10-TIBSS-3640-734

International Journal of
Trends and Innovations in Business & Social Sciences
Vol. 2 No. 1 (March, 2024), 98-110
ISSN (e): 2959-4634 | DOI: https://doi.org/10.48112/tibss.v2i1.734

Research Article

Exploring Labor Rights Violations in Pakistan's Textile Industry: The Impact of Hiring Contract Workers

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ARTICLE INFO

Article history:

Received: February 05, 2024
Revised: March 28, 2024
Accepted: March 30, 2024
Published: March 31, 2024

Keywords:

Contractual workers
Labour rights
Minimum wage
Social compliance
Working off the clock

ABSTRACT

The purpose of this research was to shed light on the widespread issue of contractual workers' rights violations within garment factories across Pakistan, particularly focusing on monetary and non-monetary benefits, minimum wage adherence, and instances of "working off the clock." Employing a secondary data approach, the study analyses unpublished and confidential audit reports from various textile factories in Karachi, Lahore, and Faisalabad. These audits, conducted in 2017 by third-party entities, provide a quantitative basis for examining the relationship between contract employment and labour rights violations. A sample of 191 textile factories was selected using convenience sampling, with statistical analysis performed using IBM SPSS Statistics 20 software. The results underscore a significant relationship between the hiring of contract workers and the failure to provide monetary and non-monetary benefits, as well as a pronounced link with the practice of working off the clock. However, the study did not find a significant association between contract employment and the failure to pay minimum wages. These findings indicate a pressing need for stringent regulatory oversight and the implementation of comprehensive policies to curb labour rights violations in Pakistan's textile industry, emphasizing the importance of safeguarding worker rights in the face of contractual employment practices.

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INTRODUCTION

Pakistan is among the world's most populous countries, ranking sixth with a population exceeding 206.64 million according to the 2017 Population and Housing Census. The economic backbone of the country, as highlighted in the Pakistan Economic Survey (2017-2018), is its civilian labor force, which numbered approximately 65.50 million in 2018. Over three years, from 2014-15 to 2017-18, the employment sector saw an increase of 4.29 million workers, elevating the total employed labor force to 61.71 million. Despite this growth, unemployment remains a significant concern, with around 3.79 million individuals without work. Employment is a critical component of societal development,

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How to Cite:

Umar, B., Hameed, S., Faraz, M. ., Noman, I., & Zehra, S. M. (2024). Exploring Labor Rights Violations in Pakistan's Textile Industry: The Impact of Hiring Contract Workers. *International Journal of Trends and Innovations in Business & Social Sciences, 2*(1), 98–110.

DOI: https://doi.org/10.48112/tibss.v2i1.734

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distributing benefits among the less privileged and serving as a cornerstone for reducing poverty and income inequality. The availability of job opportunities is influenced by a myriad of factors including available resources, technological advancements, innovations, and government policies. Moreover, the workforce's skill set and practical experience play a pivotal role in service provision and achieving economic prosperity.

A distinctive feature of Pakistan's demographic profile is its youthful population, which constitutes a significant portion of the labor force, making the country the 10th largest globally in terms of labor force size (Pakistan Economic Survey, 2015-2016, p. 209). This demographic has the potential to become a formidable asset for the nation if provided with adequate educational opportunities and vocational training. Recognizing this, the government has launched various initiatives aimed at enhancing employment prospects for young people and improving efficiency across economic sectors. Historical debates on the dynamics of wages have highlighted the crucial role of ensuring that workers' earnings are sufficient to support their families and continue their lineage, a concept rooted in the theories of classical political economists.

These economists have long argued for wages that enable a worker to maintain a family and perpetuate future generations (Seth, 2017). The discourse on whether to increase minimum wages has persisted, with detractors frequently citing potential negative effects on job availability. Yet, empirical studies conducted over various periods have not definitively proven that raising minimum wages leads to significant decreases in employment rates. In particular, research conducted in the United States and Canada from 1977 onwards, especially during times of economic downturns, has led to renewed scrutiny of minimum wage policies. Notably, between 1977 and the subsequent decades, analyses in the US and Canada prompted by the Pay Study Commission have revisited this issue, particularly in light of economic crises prompting a reevaluation of minimum wage policies and their implications on employment and unemployment rates (Marginean & Chenic, 2013).

Pakistan stands as one of the most densely populated nations globally, with a population exceeding 206.64 million as of the Population and Housing Census 2017. According to the Pakistan Economic Survey 2017-18, the estimated civilian labor force comprises 65.50 million individuals. Over the years, the volume of employed persons has shown an increase, reaching 61.71 million in 2017-18 from 57.42 million in 2014-15. The workforce in Pakistan encompasses individuals above 10 years of age, with approximately 3.79 million people reported as unemployed. Efforts towards providing equitable employment opportunities are crucial for mitigating societal scarcities and income disparities. Factors such as available resources, technological advancements, innovation, and governmental policies influence workforce prospects. Moreover, individual attributes, skills, and practical proficiencies significantly impact the outcomes of employment services aimed at fostering prosperity.

