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OCCUPATIONAL WELL-BEING IN BRICK KILN INDUSTRY: A SOCIOLOGICAL ANALYSIS OF WORKERS' EXPERIENCES IN PUNJAB, PAKISTAN

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Brick Kiln, Occupational Well-Being, Sociological Factors, integration, contribution, actualization, acceptance & Social coherence

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ABSTRACT

The study's objective was to explore occupational well-being of brick kiln workers. The impetus of this research is to improve the brick kiln laborers' well-being. The study's population of concern included the four districts of Punjab, Pakistan. Two districts selected from the South, Punjab, Multan and Jhang, and two from east of the Punjab are Sialkot and Kasur. The in-depth interviews (qualitative) & interview schedule (quantitative) methods were used to collect data. For the qualitative part, 10 stakeholders were selected purposively for in-depth interviews. For quantitative part, the convenient sampling technique was used for data collection. Both, qualitative data and quantitative data were analyzed through diverse statistics procedures as per requirements of study. Results show that occupational well-being was moderately positively correlated with theoretical model of Keyes. The findings are based on qualitative part with theme interpretation, and next quantitative part is divided into two distinct segments, namely descriptive data analysis and inferential data analysis. Data was analyzed by using SPSS & smart PLS-SEM, which are main tools used to scrutinize structural equation models.

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INTRODUCTION

Occupational well-being affects all phases of working life, from safety and quality of the working atmosphere to how laborers feel about their work, their working environment, and their perspective on work and the work industry (Saeed, Aziz & Rahman, 2023). The main purpose of procedures for the well-being of laborers at workplace is to complement Occupational Safety and Health (OSH) processes to ensure that laborers are healthy while working, safe during working hours in industry,

engaged & satisfied at work. The well-being of workers is key factor in determining organizational effectiveness in long term. Numerous studies have shown that productivity levels directly affect the worker's general health and occupational well-being (Sharpe & Fard, 2022). Workplace health & workers well-being have continued to be concern worldwide since the decade ago (Wainwright & Calnan, 2020), focusing intensely on fact that work stress has reached epidemic proportions within western industrialized societies. Some research in this field suggests that there is little change, and contemporary workplaces are still being investigated to find out what causes work-related stress & well-being (Nixon, Mazzola, Bauer, Kruger, & Spector, 2011). Pakistan's brick kiln industry is one of oldest and largest in Asia. It is confined to rural and peri-urban zones due to its disorganized and traditionally settled nature.

The brick kiln workers have a distinct culture that consists of their own norms, values, traditions, and living styles. Punjab is a big brick-making area in Pakistan. Workers in the brick kiln sector have a specific culture, are forced laborers, and subject to cruel and bounded system (Asian Development Bank, 2011). The situation of labor has developed more consideration towards the modern ways of laboring to benefit working class as integral features of this modern culture. Pakistan hand, has its own history and social heritage of 75 years of labor work culture along with venerable traditional belief system. Occupational well-being in brick kiln industry is a multifaceted issue that involves several aspects like physical health, safety, psychological well-being, and socio-economic factors. Pakistani society is mainly agricultural & traditional, but it is on way to moving towards modernity to sustain goals, socio-economic and labor values are in state of transition day by day (Patra, 2021). To achieve occupational well-being, one must be capable of achieving a healthy work-life balance, managing workplace anxiety, and building relationships with fellow employees while integrating their commitment to occupation into lifestyle that is both satisfying and rewarding. Work is central activity and principal source of identity for most adults. It is often described as a source of anxiety, stress, and hardship.

As such, the relationship between work and well-being is of significant interest. The major effects of work on well-being of labor force cannot be effectively understood simply by examining individual experiences in particular jobs (Chillakuri & Vanka, 2021). Nearly 20,000 traditional brick kilns in Pakistan, using rubber, coal, and shoe soles as fuel, release harmful black carbon into atmosphere. These kilns are mostly situated near urban areas and greatly contribute towards air pollution, posing potential health risks for worker (Kubasie, Watson, Norris, Chamberlain, Perumal & Burden, 2022). The economy of Pakistan is in a developing and transitional phase these days. The globalization has presented various challenges to the occupational well-being, workplace safety, and overall health. Improving access to education, skills training, and healthcare services can contribute to enhancing the overall well-being of workers and their families. Privatization and disinvestment have become prevalent in the government-owned enterprises and monopolies. The formal industrial sector has experienced sluggish growth in recent years, while the informal and service sectors have seen rapid expansion. Pakistan is facing high population, unemployment, unbearable inflation, and minimum wages that are forcing women into marketplace for jobs. Occupational challenges & dangers posed by modern technologies are serious concerns for the workforce (Litvinenko, Bowbrick, Naumov & Zaitseva, 2022).

