

Exploring the Association Between Job Insecurity of Industrial labourers and its impact on their families (A Case Study of Industrial Estate Peshawar, Pakistan)

Dr. Nasar Jalil

Lecturer in Sociology, Higher Education Department, Khyber Pakhtunkhwa, Pakistan

Dr. Habib Ullah Nawab

Assistant Professor in Sociology, University of Chitral, Khyber Pakhtunkhwa, Pakistan

Mr. Jahan Ul Mulk

Lecturer in Sociology, University of Swat, Khyber Pakhtunkhwa, Pakistan

* Corresponding author: nj_socio@yahoo.com

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Abstract: The current research study tries to focus on the challenge of job insecurity with its impacts on industrial labourers' families in the Industrial estate Peshawar, Pakistan. Primary data was collected by stratified random sampling from 384 respondents. Questionnaire and focused group discussions were used tools for data collection. Data was analysed and presented in univariate and bivariate ways. To access the association between dependent and independent variables Chi-square test was applied. The study identified that the situation in the industrial estate Peshawar is very worse. It was found out that the labourers are working without registrations. It was concluded that many labourers were burnt alive but their families got no compensation due to lack of registration. A significant association was found between job insecurity and worse familial conditions of industrial labourers.

Keywords: Job insecurity, Industrial Labourers, Family Life.

1. Introduction

Job insecurity has increased in the modern world due to multiple factors. The industrial shift to the service industry from manufacturing and economic recession has introduced permanent employment. In addition, plants, closing and layoff have added a lot of the labourers' miseries (Fullerton & Wallace, 2007). Job insecurity has got much attention of scholars in modern days both in the national and international levels. It has negative impacts on health. There is a big question mark whether less healthy workers are insecure. Job insecurity is most likely to be reported by unhealthy labourers. In a nutshell job, insecurity has a lot of impacts on health across the globe (Hellene & Severe, 2003). Various studies have proved that job insecurity, job losses and unemployment have bad impacts on labourers (Burgard, Brand, & House, 2007).

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In addition, it causes other problems as well (Heaney, Israel, & House, 1994). The perceived job insecurity causes mental strain. It leads to pessimism. Job insecurity is something abstract. Unemployment and job losses are concrete things. That is why there is no convenient response and support institutionally. The perceived job insecurity is a confusing situation. No one can make any strategy because it will occur actually or not. Therefore, it is the most powerful source of stress and strain (Hartley, Jacobson, Klandermans, & Van Vuuren, 1990). The response of the labourers to the perceived job insecurity is tension, emotional anxiety and heart problems. Along with that, it causes more secretion of hormones and use of drugs, no attention and absenteeism. Furthermore, it has worse repercussions on physical and mental health (Gazzaniga, Heatherton, & Halpern, 2010). Skill is very much necessary for production. That is why government and management both are busy arranging skill and training programs for labourers to cope with the challenges of the modern world. Through this way, they can avail other opportunities. Most of the countries have standing training programs for industrial labourers. Some countries have focused to produce mathematicians and engineers through their system of education. This is an important development but the market is not in a position to absorb more and more labour force. The modern world industry is run by experts and skilful people. Therefore, it is a threat to skill-less labourers. They must know about technology and skill (Peet, 2002). Industries are busy imparting skills to all sort of labourers. The perceived requirement in modern time would be fulfilled by the current skill. Besides the educational background and skills, the industries are still facing experts' deficits. Employers face problems in proper person selection. There is a big gap between demand and supply (Schmidt & Cohen, 2013). The difference which exists between demand and supply is due to skill. Future skill needs are different from today's skills. The industry development and progress depend upon the perception and understanding of the skill. Unemployment cause various problems therefore the unemployed youth being targeted with special skills. They are engaged in some industries according to their skills (Organisation, 2010).

