first minimum wage law was passed in Australia and New Zealand. By the 20th century, most of the countries introduced minimum wage laws. In almost all societies wage perform many economic functions. In demand and supply condition, it allocates labour. Pakistan likes other developing countries is facing problems of unemployment, labour policy and well-designed wage policy. Industrial labourers' purchasing power is confined by low wage. Labourers' paying, their families' living standards are positively affected by the minimum wage laws. Mostly low wage labourers are dependent on public programs of assistance. Low wage jobs are the topic of concerns in modern time. Politicians, policymakers and poverty alleviation advocates have significant concerns for low wages. Dignified life depends on adequate wage [8].

Table 1 shows that respondent wages, satisfaction with wages and the power of purchasing power of livelihood. Furthermore, it shows the disparity in remuneration and the impacts of inflation. The data demonstrate that majority 53.4% of the labourers were agree strongly with the statement of receiving low wages, 20.1% Agree, while 10.9% remained uncertain. 10.3% disagreed while 5.5% disagreed. Most of the industrial labourers 54.9 percentage agreed with the statement of violation of wage agreement, 20.4% agreed and 8.3percent remained neutral. 10.4% were disagreeing while 6.3% have disagreed strongly. It further shows that most of the industrial labourers 64.8% disagreed with the statement of satisfaction with the current salary, 8.3% were disagree while 6.5% remained uncertain. 9.4% were satisfied and 10.9% were satisfied. It also reveals that most of the industrial labourers 66.4% agreed with the statement of disparity exist in salary/ remuneration, 9.6 percent agree while 4.7% remained neutral. 10.9% disagreed and 8.3% disagreed. Besides most of the industrial labourers, 33.6% were using the same food item for a long time due to lake of money, 10.9% were using while

24.7% remained uncertain. 18.5% says they are not using the same food item for long and 12.2% were firmly against the statement. It also portrays that most of the industrial labourers 52.9% disagreed with the statement of the provision of enough food to their children, 13.8% disagree while 24.7% neutral. 12.2% says they can provide enough food and 9.9% were agreed strongly. It reflects that most of the industrial labourers 51.8% agreed with the statement that they could not afford enough eating even at hunger, 18% agree while 12.5% remained neutral. 8.3% disagreed and 9.4% disagreed. It portrays that most of the industrial labourers 50% agreed with the statement that they could not afford to eat properly on a routine basis, 23.7% agree while 16.6 percent remained neutral. 7.3% disagreed and 2.6% disagreed. It further shows that most of the industrial labourers 60.9% agreed with the statement that they could not afford to provide a balanced diet for their children, 7.6% agree while 10.2% remained neutral. 9.9% were disagreeing and 11.5% was disagreeing. In the last most of the industrial labourers, 54.7% agreed with the statement that inflation confine our dishes, 15.9% agree while 21.4% remained neutral. 2.9% disagreed and 5.7% disagreed.

Table 1: Uni- Variate Data analysis

S.No	Wages	Agree strongly	Agree	Uncertain	Disagree	Strongly Disagree	Total
1	You are receiving low wages	205 (53.4)	77 (20.1)	42 (10.9)	39 (10.3)	21 (5.5)	384 (100)
2	Violation of existing and new wage agreement	211 (54.9)	77 (20.4)	32 (8.3)	40 (10.4)	24 (6.3)	384 (100)
3	Satisfaction with the current wage	36 (9.4)	42 (10.9)	25 (6.5)	32 (8.3)	249 (64.8)	384 (100)
4	Disparity in earnings/wage rate exists	255 (66.4)	37 (9.6)	18 (4.7)	42 (10.9)	32 (8.3)	384 (100)
5	Not use the same food items within the family for long due to lack of money	47 (12.2)	71 (18.5)	95 (24.7)	129 (33.6)	42 (10.9)	384 (100)
6	Enough food for children	38 (9.9)	47 (12.2)	43 (11.2)	53 (13.8)	203 (52.9)	384 (100)
7	No enough eating even its hunger	199 (51.8)	69 (18)	48 (12.5)	32 (8.3)	36 (9.4)	384 (100)
8	Lack of affording food to eat properly on a routine basis	192 (50)	91 (23.7)	63 (16.4)	28 (7.3)	10 (2.6)	384 (100)
9	No balance diet for children	234 (60.9)	29 (7.6)	39 (10.2)	38 (9.9)	44 (11.5)	384 (100)
10	Sky high price rates confines dishes	210 (54.7)	61 (15.9)	82 (21.4)	9 (2.1)	22 (5.7)	384 (100)