Social Well-Being Theory

The social well-being is factor of well-being, according to Keyes (1998), which involves evaluating one's social situation and functioning. Individuals are a part of societies and meet a variety of social duties and problems. These include:

1. Social integration: The quality of an individual's relationships to the society and community in which he or she is residing.
2. Social acceptance: the generalized knowledge of society based on the qualities and resources of other people (believing in others' goodness and trusting them; a social equivalent to self-acceptance);
3. Social contribution: the worth of social acceptance, or the conviction that one is a significant contributor to society with something to offer the world;
4. Social actualization: to assess the trajectory of the society's development from diverse leading perspectives and its possibilities;
5. Social coherence is a way of thinking that incorporates a concern for world knowledge and is concerned with how the social world is organized, good, and operates.

The study of a person's potential for social integration and adaptation, like in the case of a worker's well-being, connection with their work, and level of job satisfaction, can be done using the social well-being theory.

Research Objectives

1. To explore the meaning attributed to the concept of well-being in the brick kilns industry by a group of employees.
2. To identify the factors of any kind perceived as capable of influencing the well-being in the brick kilns industry.
3. To check whether individual characteristics are perceived as capable of influencing well-being in the brick kiln industry and which appear to have greater power to do so.
4. To check the gap between basic needs and material, relational resources available at brick kiln industry.
5. To explore the poor communities like brick kiln workers affected by many factors as the discrepancies between goals and achievements at brick kiln industry.
6. To assess the well-being status of the working families serving at the brick kilns industry in the particular context.
7. To suggest reforms regarding well-being policies about the labor working at brick kilns in the particular context.

LITERATURE REVIEW

Pakistan is a developing nation that is grappling with significant challenges in the sustainability of its brick kiln sector. Despite being the third-largest brick producer globally, following China and India, the country faces numerous obstacles. Pakistan produces over 70 billion bricks annually, accounting for the 3% of the world's total brick production (Khan et al., 2019). Presently, there are approximately 16,000 functioning brick kiln units in Pakistan, providing employment to over half a

million individuals and generating an annual revenue exceeding 6 billion US dollars (Rauf et al., 2020). Thus, during the recent phase of life in Pakistan, there has been a significant increase in the demand for the housing in the country. This is primarily attributed to the 2.4% annual population growth rate reported in the 2020 census (Ahmed et al., 2021). Well-being is commonly perceived as an objective to strive for, with the research primarily concentrated on identifying the factors that contribute to well-being and the strategies to enhance it. However, it is important to recognize that well-being can also serve as a catalyst for individual behavior, policy-making, and social initiatives (Ruggeri et al., 2020). The field of studying occupational well-being, health, and illness through a sociological lens can be traced back towards Talcott Parsons. In this connection, initially, this field primarily concentrated on examining the social dimensions of well-being and health (Timmermans & Hass, 2008).

The socio-cultural milieu plays a crucial role in socio-emotional and mental well-being of workers. Sociology contributes significantly to study of occupational well-being and health, as it addresses key concerns and debates in this field (Naidoo & Wills, 2015). Pakistan is a developing nation that is grappling with significant challenges in the sustainability of its brick kiln sector. Despite being third-largest brick producer globally, following China and India, country faces numerous obstacles. Pakistan produces 70 billion bricks annually, accounting for 3% of the world total brick production (Khan et al., 2019). Now, there are approximately 16,000 functioning brick kiln units in Pakistan, providing employment to over half million individuals and generating annual revenue exceeding 6 billion US dollars (Rauf, 2020). Research indicates that subjective measures of status, such as socio metric status, which pertains to an individual's self-perceived level of respect and admiration in social settings, have a greater impact on subjective well-being (SWB) compared to socioeconomic status (SES) (Anderson, Kraus, Galinsky, & Keltner, 2012). This implies that satisfaction with income and status may partially or entirely mediate the relationship between SES and psychological well-being (PWB). In this regard, some researchers propose that there is asymptotic correlation between well-being and income.