The prevalence of contract employment is on the rise globally, often attributed to low production and productivity growth. In Pakistan, contractual arrangements in labor markets offer benefits such as economic assistance, retirement funds, and maternity benefits. However, ambiguities exist regarding the classification and rights of contract workers under relevant labor laws. While regulations stipulate equal entitlements for all types of employees, including contract workers, enforcement mechanisms often fall short, leading to violations in various organizations.

Research Objectives

- Highlight violations of contractual workers' rights in garment factories in Pakistan.
- Identify unfair treatment and labor policies affecting contract workers and laborers.
- Examine monetary and non-monetary benefits denied to contract workers, including piece rates, bonuses, leaves, and minimum wages.

Research Questions

- How widespread are violations of contractual workers' rights in garment factories in Pakistan?
- What unfair treatment and labor policies disproportionately affect contract workers and laborers?
- To what extent are contract workers denied monetary and non-monetary benefits, including minimum wages and leave entitlements?

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LITERATURE REVIEW

This comprehensive analysis explores various facets of workforce management, specifically focusing on contract workers, monetary and non-monetary benefits, minimum wages, and the phenomenon of working off the clock. By dissecting these components, we aim to elucidate the intricate dynamics that govern employee compensation and benefits, highlighting the implications for organizational behavior and human resource practices.

Contract Workers and Their Economic Implications

Contract workers are a distinct category of the labor force engaged through specific agreements that outline their tasks and remuneration (Adam Cobb, 2016). Unlike permanent employees, contract workers are typically employed for shorter durations, reflecting a flexible employment strategy. This arrangement allows organizations to adjust their workforce based on project needs and market demands, offering a pragmatic approach to managing labor costs and productivity.

The Role of Monetary Benefits in Enhancing Workforce Productivity

Monetary benefits serve as a pivotal tool for organizations to motivate their employees toward achieving higher efficiency and effectiveness. These benefits, symbolizing power, prestige, and esteem, cater to the physiological and social security needs of individuals (Herzberg, 2017). However, their motivational impact diminishes once these basic needs are satisfied, transitioning from a primary motivator to a maintenance factor.

Types of Monetary Benefits

Monetary incentives vary in form and function, each designed to inspire greater commitment and productivity among employees:

- Piece Rates: This incentive is prevalent in production industries, rewarding workers for each unit produced, thereby encouraging faster and more dedicated work without compromising quality.
- Pay Raises: Often awarded to long-tenured workers or those who meet certain production milestones or complete training programs, pay raises serve as recognition for employee dedication.
- Bonuses: These are granted for achieving specific targets, such as project completion, sales goals, or productivity benchmarks, and may also include festive bonuses.
- Profit Sharing: A portion of profits is distributed among employees based on tenure, status, and contribution, fostering a sense of ownership and commitment.
- Contests: Particularly in sales and production, contests motivate individuals or teams to exceed production levels, offering rewards for superior performance.

The Significance of Non-Monetary Benefits

Non-monetary benefits, encompassing both tangible and intangible rewards, play a crucial role in satisfying employees' non-financial needs. These benefits range from free coffees to comprehensive healthcare packages, contributing to a supportive work environment and enhancing job satisfaction (Habib, et al., 2017). Organizations that offer substantial non-monetary benefits are often perceived as valuing their employees more, which helps attract and retain talent, especially among knowledge workers.

Minimum Wage Legislation: Objectives and Implications

The establishment of minimum wages is a critical policy tool designed to protect employees from unduly low pay, thereby supporting their livelihood and ensuring a fair distribution of economic benefits. This policy aims to foster a living wage that accounts for the essential needs of employees and their families, contributing to poverty reduction and the mitigation of wage discrimination, including gender disparities. The structural design of minimum wage policies is crucial, as they must be integrated with broader societal and labor strategies, including collective bargaining and negotiations on wages, working

hours, and conditions, to be effective (Faraz et al., 2014).

Challenges of Off-the-Clock Work

Off-the-clock work, defined as work performed outside of scheduled hours without compensation, represents a significant legal and ethical issue. Laws require that employees be paid for all working hours, and any labor beyond official working hours must be appropriately compensated. However, enforcing these laws is challenging due to the difficulty in detecting non-compliance and the reluctance of employees to report violations for fear of retaliation. The literature highlights the importance of a threefold approach to regulation: establishing legal standards, monitoring compliance, and incentivizing adherence to these standards (Faraz et al., 2013).

The Role of Compensation in Employee Behavior

Compensation, both monetary and non-monetary, plays a pivotal role in influencing employee behavior and organizational outcomes. Literature in human resource management underscores the link between compensation and worker performance, with appropriate reward systems leading to improved productivity and organizational success (Lazear, 2018). Reward management extends beyond financial benefits, encompassing non-financial rewards such as career development, recognition, and job responsibility, which can significantly impact employee motivation and job satisfaction.