Health hazards and job insecurity are directly linked with each other. Anxiety, psychiatric symptom, low self-esteem are health issues. Therefore, job insecurity is linked with more incidents, morbidity, hypertension, heart disorder and deaths due to myocardial reasons. Neck and back pain are also linked with job insecurity. It causes musculoskeletal problems which cause a lack of physical activities. It also affects sleep, exercise and dietary habits. Job insecurity leads to more reliance on health care services rather than occupational safety (Mutambudzi, Javed, Kaul, Prochaska, & Peek, 2017). There are various models which show a link between job insecurity and health. Among these models are Jahoda's latent deprivation model, the vitamin model and the psychological contract model theory of Probst and Brubaker. The first model suggests that job insecurity leads to frustration due to the lack of needs satisfaction. The second model is of the view that job insecurity affects commitment in business/work. Through this way both the employees and employers suffer. Brubaker model believes that job insecurity is linked with uncontrollability and uncertainty therefore it affects employees' well-being (Alexandrova-Karamanova et al., 2016). Job insecurity has been addressed in a good way in Greece. They have introduced reforms programs to highlight job insecurity. It causes both psychological and physical health effects. This is being proved by the literature review in the past time. The economic and financial crises affected Greece a great deal. Greece portrays a bleak picture in terms of job security. Still, it faces severe fiscal limits. By 2012 and 2011 they reduced up to 20% investment in health. The health department reduced staff and stopped operations. This investment was cut down up to 55% in 2011-12 (Nella, Panagopoulou, Galanis, Montgomery, & Benos, 2015).

2. Method

The present research study was conducted in the Industrial Estate Peshawar, Pakistan to identify the challenge of job insecurity on the industrial labourers' families. A sample size of 384 was selected through stratified random sampling. The respondents were composed of management, supervisors and labourers. Data was collected through questionnaires, interview schedules and focused group discussions. The

responses of the respondents were measured by the account of agreeing to strongly agree and disagree to strongly disagree. Indexation was applied for the responses of dependent variables. Univariate and Bi Variate analysis was applied for quantitative data. It was presented in percentile and frequency. The qualitative data was analysed and presented thematically. The association between dependent and independent variables was checked through Chi-square test.

3. Findings and Discussions

Table 1.1 Uni Variate Analysis

S. No	Job Insecurity	Agree strongly	Agree	Unce rtain	Disa gree	Disagre e strongly	Total
1	Feeling of job security	22 (5.7)	24 (6.3)	23 (6)	58 (15.1)	257 (66.9)	384 (100)
2	Availability of work letter	23 (6)	24 (6.3)	45 (11.7)	52 (13.5)	240 (62.5)	384 (100)
3	Availability of pay slip	25 (6.5)	29 (7.6)	32 (8.3)	49 (12.8)	249 (64.8)	384 (100)
4	Is it regular job	23 (6)	24 (6.3)	43 (11.2)	40 (10.4)	254 (66.1)	384 (100)
5	Job insecurity due to non-technicality and lack of skill	234 (60.9)	52 (13.5)	65 (16.9)	16 (4.2)	17 (4.4)	384 (100)
6	Economic stress does not allow to have risk and opt for another job	239 (62.2)	27 (7)	77 (20.1)	24 (6.3)	17 (4.4)	384 (100)
7	Not a good place for training and personal development	265 (69)	42 (10.9)	67 (17.4)	1 (0.3)	9 (2.3)	384 (100)
8	Guidance/input from foreman, senior and supervisor	17 (4.4)	15 (3.9)	77 (20.1)	32 (8.3)	243 (63.3)	384 (100)
9	Not a good place for career building	238 (62)	22 (5.7)	84 (21.9)	26 (6.8)	14 (3.6)	384 (100)
10	Familiarity with what is expected in job	17 (4.4)	14 (3.6)	86 (22.4)	32 (8.3)	235 (61.2)	384 (100)
11	Better place to work than others	22 (5.7)	28 (7.3)	69 (18)	24 (6.3)	241 (62.8)	384 (100)
12	Face problems in leaves	206 (53.6)	68 (17.7)	37 (9.6)	65 (16.9)	8 (2.1)	384 (100)
13	Availability of investment for training & development	16 (4.2)	40 (10.4)	52 (13.5)	52 (13.5)	224 (53.3)	384 (100)