At certain income levels, basic needs for security and survival can be met, and further increases in earnings may not significantly enhance well-being. However, logarithmic transformation of income shows linear relationship with well-being, indicating that higher increases in income are necessary to reinforce well-being as individuals earn higher salaries (Diener et al., 2009). This is in line with the idea that social status (such as income, high occupation, education, and belonging to the upper social class) has a direct impact on psychological well-being (PWB). However, research suggests that economic status has a stronger correlation with well-being compared to education (Pinquart & Sorensen, 2000). Working in a brick kiln involves exposure to various occupational hazards such as extreme temperatures, dust, heavy lifting, and exposure to harmful chemicals used in the brick-making process. The musculoskeletal problems are significant sources of the dissatisfaction among workers (Jain et al., 2018; Sain and Meena, 2018; Punnett and Wegman, 2004). They contribute to increased absenteeism, lost productivity, negative labor relations, job transfers, higher accident rates, worker turnover, decreased productivity, reduced work quality, and increased administrative and personal costs (Cardinali, 1998; Miller, 1995; Niu, 2010; Widanarko et al., 2012). The economic

impact of these problems extends beyond individual work coordination and affects companies and society as a whole.

Research Hypothesis

1. The higher the social acceptance of the brick kilns, higher will be occupational well-being of the workers.
2. The higher the social actualization among workers, higher will be the level of occupational well-being of workers.
3. The higher the social coherence of the brick kilns, higher will be occupational well-being of the workers.
4. The higher the social contribution of the brick kilns workers, higher will be occupational well-being of the workers.
5. The higher the social integration of labor laws, higher will be the occupational well-being awareness among workers.

RESEARCH METHODOLOGY

The problem statement of research is "Sociological Factors Affecting Occupational Well-Being: A Study of Brick Kiln Workers in Punjab, Pakistan. In order to fully comprehend the findings, the study methodology combined quantitative and qualitative (mixed method) research. The objective of this study was to discover connotation credited to the perception of well-being in the brick kiln industry by a group of workers. Mixed-method research was found suitable to answer the research questions of current study; it overcomes problems associated with both qualitative (failing to move from specific to general), quantitative (dehumanizing subject matter). In order to fully comprehend study issues, mixed-methods research mixes qualitative & quantitative approaches (Berman, 2017). Mixed-methods research is effective, according to researchers, because it provides immediate and helpful middle ground in philosophy, methodology that is outcome-focused & realistic (Cameron, 2009; Fetters, Curry & Creswell, 2013). In-depth interviews with the stakeholder groups, structured interview schedule was used as tools for data collection. The mixed method research design is further classified into different categories associated with variants, timing, weighting, and mix (Creswell & Plano Clark, 2017).

This research adopted an exploratory sequential mixed method research design, i.e., one of research models provided by mixed method research design (Creswell, 2019). Quantitative data collection and analysis come after qualitative data gathering and analysis in an exploratory sequential mixed technique (Cameron, 2009). Undeniably, every research project contains some sort of philosophical underpinning (Creswell, 2013). Pragmatism is the philosophical purpose behind the integration of qualitative and quantitative techniques of research into an unmarried study. Surely positioned, the pragmatism is the notion of doing what works fine to gain the preferred end result (Morgan, 2007). Moreover, a literature review helped identify knowledge gaps in this field. Using qualitative data collection tools, in-depth interviews with brick kiln stakeholder groups were conducted. Gathered qualitative data were analyzed using thematic analysis. A structured interview schedule was tested through pretesting of the tool. After finalizing the structured interview schedule, a field survey was

conducted in sampled districts of Punjab. The data were analyzed through inferential & descriptive statistical techniques.

RESULTS OF STUDY

Qualitative Analysis

For this study, the stakeholders who participated in in-depth interviews were specifically chosen and contacted by phone, Zoom, and in-person in-depth interviews. The stakeholders were selected as per the center for the education and communication institute from the Brick Kiln database. To ensure privacy and secrecy, 10 in-depth interviews were performed on purpose with stakeholders in private settings. The evidence gathered from the in-depth interviews conducted by the researcher with various backgrounds and 10 stakeholders overall discloses that the problems of the brick kiln laborers have been dominant for the years. Although this industry continues to be one of the most lucrative ones that support the economy, it is also the most underutilized. Stakeholders' responses weren't really different from one another. Lack of safety measures during working hours, no medical facility, no drinking water (clean drinking water is the next stage), low wages, the delaying tactics while paying, no social protection, poor living conditions, no implementation of labor laws—the stakeholder groups mentioned that child labor and bonded work were the most important issues. Each interview lasted an average of 35 to 40 minutes. The researcher then collected and translated the interview notes.