Non-Monetary Incentives and Organizational Efficiency

The literature also explores the effectiveness of non-monetary incentives in enhancing organizational efficiency by fostering employee enthusiasm and commitment. These incentives can range from tangible rewards, like small gifts or social event invitations, to intangible benefits, such as flexible working hours and opportunities for training. The strategic integration of these rewards with monetary compensation is shown to not only motivate employees but also reduce turnover rates and maintain a healthy work-life balance, thereby contributing to the overall productivity and sustainability of the organization.

In the contemporary landscape of organizational management, the implementation of effective remuneration policies stands as a critical determinant of workforce motivation and productivity. This literature review aims to provide a thorough examination of the multifaceted dimensions of remuneration strategies and their influence on employee motivation. Drawing upon a diverse range of scholarly sources, this review seeks to shed light on the intricate interplay between monetary and non-monetary incentives, compliance with wage regulations, and the broader implications for organizational performance.

Concrete Incentives

Kose, et al., (2015) outline various concrete incentives employed by organizations to motivate their workforce, including provisions such as free food, transportation facilities, and social events. These tangible benefits not only serve to enhance employee satisfaction but also contribute to fostering a sense of belongingness within the organizational culture. Moreover, facilities like daycare and shuttle services further augment the attractiveness of the overall compensation package, thereby bolstering employee retention.

Social Incentives

Social incentives play a pivotal role in nurturing positive employee-employer relationships and fostering a conducive work environment. As highlighted by Kose, et al., (2015), open communication channels and recognition of employee contributions are key components of social incentives. Acts such as providing feedback, expressing gratitude, and organizing social gatherings contribute to enhancing employee morale and job satisfaction. Additionally, initiatives like the 'Employee of the Month' award serve to acknowledge and celebrate outstanding performance, further reinforcing a culture of appreciation within the organization.

Work-related Incentives

Work-related incentives encompass a spectrum of factors aimed at enriching employee experiences

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and promoting professional growth. Kose, et al., (2015) emphasize the significance of meaningful job roles, opportunities for skill development, and involvement in decision-making processes. Moreover, initiatives such as flexible work hours and international business tours contribute to enhancing employee engagement and satisfaction. It is evident that non-monetary incentives, focused on self-actualization and ego satisfaction, play a crucial role in complementing monetary rewards in driving employee motivation (Owolabi Yusuf & Mat Derus, 2013).

Fringe Benefits

In addition to monetary compensation, fringe benefits form an integral part of the overall remuneration package offered by organizations. These non-monetary perks, as outlined by Armstrong (2007), encompass a wide range of offerings such as appreciation, decisive job responsibilities, and flexible work arrangements. By augmenting the attractiveness of the compensation package, fringe benefits serve to enhance employee satisfaction and retention. However, it is essential for organizations to strike a balance between monetary and non-monetary rewards to effectively motivate their workforce (Langton & Robbins 2007).

Compliance with Wage Regulations

Ensuring compliance with wage regulations is essential for promoting fair and equitable workplace practices and upholding labor standards. Ye et al., (2015) highlight the importance of adherence to minimum wage laws and regulations governing overtime pay in mitigating instances of wage theft. However, studies indicate significant non-compliance with overtime wage regulations, with a considerable proportion of workers being either unpaid or underpaid for their extra hours of work (Ye et al., 2015). Strengthening regulatory enforcement and monitoring mechanisms is critical to addressing these issues and ensuring fair treatment of employees.

Impact on Workforce Motivation

The implementation of effective remuneration policies has profound implications for workforce motivation and organizational performance. By offering a competitive compensation package comprising both monetary and non-monetary incentives, organizations can attract and retain top talent, thereby fostering a culture of high performance and employee engagement. Moreover, adherence to wage regulations not only ensures fair treatment of employees but also contributes to enhancing their morale and job satisfaction. Fauser and Gebel (2023) shared that the outcomes indicate a positive correlation between temporary employment sector size and wage gap magnitude. Consequently, our study underscores that heightened institutional and structural labor market duality accentuates wage inequalities between temporary and permanent employees, emphasizing the role of labor market dynamics in shaping income disparities.

Research Hypotheses:

Primitively, this study examines the impact and relationship of hiring the contract workers. It may lead to several violations including failure to offering monetary and non-monetary benefits to them, inability to pay the minimum wages and working off the clock.

H1 – Hiring contact workers may lead to failure to provide monetary a non-monetary benefit.

H2 - Hiring contact workers may lead to failure to pay applicable wages.

H3 - Hiring contact workers may lead to working off the clock.

Conceptual Framework

This paper claims that when contract workers are hired, it may lead to several violations if the social and ethical compliances are not followed properly. This may include failure to pay monetary and non-monetary benefits, inability to pay applicable wages and working off the clock.