Table 2: Bi- Variate Data Analysis

Wages	Attitude	Industrial labourers' family life					Total	Chi square (χ ²) P-value
		Agree strongly	Agree	Uncertain	Disagree	Disagree strongly		
You are receiving low wages	Agree strongly	159 (41.4)	6 (1.6)	6 (1.6)	3 (0.8)	31 (8.1)	205 (53.4)	χ ² = 270.217 ^a P = .000
	Agree	19 (4.9)	24 (6.3)	1 (0.3)	2 (0.5)	31 (8.1)	77 (20.)	
	Uncertain	12 (3.1)	7 (1.8)	7 (1.8)	3 (0.8)	13 (3.4)	42 (10.9)	
	Disagree	6 (1.6)	0 (0.0)	0 (0.0)	16 (4.2)	17 (4.4)	39 (10.2)	
	Disagree strongly	2 (0.5)	0 (0.0)	0 (0.0)	0 (0.0)	19 (4.9)	21 (5.5)	
Violation of existing and new wage Agreement	Agree strongly	158 (41.1)	9 (2.3)	6 (1.6)	2 (0.5)	36 (9.4)	211 (54.9)	χ ² = 276.252 ^a P = .000
	Agree	14 (3.6)	27 (7)	1 (0.3)	3 (0.8)	32 (8.3)	77 (20.1)	
	Uncertain	15 (3.9)	1 (0.3)	7 (1.8)	2 (0.5)	7 (1.8)	32 (8.3)	
	Disagree	6 (1.6)	0 (0.0)	0 (0.0)	17 (4.4)	17 (4.4)	40 (10.4)	
	Disagree strongly	5 (1.3)	0 (0.0)	0 (0.0)	0 (0.0)	19 (4.9)	24 (6.3)	
Satisfaction with the current wage	Agree strongly	12 (3.1)	1 (0.3)	0 (0.0)	4 (1.0)	19 (4.9)	36 (9.4)	χ ² = 118.087 ^a P = .000
	Agree	5 (1.3)	4 (1.0)	0 (0.0)	2 (0.5)	31 (8.1)	42 (10.9)	
	Uncertain	11 (2.9)	0 (0.0)	2 (0.5)	2 (0.5)	10 (2.6)	25 (6.5)	