When there exists a discrepancy between the level someone prefers and experience is job insecurity. It is due to the economic meltdown. Global competition has caused a cut short of regular labourers. It created declination of optimism in job security (Fullerton & Wallace, 2007). Nationally and internationally job insecurity has very bad impacts. Some of the researchers associated it with negative effects on health. Some studies have limitation whether insecure labourers are actually less healthy. Mostly unhealthy labourers cannot report it because of job insecurity. Employer will not prefer to take and continue the services of unhealthy labourers (Hellene & Severe, 2003). In various studies conducted in America it is concluded that job insecurity and unemployment have negative impacts on health (Burgard et al., 2007).

Table 1.1 show job insecurity, work letter, regularity of job, causes of job insecurity, economic stress, input from foreman, career building, situation at workplace and investment for trainings. Most of the industrial labourers 66.9 percent has disagreed that they are feeling secure in their job, 15.1 percent disagreed, while

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6.0 per cent remained uncertain. 6.3 per cent were agreed and 5.7 percentage was agreed. Most of the industrial labourers 62.5 percentage was negating the availability of proper work letter at the industrial estate, 13.5 per cent were disagree while 11.7 per cent remain neutral. 6.3 per cent were agreed while 6.0 were agree strongly. It further shows that most of the industrial labourers 64.8 percentage has disagreed that they are having proper pay slips, 12.8 percent disagreed while 8.3 per cent remain uncertain. 7.6 per cent were agreed and 6.5 percentage was agreed. When asked about the regularity of the job 66.1 percentage was disagreed about the regularity of their jobs, 10.4 percent have disagreed while 11.2 per cent remain neutral. 6.3 percent agreed that their job is regular and 6.0 percentage was agree. In addition, most of the industrial labourers 62.2 percentage was agreed with the statement that economic stress do not allow to have risk and opt for another job, 7.0 per cent were agree while 20.1 per cent remained uncertain.6.3 per cent says they are disagreeing and 4.7 were agree strongly that they have no chance to opt for another job due to economic stress.

It also portrays that most of the industrial labourers 62.0 percentage was agreed with the statement that their job is technical in nature, 7.0 per cent agree while 20.3 per cent remain neutral. 6.3 percent disagreed and 4.4 percentage has disagreed. It reflects that most of the industrial labourers 69 percentage was agreed that this is not a good place for training and personal development, 10.9 per cent disagree while 17.4 per cent remain neutral. 0.3 per cent have disagreed and 2.3 percentage has disagreed. It portrays that most of the industrial labourers 63.3 percentage has disagreed with the statement that they are receiving guidance/input from foreman, senior and supervisor, 8.3 per cent disagree while 20.1 per cent remain neutral. 3.9 per cent were agreed and 4.4 percentage was agreed with the statement.

It further shows that the majority 62.0 percentage was agreed that this is not a good place for career building, 5.7 percent disagreed while 21.9 percent remain uncertain. 6.8 percent disagreed and 3.6 percentage disagreed. It reveals that respondents' majority 61.2 percentage was disagreed with the statement that they have familiarity with what is expected in a job, 8.3 percent disagreed while 22.4 percent remain neutral. 3.6 percent were agreed about familiarity of job description 4.4 percentage agreed.

Most of the industrial labourers 62.8 percentage was negated that this unit is a better place to work than others, 6.3 percent disagreed while 18.0 percent remain neutral. 7.3 percent were agreed while 5.7 were agreed strongly. It further shows that most of the industrial labourers 70.6 percentage disagreed with the notion that jobs are well organized and coordinated in this unit, 6.8 percent disagreed while 9.1 percent remain uncertain. 11.2 percent agreed and 2.3 percentage was agreed. When asked about the waste of time due to poor planning 64.6 percentage was agreed, 10.2 percent agreed while 18.2 percent remain neutral. 4.4 percent disagreed that no time is wasted here due to poor planning and 2.6 percentage was disagree.