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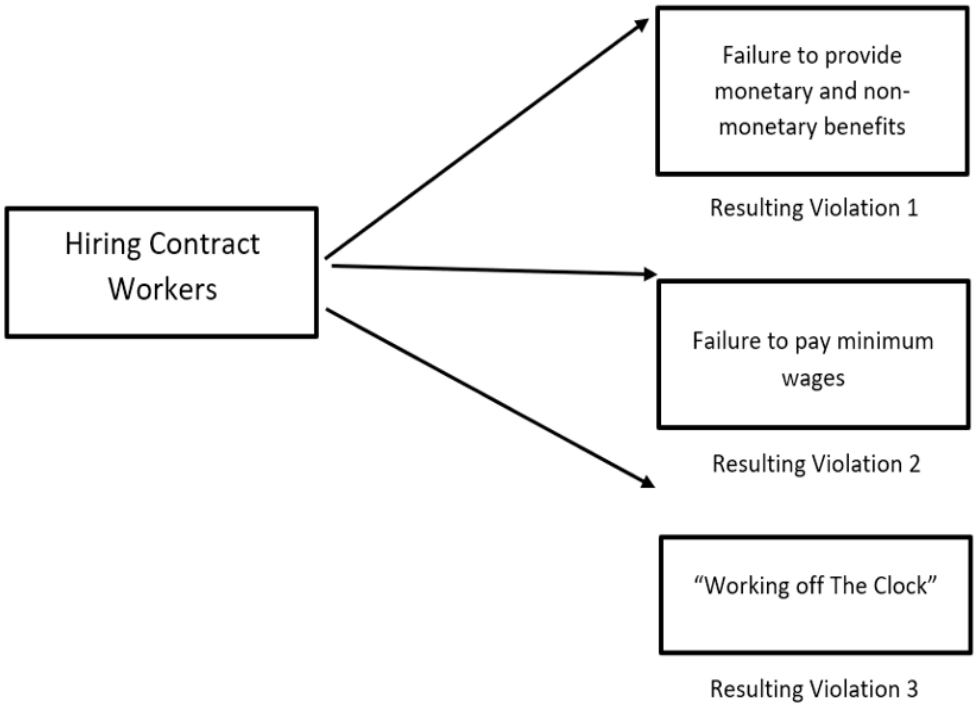

METHODOLOGY

The research employed a secondary data approach utilizing unpublished and confidential audit reports sourced from various textile factories across Pakistan, specifically from regions such as Karachi, Lahore, and Faisalabad. These reports were obtained from audits conducted in 2017 by third-party entities responsible for assessing social compliance on behalf of foreign buyers outsourcing textile goods from Pakistan. Due to the sensitive nature of the reports, the names of the factories remained undisclosed. Sampling, a critical aspect of research precision, involved employing a convenient sampling method to select data from the accessible pool of Social Audit Compliance reports from textile factories in Sindh and Punjab regions. The sample, comprising reports voluntarily shared by factories and encompassing violations related to hiring contract workers, was not predetermined. The total population of textile factories in Karachi, Lahore, and Faisalabad, as per data from the All Pakistan Textile Mills Association (The News International) in 2018, was 376. However, due to impracticality, the study was conducted on a sample of 191 textile factories, determined using a sample size calculator (The News International, 2018).

The study focused on textile factories in Karachi, Lahore, and Faisalabad that export goods to overseas buyers, representing the total population of textile factories in Sindh and Punjab regions. Out of the 376 social audit compliance reports collected from Karachi, Lahore, and Faisalabad regions, a total of 191 audit reports were assessed using convenient sampling. The sample size calculation utilized a margin of error of 5%, a confidence interval of 95%, and a sample proportion of 50% to determine the sample size as 191. The research utilized unpublished and confidential audit reports from textile factories across key regions in Pakistan, namely Karachi, Lahore, and Faisalabad. These reports, derived from audits conducted in 2017 by third-party entities on behalf of foreign buyers, serve as the primary data source. To preserve confidentiality and integrity, the names of the factories were withheld. This secondary data approach enabled the examination of a wide array of compliance reports without the need for direct access to the factories, which could potentially bias the findings.

The research relied on secondary data collected from 376 social compliance audit reports. Specifically, the study assessed a sample of 191 textile companies exporting goods from Pakistan, selected using convenience-based sampling, to explore potential impacts and associations between the variables of interest. Data analysis was conducted using IBM SPSS Statistics 20 software. Various statistical techniques, including correlation, coefficient of determination, and regression analysis, were employed to test the assumed theories derived from the assessed social compliance reports.

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RESULTS & FINDINGS

Respondent Profile

We have selected secondary data which is used to conduct the study i.e. unpublished and confidential audit reports. These Social Compliance reports were collected as a respondent from textile factories from different regions of Pakistan, particularly from Karachi, Lahore and Faisalabad, whereas the audit was conducted in the year 2017.

Hypothesis Testing

Table 1

Model Summary table

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.612a	.375	.372	2.324
a. Predictors: (Constant), Hiring Contract Workers				
b. Dependent Variable: Failure to Provide Monetary And Non-monetary Benefits				

R and R2 values have been provided in this table. Wherein, the R value represents the simple correlation which equals to 0.612, indicating a degree of correlation. Moreover, the R2 value indicates how much of the total variation in the dependent variable i.e. failure to provide monetary and non-monetary benefits, can be explained by the independent variable i.e. hiring contract workers. In this case, 37.5% can be explained.