	Disagree	5 (1.3)	4 (1.0)	3 (0.8)	1 (0.3)	19 (4.9)	32 (8.3)	
	Disagree strongly	165 (43.0)	28 (7.3)	9 (2.3)	15 (3.9)	32 (8.3)	249 (64.8)	
Disparity in earnings/wage rate exists	Agree strongly	184 (47.9)	26 (6.8)	9 (2.3)	17 (4.4)	19 (4.9)	255 (66.4)	$\chi^2 = 218.207^a$ P = .000
	Agree	2 (0.5)	6 (1.6)	2 (0.5)	0 (0.0)	27 (7)	37 (9.6)	
	Uncertain	9 (2.3)	0 (0.0)	0 (0.0)	3 (0.8)	6 (1.6)	18 (4.7)	
	Disagree	1 (0.3)	5 (1.3)	3 (0.8)	1 (0.3)	32 (8.3)	42 (10.9)	
	Disagree strongly	2 (0.5)	0 (0.0)	0 (0.0)	3 (0.8)	27 (7)	32 (8.3)	
Use of the same food items within the family for long due to lack of money	Agree strongly	15 (3.9)	1 (0.3)	5 (1.3)	11 (2.9)	15 (3.9)	47 (12.2)	$\chi^2 = 87.042^a$ P = .000
	Agree	25 (6.5)	17 (4.4)	5 (1.3)	2 (0.5)	22 (5.7)	71 (18.5)	
	Uncertain	61 (15.9)	13 (3.4)	3 (0.8)	2 (0.5)	16 (4.2)	95 (24.7)	
	Disagree	71 (18.5)	6 (1.6)	0 (0.0)	9 (2.3)	43 (11.2)	129 (33.6)	
	Disagree strongly	26 (6.8)	0 (0.0)	1 (0.3)	0 (0.0)	15 (3.9)	42 (10.9)	
Enough food for children	Agree strongly	16 (4.2)	2 (0.5)	1 (0.3)	7 (1.8)	12 (3.1)	38 (9.9)	$\chi^2 = 148.987^a$ P = .000
	Agree	18 (4.7)	3 (0.8)	6 (1.6)	10 (2.6)	10 (2.6)	47 (12.2)	
	Uncertain	23 (6)	5 (1.3)	4 (1)	0 (0.0)	11 (2.9)	43 (11.2)	
	Disagree	11 (2.9)	23 (6)	1 (0.3)	1 (0.3)	17 (4.4)	53 (13.8)	
	Disagree strongly	130 (33.9)	4 (1)	2 (0.5)	6 (1.6)	61 (15.9)	203 (52.9)	
No enough eating even its hunger	Agree strongly	156 (40.6)	7 (1.8)	2 (0.5)	3 (0.8)	31 (8.1)	199 (51.8)	$\chi^2 = 257.793^a$ P = .000
	Agree	13 (3.4)	23 (7)	1 (0.3)	3 (0.8)	29 (7.6)	79 (18)	
	Uncertain	21 (5.5)	6 (1.6)	7 (1.8)	0 (0.0)	14 (3.6)	48 (12.5)	
	Disagree	3 (0.8)	0 (0.0)	2 (0.5)	14 (3.6)	13 (3.4)	32 (8.3)	
	Disagree strongly	5 (1.3)	2 (0.5)	1 (0.3)	4 (1)	24 (6.3)	36 (9.4)	
Lack of affording food to eat properly on a routine basis	Agree strongly	125 (32.6)	12 (3.1)	5 (1.3)	4 (1)	46 (12)	192 (50)	$\chi^2 = 105.061^a$ P = .000
	Agree	30 (7.6)	21 (5.5)	3 (0.8)	2 (0.5)	35 (9.1)	91 (23.7)	
	Uncertain	25 (6.5)	4 (1)	7 (1.8)	13 (3.4)	14 (3.6)	63 (16.4)	
	Disagree	8 (2.1)	0 (0.0)	0 (0.0)	4 (1)	16 (4.2)	28 (7.3)	
	Disagree strongly	10 (2.6)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	10 (2.6)	
No balance diet for children	Agree strongly	158 (41.1)	20 (5.2)	9 (2.3)	17 (4.4)	30 (7.8)	234 (60)	$\chi^2 = 124.704$ P = .000
	Agree	6 (1.6)	1 (0.3)	0 (0.0)	0 (0.0)	22 (5.7)	29 (7.6)	
	Uncertain	22 (5.7)	6 (1.6)	2 (0.5)	1 (0.3)	8 (2.1)	39 (10.2)	

	Disagree	3 (0.8)	5 (1.3)	2 (0.5)	2 (0.5)	26 (6.8)	38 (9.9)	
	Disagree strongly	9 (2.3)	5 (1.3)	1 (0.3)	4 (1)	25 (6.5)	44 (11.5)	
Sky high price rates confines dishes	Agree strongly	126 (32.8)	24 (6.3)	9 (2.3)	20 (5.2)	31 (8.1)	210 (54.7)	$\chi^2 = 68.337^a$ $P = .000$
	Agree	15 (3.9)	6 (1.6)	4 (1)	3 (0.8)	33 (8.6)	61 (15.9)	
	Uncertain	45 (11.7)	6 (1.6)	1 (0.3)	1 (0.3)	29 (7.6)	82 (21.4)	
	Disagree	2 (0.5)	1 (0.3)	0 (0.0)	0 (0.0)	6 (1.6)	9 (2.3)	
	Disagree strongly	10 (2.6)	0 (0.0)	0 (0.0)	0 (0.0)	12 (3.1)	22 (5.7)	