In addition, most of the industrial labourers 53.6 percentage agreed with the statement that they are facing problems in leaves, 17.7 percent agreed while 9.6 percent remain uncertain. 16.9 percent disagreed and 2.1 have disagreed strongly. It also portrays that most of the industrial labourers 53.3 percentage disagreed with the statement of the availability of investment for training & development. 13.5 per cent disagree while 13.5 per cent remains neutral. 10.4 percent agreed and 4.2 percentage was agreed. It reflects that most of the industrial labourers 60.9 percentage was agreed that job insecurity due to non-technicality and lack of skill, 13.5 per cent agree while 16.9 percent remain neutral. 4.2 percent disagreed and 4.4 percentage disagreed.

Table 1.2 Bivariate analysis

		Industrial labourers' family life	T	Chi-
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Job Insecurity	Attitude	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	Total	square (2) P-value
Feeling job security	Strongly Agree	1 (0.3)	0 (0.0)	0 (0.0)	3 (0.8)	18 (4.7)	22 (5.7)	x ² = 216.51 9 a P= .000
	Agree	1 (0.3)	6 (1.6)	2 (0.5)	0 (0.0)	15 (3.9)	24 (6.3)	
	Uncertain	14 (3.6)	0 (0.0)	0 (0.0)	0 (0.0)	9 (2.3)	23 (6)	
	Disagree	0 (0.0)	5 (1.3)	3 (0.8)	2 (0.5)	48 (12.5)	58 (15.1)	
	Strongly Disagree	182 (47.4)	26 (6.8)	9 (2.3)	19 (4.9)	21 (5.5)	257 (66.9)	
Availability of work letter	Strongly agree	2 (0.5)	0 (0.0)	0 (0.0)	0 (0.0)	21 (5.5)	23 (6)	x ² = 198.408 a P= .000
	Agree	0 (0.0)	0 (0.0)	1 (0.3)	0 (0.0)	23 (6)	24 (6.3)	
	Uncertain	26 (6.8)	6 (1.6)	2 (0.5)	0 (0.0)	11 (2.9)	45 (11.7)	
	Disagree	4 (1)	5 (1.3)	3 (0.8)	5 (1.3)	35 (9.1)	52 (13.5)	
	Strongly Disagree	166 (43.2)	26 (6.8)	8 (2.1)	19 (4.9)	21 (5.5)	240 (62.5)	
Availability of pay slip	Strongly Agree	1 (0.3)	1 (0.3)	2 (0.5)	0 (0.0)	21 (5.5)	25 (6.5)	x ² = 206.021 a P= .000
	Agree	1 (0.3)	8 (2.1)	1 (0.3)	0 (0.0)	19 (4.9)	29 (7.6)	
	Uncertain	19 (4.9)	0 (0.0)	0 (0.0)	3 (0.8)	10 (2.6)	32 (8.3)	
	Disagree	3 (0.8)	2 (0.5)	2 (0.5)	2 (0.5)	40 (10.4)	49 (12.8)	
	Strongly Disagree	174 (45.3)	26 (6.8)	9 (2.3)	19 (4.9)	21 (5.5)	249 (64.8)	
It is a regular job	Strongly agree	1 (0.3)	2 (0.5)	1 (0.3)	0 (0.0)	19 (4.9)	23 (6)	x ² = 205.867 a P =.000
	Agree	0 (0.0)	4 (1)	1 (0.3)	0 (0.0)	19 (4.9)	24 (6.3)	
	Uncertain	17 (4.4)	5 (1.3)	3 (0.8)	2 (0.5)	16 (4.20)	43 (11.2)	
	Disagree	1 (0.3)	0 (0.0)	0 (0.0)	3 (0.8)	36 (9.4)	40 (11.4)	
	Strongly Disagree	179 (46.6)	26 (6.8)	9 (2.3)	19 (4.9)	21 (5.5)	254 (66.1)	
Job insecurity is due to non-technicality and lack of skill	Strongly agree	159 (41.4)	26 (6.8)	9 (2.3)	19 (4.9)	21 (5.5)	234 (60.9)	x ² = 191.898 a