Table 2

ANOVAa

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	612.503	1	612.503	113.397	.000b
	Residual	1020.868	189	5.401		
	Total	1633.372	190			
a. Dependent Variable: Failure to Provide Monetary And Non-Monetary Benefits						
b. Predictors: (Constant), Hiring Contract Workers						

Here the P value shows the value 0.000, which is lesser than the significantα-level i.e. 0.05. Therefore, the independent variable, that is, hiring contract workers, statistically significantly predicts the dependent variable, that is, failure to provide monetary and non-monetary benefits.

Table 3

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.728	.396		4.365	.000
	Hiring Contract Workers	.568	.053	.612	10.649	.000
a. Dependent Variable: Failure to Provide Monetary and Non-Monetary Benefits						

The above table demonstrates the value of constant is 1.728 and the value of beta is 0.568. These values depict a positive relationship between the independent variable i.e. hiring contract workers and dependent variable i.e. failure to provide monetary and non-monetary benefits.

$Y = \alpha + \beta(x)$ is the linear regression equation,

Therefore:

Failure to provide monetary and non-monetary benefits= 1.728 + 0.568 (Hiring Contract Workers)

- Y is Unreasonable Employment Contract
- Constant is 1.728
- X is Inadequate Hiring Procedures

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- The slope is 0.568; showing when the hiring of contract workersgrows by one unit, violation i.e. failure to provide monetary and non-monetary benefits also correspondingly accelerates by the sameunits.

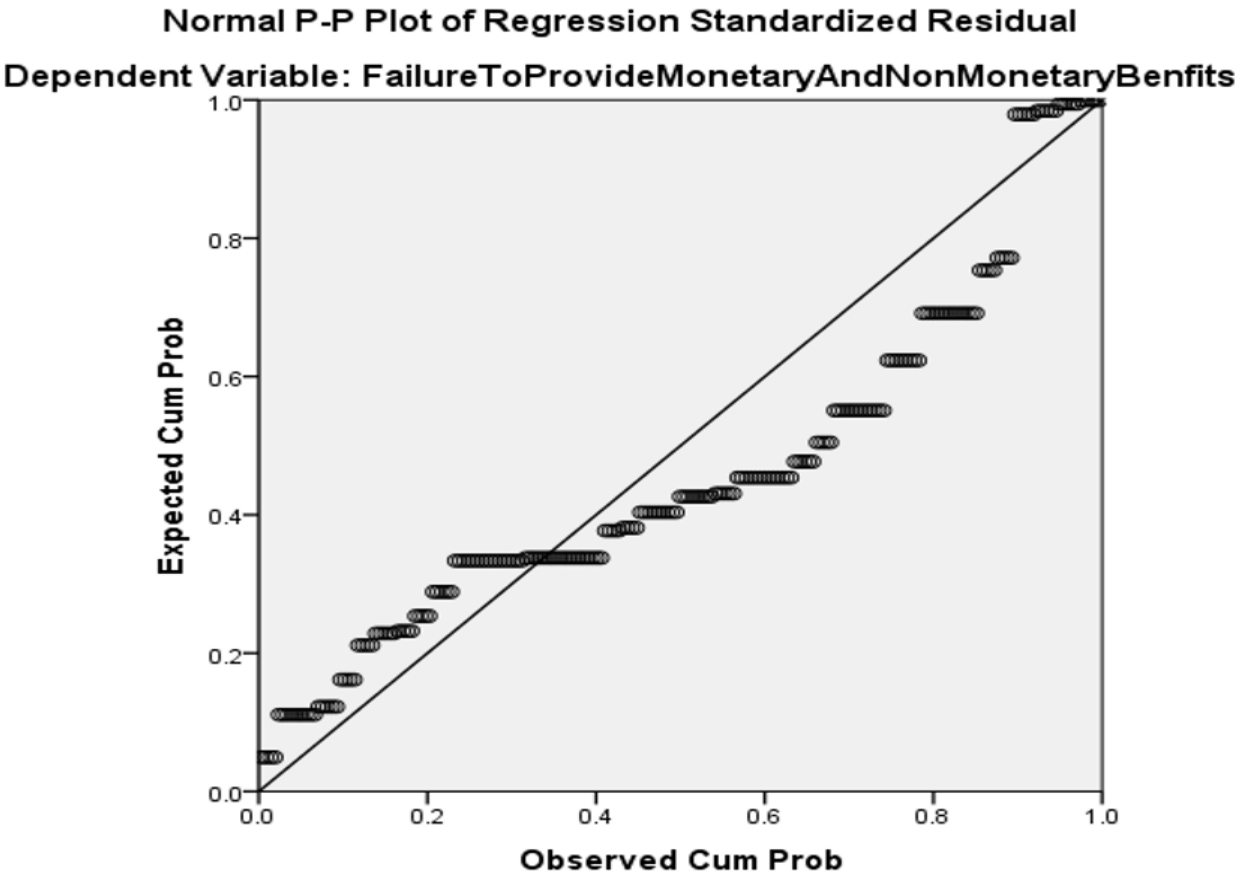

Figure 1. Plot of Regression Standardized

The above graph demonstrates a standardized residual signifying the error present in the data. No outliners may be witnessed here as all the points fall closer to the best fitted line, representing no abnormality in the standard error.