The issue of wages has always been vital in a growing society. In most cases, this has been responsible for creating a chaotic situation in the industrial world. Struggle starts, as the interests of the workers and employers, clash furiously in the labour market. It is just like a tug of war, since workers make every endeavour to raise wages for apparent reasons, and employers leave no stones unturned to defy this workers' attempt. A commodity or service is the result of a joint collaboration of both workers and management. The distribution of income derived from this collaboration has always been the most significant source of tumult or tussle in any country, whether developed or underdeveloped. What should be the fair share of the worker and how much should be "pocketed" by management is a disputed question and has never received a satisfactory answer [9].

Wages play a vital role in the living standards of industrial labourers' family. Life

standards directly depend on the income level of labourers. These findings fully support the view of Economic deprivation leads to frustration and anxiety among the members of society [10]. The association result showed that the relationship of industrial labourers family life is highly significant (P= 0.000) with the opinion that labourers are paid low. The study further revealed a greatly significant relationship (p=0.000) that was found between the violation of existing and new wage agreement and its impacts on labourers families. A greatly significant (p = 0.000) link was discovered between the satisfaction with the current wage and impacts on labourers families. It shows that the labourers are not satisfied with the current wages structure. The labourers are paid very low. Likewise, a great (p = 0.000) linked was discovered between the existing of disparity in earnings/wage rate and its impacts on labourers family life. This disparity is either

due to age, sex, qualification and level of skill. This disparity has a wide range of socio-economic and psychological impacts on labourers.

In the same way, a great ($p = 0.000$) link was discovered among the use of the same food items within the family for long due to lack of money and labourers family living standards. They use a single food item for long and cannot opt for the changed one. Similarly, a greatly significant ($p = 0.000$) relationship was found between enough food for children and industrial labourers familial life. They are unable to afford enough food for their children as they are paid very low. Likewise, a greatly significant ($p = 0.00$) relation was found between no enough eating even its hunger and industrial labourers family life. They are in a very dire socio-economic situation. Furthermore, a greatly significant ($p = 0.000$) link was discovered between the lack of affording food to eat properly on a routine basis and industrial labourers familial life. In addition, a greatly significant ($p = 0.000$) association existed between the no balanced diet for children industrial labourers familial life. They cannot provide a balanced diet for their children due to lack of money as they are paid very low. Moreover, a greatly significant ($p = 0.000$) relation was found between the sky-high

price rates confines dishes and industrial labourers familial life. It is concluded that low wages, lack of satisfaction with low wages, violation of wage policies and sky-high prices have confined the industrial labourers' choices. They are living hand to mouth living in a very dire condition. They do not have access to education facilities, health, sustenance, prone to child labour, unemployment and psychological distress.

CONCLUSION AND RECOMMENDATIONS

The current study was to examine challenges to industrial labourers with its impacts on their families concerning Industrial Estate Peshawar. By thoroughly studying the past researches and related literature, the objective of the study was identified. To know about how low wages affect industrial labourers familial life. Dependent variables for the current study were industrial labourers family life, which was further restricted to some statements. The variable cover all the essential aspects of the industrial labourers. The statements of the variables were access to education, health, sustenance, psychological disturbance, stress and poverty-stricken.

Furthermore, independent variable "Low Wage" of the industrial labourers was explained through different statements,

which include“ violation of wage agreement, satisfaction with wages, disparity in earnings/wage rate, single food item use, enough food for household, hunger and food, proper eating routinely, balance diet, financial stress and inflation. The study abridged that low wage is a great challenge to industrial labourers. It has significant impacts on industrial family life. Though there is minimum wage policy in written with no implementation. The industrial labourers feel insecure, frustrated and confine due to low wages. They cannot provide enough and balanced diet to their children even in hunger. They used to eat the same dish many days a week. They are in financial stress and victim of inflation. Overtime is mandatory for claiming full pay. The minimum wage policy must be implemented in real spirit. Remedial measures must be taken to make overtime a paid work. Increase in wages with the passage of time and inflation must be given a severe note. The fair wages through fixation of minimum wage mechanism establishment.

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