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	Agree	1 (0.3)	4 (1)	1 (0.3)	3 (0.8)	43 (11.2)	52 (13.5)	P= .000
	Uncertain	38 (9.9)	3 (0.8)	2 (0.5)	2 (0.5)	20 (5.2)	65 (16.9)	
	Disagree	0 (0.0)	4 (1)	2 (0.5)	0 (0.0)	10 (2.6)	16 (4.20)	
	Strongly Disagree	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	17 (4.4)	17 (4.4)	
Economic stress does not allow to have risk and opt for another job	Strongly Agree	164 (42.7)	26 (6.8)	9 (2.3)	19 (4.9)	21 (5.5)	239 (62.2)	x ² = 159.867 a P= .000
	Agree	3 (0.8)	0 (0.0)	0 (0.0)	3 (0.8)	21 (5.5)	27 (7)	
	Uncertain	31 (8.1)	6 (1.6)	2 (0.5)	0 (0.0)	38 (9.9)	77 (20.1)	
	Disagree	0 (0.0)	4 (1)	2 (0.5)	0 (0.0)	18 (4.7)	24 (6.3)	
	Strongly Disagree	0 (0.0)	1 (0.3)	1 (0.3)	2 (0.5)	13 (3.4)	17 (4.4)	
Not a good place for training and personal development	Strongly Agree	170 (44.3)	32 (8.3)	11 (2.9)	19 (4.9)	33 (8.6)	265 (69)	x ² = 169.879 a P= .000
	Agree	0 (0.0)	0 (0.0)	0 (0.0)	3 (0.8)	39 (10.2)	42 (10.9)	
	Uncertain	28 (7.3)	1 (0.3)	1 (0.3)	2 (0.5)	35 (9.1)	67 (17.4)	
	Disagree	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.3)	1 (0.3)	
	Strongly Disagree	0 (0.0)	4 (1)	2 (0.5)	0 (0.0)	3 (0.8)	9 (2.3)	
Guidance/input from the foreman, senior and supervisor	Strongly Agree	0 (0.0)	4 (1)	2 (0.5)	0 (0.0)	11 (2.9)	17 (4.4)	x ² = 171.296 a P=.000
	Agree	0 (0.0)	2 (0.5)	1 (0.3)	0 (0.0)	12 (3.1)	15 (3.9)	
	Uncertain	30 (7.8)	4 (1)	1 (0.3)	3 (0.8)	39 (10.2)	77 (20.1)	
	Disagree	0 (0.0)	1 (0.3)	1 (0.3)	2 (0.5)	28 (7.3)	32 (8.3)	
	Strongly Disagree	168 (43.8)	26 (6.8)	9 (2.3)	19 (4.9)	21 (5.5)	243 (63.3)	
Not a good place for career building	Strongly Agree	164 (42.7)	25 (6.5)	9 (2.3)	19 (4.9)	21 (5.5)	238 (62)	2 = 167.993 a P= .000
	Agree	0 (0.0)	0 (0.0)	0 (0.0)	3 (0.8)	19 (4.9)	22 (5.7)	
	Uncertain	34 (8.9)	9 (2.3)	3 (0.8)	0 (0.0)	38 (9.9)	84 (21.9)	
	Disagree	0 (0.0)	1 (0.3)	1 (0.3)	2 (0.5)	22 (5.7)	26 (6.8)	
	Strongly Disagree	0 (0.0)	2 (0.5)	1 (0.3)	0 (0.0)	11 (2.9)	14 (3.6)	
Familiarity with what is expected in a job	Strongly Agree	0 (0.0)	4 (1)	2 (0.5)	0 (0.0)	11 (2.9)	17 (4.4)	x ² = 163.401 a P= .000
	Agree	0 (0.0)	2 (0.5)	0 (0.0)	0 (0.0)	12 (3.1)	14 (3.6)	