Table 4

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.037a	.001	-.004	3.248
a. Predictors: (Constant), Hiring Contract Workers				
b. Dependent Variable: Failure To Pay Minimum Wages				

R and R2 values have been provided in this table. Wherein, the R value represents the simple correlation which equals to 0.037, indicating a degree of correlation. Moreover, the R2 value indicates how much of the total variation in the dependent variable i.e. failure to provide monetary and non-monetary benefits, can be explained by the independent variable i.e. hiring contract workers. In this case, only0.1% can be explained.

Table 5

ANOVAa

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2.780	1	2.780	.263	.608b
	Residual	1994.413	189	10.552		
	Total	1997.194	190			
a. Dependent Variable: Failure to Pay Minimum Wages						
b. Predictors: (Constant), Hiring Contract Workers						

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Here the P value shows the value 0.608, which is greater than the significant α-level i.e. 0.05. Therefore, the independent variable, that is, hiring contract workers, does not statistically significantly predict the dependent variable, that is, failure to pay minimum wages.

Table 6

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.397	.553		9.754	.000
	Hiring Contract Workers	.038	.075	.037	.513	.608

a. Dependent Variable: Failure to Pay Minimum Wages

The above table demonstrates the value of constant is 5.397 and the value of beta is 0.038. These values depict a positive relationship between the independent variable i.e. hiring contract workers and dependent variable i.e. failure to provide monetary and non-monetary benefits.

$Y = \alpha + \beta(x)$ is the linear regression equation,

Therefore:

Failure to pay minimum wages= 5.397 + 0.038 (Hiring Contract Workers)

- Y is Unreasonable Employment Contract
- Constant is 5.397
- X is Inadequate Hiring Procedures
- The slope is 0.038; showing when the hiring of contract workersgrows by one unit, violation i.e. failure to pay minimum wages also correspondingly accelerates by the sameunits.