	Uncertain	37 (9.6)	5 (1.3)	2 (0.5)	3 (0.8)	39 (10.2)	86 (22.4)	
	Disagree	0 (0.0)	1 (0.3)	1 (0.3)	2 (0.5)	28 (7.3)	32 (8.3)	
	Strongly Disagree	161 (41.9)	25 (6.5)	9 (2.3)	19 (4.9)	21 (5.5)	235 (61.2)	
Face problems in leaves	Strongly Agree	125 (32.6)	21 (5.5)	11 (2.9)	16 (4.2)	33 (8.4)	206 (53.6)	x ² = 96.238a P= .000
	Agree	12 (3.1)	9 (2.3)	3 (0.8)	1 (0.3)	43 (11.2)	68 (17.7)	
	Uncertain	17 (4.4)	2 (0.5)	0 (0.0)	3 (0.8)	15 (3.9)	37 (9.6)	
	Disagree	44 (11.5)	5 (1.3)	0 (0.0)	4 (1)	12 (3.1)	65 (16.9)	
	Strongly Disagree	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	8 (2.1)	8 (2.1)	
Availability of investment for training & development	Strongly Agree	2 (0.5)	4 (1)	2 (0.5)	0 (0.0)	8 (2.1)	16 (4.2)	x ² = 208.837 a P= .000
	Agree	2 (0.5)	0 (0.0)	0 (0.0)	3 (0.8)	35 (9.1)	40 (10.4)	
	Uncertain	42 (10.9)	2 (0.5)	1 (0.3)	0 (0.0)	7 (1.8)	52 (13.5)	
	Disagree	3 (0.8)	5 (1.3)	2 (0.5)	2 (0.5)	40 (10.4)	52 (13.5)	
	Strongly Disagree	149 (38.8)	26 (6.8)	9 (2.3)	19 (4.9)	21 (5.5)	224 (53.3)	

In modern times job insecurity is the outcome of recession in the economy, a shift of industries from manufacturing to service and world competition has caused a reduction in regular jobs (Fullerton and Wallace 2007). This issue has got very much attention from scholars. It is proven fact that job insecurity has directly linked with health issues. American' labourers have experienced such negative effects (Burgard et al., 2007). Job insecurity cause stress, mental strain and doubts in life (Heaney et al., 1994).

The issue of job insecurity is not visible socially but it is associated with the inner feelings of labourers with no suitable response and support mechanism. The perceived insecurity in jobs also causes stress and anxiety which is more stressful than actual job loss (Hartley et al., 1990).

Table 1.2 show a highly significant association ($p = 0.000$) between the feeling of job insecurity and industrial labourers family life. Job insecurity is a socio-psychological threat to industrial workers which cause inefficiency and absenteeism from work. Moreover, a greatly significant ($p = 0.000$) link was discovered between the availability of work letters and industrial labourers' familial life. Work letter and proper job contract may be secured by the availability of proper work letter but unfortunately, it is being missed here. Furthermore, a greatly significant ($p = 0.000$) link was discovered between the availability of pay slips and the life of the industrial labourers. Pay slip determines the legal status and salary status but it is not provided to the industrial labourers. Therefore, the industrial labourers are not paid according to the wage policies. Similarly, a greatly significant ($p = 0.000$) relationship was found between the regularity of jobs and conditions of the industrial labourers' familial life. The nature of the job is uncertain as the labourers are not provided pay slips and proper work contracts.