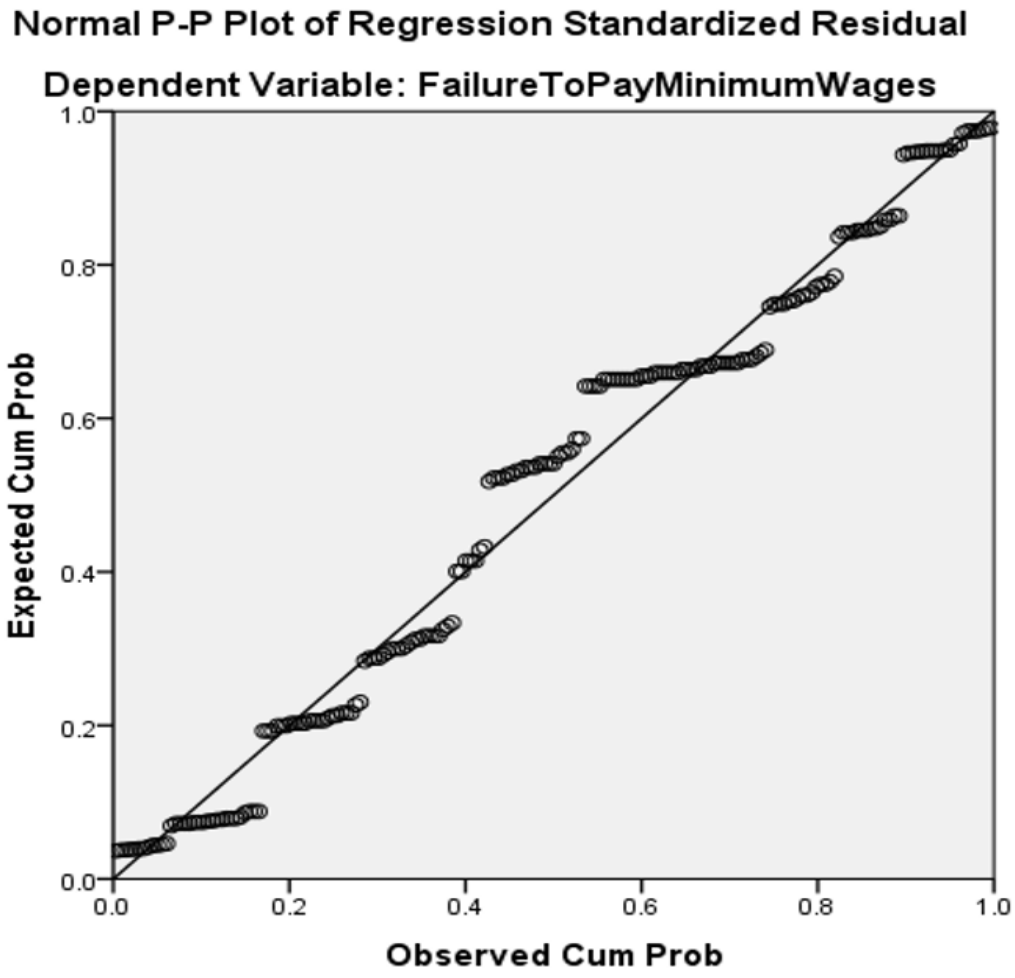

Figure 2. Plot of Regression Standardized

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The above graph demonstrates a standardized residual signifying the error present in the data. No outliners may be witnessed here as all the points fall closer to the best fitted line, representing no abnormality in the standard error.

Table 7

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.758a	0.574	0.572	1.688
a. Predictors: (Constant), Hiring Contract Workers				
b. Dependent Variable: Working Off the Clock				

which equals to 0.758, indicating a degree of correlation. Moreover, the R2 value indicates how much of the total variation in the dependent variable i.e. failure to provide monetary and non-monetary benefits, can be explained by the independent variable i.e. hiring contract workers. In this case, 57.4% can be explained.

Table 8

ANOVAa

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	725.406	1	725.406	254.669	.000b
	Residual	538.353	189	2.848		
	Total	1263.759	190			
a. Dependent Variable: Working Off the Clock						
b. Predictors: (Constant), Hiring Contract Workers						

Here the P value shows the value 0.000, which is lesser than the significant α-level i.e. 0.05. Therefore, the independent variable, that is, hiring contract workers statistically significantly predict the dependent variable, that is, failure to provide monetary and non-monetary benefits.

Table 9

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.244	.287		4.329	.000
	Hiring Contract Workers	.618	.039	.758	15.958	.000
a. Dependent Variable: Working Off the Clock						

The above table demonstrates the value of constant is 1.244 and the value of beta is 0.618. These values depict a positive relationship between the independent variable i.e. hiring contract workers and dependent variable i.e. failure to provide monetary and non-monetary benefits.

$Y = \alpha + \beta(x)$ is the linear regression equation,

Therefore:

Failure to provide monetary and non-monetary benefits= 1.244 + 0.618 (Hiring Contract Workers)

- Y is Unreasonable Employment Contract
- Constant is 1.244
- X is Inadequate Hiring Procedures
- The slope is 0.618; showing when the hiring of contract workersgrows by one unit the violation of working off the clock also accelerates correspondingly by the sameunits.

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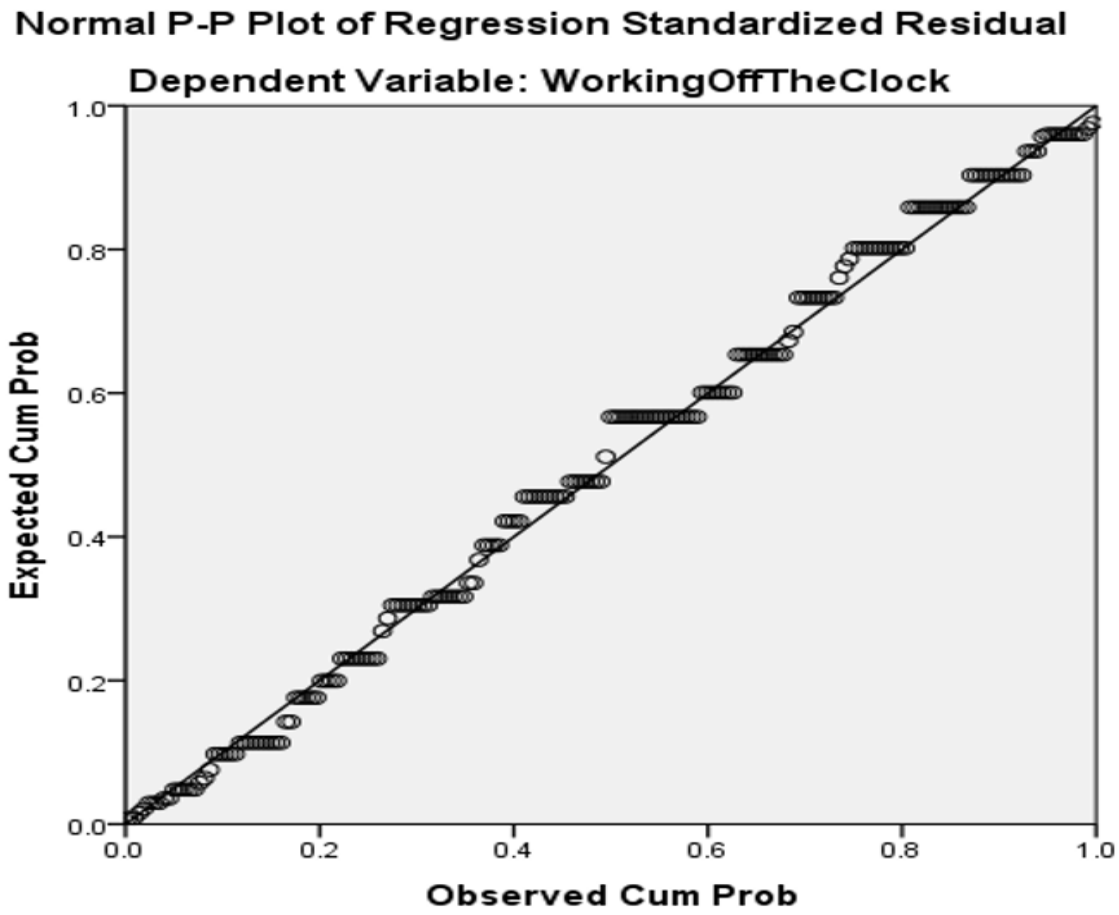

Figure 3. Plot of Regression Standardized

The above graph demonstrates a standardized residual signifying the error present in the data. No outliners may be witnessed here as all the points fall closer to the best fitted line, representing no abnormality in the standard error.

Table 10

Summary of Hypotheses Testing

Hypothesis	Result
H1: Hiring contract workers and failure to provide monetary and non-monetary benefits	Significant α-level i.e. 0.05. value 0.000
H2: Hiring contract workers and failure to pay minimum Wages	Significant α-level i.e. 0.05. value 0.608
H3: Hiring contract workers and working off the clock	significant α-level i.e. 0.05 value 0.000

The results show a significant relationship between hiring contract workers with failure to provide monetary and non-monetary benefits and working off the clock. Whereas, no significant relationship is found between hiring the contract workers with failure to pay them minimum wages. Conversely, an insignificant relationship is found between hiring the contract workers and failure to pay them minimum wages. This prominently demonstrates that these violations occur in the textile industries of Pakistan. Hence, there is a need to control the guidelines and processes to avoid these violations.

CONCLUSION

This study contains the data from the factories belonging to only Sindh and Punjab regions, further researches may include other regions too in order to gather a holistic understanding from across the other regions as well about the components that have been tested in this study. Furthermore, the causes may be identified in future studies as why the violations occur when contract workers are hired into the factories. Also, the components of this study may be tested in other industries to find if such activities occur in other

sectors too or not. Hence, this dispute approves that interference is essential by government in order to set minimum sustenance amount for workers, the same as a volume for maintaining living standards in manifestation of least pays. Subsequent to this reasoning, major market economy commonly adopts minimum pay regulations. Accompanying, there are unconventional elements concerning relevance for involvement of government in job market in terms of minimum pay regulations. The opponents consider these regulations to be established over poor economics, despite of being politically accurate. Opponents contemplate that in economies such as, free enterprises, employee's pays of an assumed amount of output may not be changed with respect to "age, race, sex, and location" of the work services.

Hence, discussions undertake when in nonexistence of minimum pays regulation, job market gets responsible for establishing the pays, equivalent to "the social opportunity cost of labor." Free job markets are considered to be more systematic by the opponents. Job market's competence gets negotiated through minimum pay regulations. Meanwhile, in nonexistence of minimum pay regulations, pays remain adaptable that assists this practice for alterations in job market. Moreover, other economists as well as policy developers consider the minimum pays regulations to be a better for economics along a virtuous politics.

Recommendations

The outcomes reveal an adequate amount of indication of significant relationships between hiring the contract workers and failure to provide them monetary and non-monetary benefits, likewise amid hiring contract workers and working off the clock. Conversely, an insignificant relationship is found between hiring the contract workers and failure to pay them minimum wages. This prominently demonstrates that these violations occur in the textile industries of Pakistan. Hence, there is a need to control the guidelines and processes to avoid these violations, strict laws should be made and implemented by the Government controllers.

Regardless of this reality that this dissertation has effectively achieved the purpose that was to examine the associations amongst the selected factors, few inevitable constrictions were encountered during this process. Firstly, the time for completing this entire dissertation was limited. Secondly, since access to factories was not available, reliability is completely based on the social audit compliance reports. Hence, there is a probability of biased opinions of auditors while conducting the audit surveys.

Furthermore, the causes may be identified in future studies as why the violations occur when contract workers are hired into the factories. Also, the components of this study may be tested in other industries to find if such activities occur in other sectors too or not. Through applying the idea of longitudinal investigation in the specific industry to assess the purposeful bits of knowledge about the practices according to the law that could be another fitting future examination course. Essentially, this investigation can be duplicated on the pieces of the nations like Pakistan and the countries who practice same with contractual workers including rising economies and countries. By this the future specialists can give the cross-country examination in like manner, with the expectation of practicing policies and treatment according to law.

Competing Interests

The authors has declared that no competing interests exist.

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