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Likewise, a greatly significant ($p = 0.000$) link was discovered between job insecurity due to non-technicality and lack of skill and industrial labourers' familial life. Most of the labourers are unskilled or with a low skill which is a life sentence in the modern world. Furthermore, a greatly significant ($p = 0.000$) link was discovered between the economic stress cannot allow opting for another job and industrial labourers familial life. In today's world of sky-high prices of routine items cause where labourers to work for very low wages. Fear of losing a job does not allow one to try for the best job. In addition, a greatly significant ($p = 0.000$) association existed between that it is not a good place for training, personal development and industrial family life. Most of the labourers are unwilling to work here but they have no alternatives. Moreover, a greatly significant ($p = 0.000$) relation was found between the guidance/input from foremen, seniors, supervisors and industrial labourers' familial life. The industrial labourers have no opportunity to learn from their seniors and supervisors rather they face exploitation from them. It further shows a greatly significant ($p = 0.000$) relation was found between the statement that it is not a good place for career building and industrial labourers' familial life. The labourers had no chance to develop their careers here at the industrial estate. In addition, a greatly significant ($p = 0.000$) relation was found between the familiarity with what is expected in job and industrial labourers' family life. Most of the labourers do not know about their job description. Sometimes they face sufferings from physical workload as well. Moreover, a greatly significant ($p = 0.000$) relation was found between the statement that are you facing problems in leaves and industrial labourers' familial life. Almost all the labourers face hurdles in availing their leaves. Likewise, a greatly significant ($p = 0.000$) relation was found between the unavailability of investment for training & development and industrial labourers family life. Industrial labourers are exploited in many ways. On one side they are getting low wages, on the other side, the management does not invest anything for the development and skill of industrial labourers.

It is concluded that feeling of job insecurity, unavailability of work letter, unavailability of pay slip, regularity of job, job insecurity due to non-technicality and lack of skill, economic stress does not allow to have risk and opt for another job, not a good place for training and personal development, no guidance/input from the foreman, senior and supervisor, not a good place for career building, no familiarity with what is expected in a job, face problems in leaves and unavailability of investment for training & development cause job insecurity in industrial estates.

4. Conclusion

The research concluded that job insecurity is indeed a great challenge. It has a wide range of effects on the industrial labourers' familial life. They are working in a confusing situation. They are not certain whether they are working on a regular, contract or ad hoc basis. Registration of industrial labourers is indeed an important issue because anything can happen during work hours. The situation in the industrial estate Peshawar is very worse. The labourers are working without registrations. The respondents added that many labourers were burnt alive but their families got no compensation due to lack of registration. There is no availability of pay slips. There is a clear violation of wage policy. They are paid fully with the conditions of overtime. Thus, the industry management save huge budget. Basically, the challenge of job insecurity is due to the lack of skills and technicality of the job. In the economic stress, the labourers cannot take a risk to opt for another job. Training and personal development are very much necessary for efficiency and production. There is a lack of investment in training for capacity building. Therefore, there is no functional specialization and division of labour. There is no input/ guidance from seniors, foremen and supervisors though there is a lack of investment for career building. The labourers really do not know what is expected in their jobs. In this insecure situation they face problems in leaves. They are threatened with dismissal in case of leaves. Therefore, the industrial labourers in industrial estate Peshawar, Pakistan are facing insecurity and do not consider this place a better place for working. Which is against the decent work policy. In this dire situation of job insecurity, they have a lack of access to education, health and sustenance. They feel stress and other psychological disturbances. This added a huge chunk of labourers to poverty.

Remedial measures must be taken to ensure the registration of labourers as it is very much necessary. Along with this issuance of a work letter and pay with slip is necessary to avoid any atrocities in payment. There must be a proper budget for training, career building and a mechanism for input and guidance from seniors and supervisors. There must be a proper system of taking leaves and rules for overtime work. Division of labour is the cry of the day to assign a special person for a special activity, therefore specialization is very much necessary and specialization is the outcome of proper training and capacity building. By providing skills the industrial labourers can cope with the challenge of job insecurity.

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