Thematic Analysis

Table 1 Socio-Demographic Attributes of In-Depth Interviews Respondents (=10)

Code	Age	Religion	Gender	Education	Occupation	Years in service
RFI-1	38	Islam	Male	MPhil Islamic studies	Lecturer Private	8 Years
RFI-2	66	Christian	Male	Intermediate	Director Freedom Cry (NGO)	45 Years
RFI-3	23	Islam	Female	MSc Dev; Studies	CSS Aspirant	1 Years
RFI-4	29	Islam	Male	MPhil Sociology	Development Sector	4 Years
RFI-5	26	Christian	Male	MA Political Science	Private school teacher, Pastor & supervisor in Freedom Cry NGO	2 years
RFI-6	37	Christian	Male	Illiterate	Brick Kilns worker	29 Years
RFI-7	40	Islam	Male	Intermediate	Brick Owner	10 Years
RFI-8	42	Islam	Male	MS Law	Lawyer (Labor Court)	12 Years
RFI-9	34	Islam	Female	Graduation	House wife of brick kiln owner	5 Years
RFI-10	31	Islam	Male	Primary	Bricks worker & Transporter	10 Years

Characteristics of the research participants (in-depth interviews with stakeholders) The stakeholders are brick kiln owners, workers, local authorities, knowledge partners, human rights activists, labor lawyers, CSS aspirants, and the teacher fraternity (Nair & Sen, 2005).

The above table presents a description of the respondents who took part in this research. In terms of the age of the respondents, the majority (70.0 percent) was in age bracket of 30 years and above, and 30.0 percent were between ages of 23 and 29. In education, 30 percent have MS degrees, 20% have Masters Degrees, 10% hold graduation degrees, 20% have intermediate degrees, 10% have primary education, and 10% are illiterate. Face-to-face interviews were used to get information in different districts of Punjab, and one interview was held via phone call due to the unavailability of

respondent in Pakistan. In terms of occupation status, 2 respondents were teachers; one respondent belongs to the development sector; another respondent was a CSS aspirant in Lahore; one belongs to the brick kiln owner side; and one male was working in kiln industry. One respondent was working but loading bricks for common population in the area; one respondent was a labor court lawyer; one was the director of Freedom Cry, an NGO working for Christian families' rights serving at kilns; and one female respondent was wife of a Christian brick kiln worker. In context of service, 50 percent of respondents is serving in fields for more than 10 years, and remaining 50 percent had been engaged for 1 to 9 years.

Table 2 Qualitative Part of Thematic Analysis

Theme	Main Categories	Categories
Sociological Factors	Occupational Well-being	Job Satisfaction
Working Environment	Social Integration	Monetary reward
Response towards health-related issues	Social Acceptance	Recognition of work
Working Hours	Social Contribution	Health Satisfaction
Advance system (Peshgi system)	Social Coherence	
Family Size and Structure	Social Actualization	
Social Coherence		
ILO Point of view		
WHO Point of view		
Government initiatives		

Conclusion of Thematic Analysis

Although in-depth interviews with 10 stakeholder groups discovered a mutual understanding that laborers experienced deprived employment circumstances and were not paid as per the minimum wage act, most also emphasized a lot of barriers to improving brick kiln situation. These included: brick kiln social security lacks; the kiln sector is unorganized; the inspection of the labor department is very weak; district vigilance committees lack; implementation of rules and regulations lacks; and there is not single exact law governing management of brick kiln sector. Lacks of safety equipment or access to medical care are significant issues mentioned in this sector. Additionally, because brick kiln owners typically send money directly to male family members, female workers claimed they were not paid directly. This proves our society's patriarchal structure, which is evident given that men predominate in it.

Quantitative Analysis

The current study sought to investigate connections amid social acceptability, social actualization, social coherence, social contribution, social integration, and occupational well-being. Therefore, the subsequent segment of data analysis pertains to inferential data analysis and the use of SPSS and Smart PLS SEM, which are the principal tools employed in the current study to scrutinize structural equation models.

Table 3 Harman Single Factor Method

Total	% Of Variance	Cumulative %
11.596	10.759	9.896

Tables 4 Descriptive Analysis

Variables	Minimum	Maximum	Mean	SD
Occupational Well-being	1.00	5.00	3.534	.65908
Social Acceptance	1.00	5.00	3.522	.69925
Social Actualization	1.00	5.00	3.092	.63407
Social Coherence	1.00	5.00	3.510	.67616
Social Contribution	1.00	5.00	3.889	.63735
Social Integration	1.00	5.00	3.833	.75915

The mean score for occupational well-being is 3.534, which suggests a moderately positive level. The constructs of social acceptance and social coherence exhibit comparable mean scores of 3.522 and 3.510, respectively, indicating a moderate level. Conversely, mean score for social actualization is slightly lower at 3.092, indicating a comparatively lower level of achievement in this domain. The average scores for social contribution and social integration are 3.889 and 3.833, suggesting a comparatively elevated degree of the involvement & assimilation within social environments. The values of standard deviation offer insights into the dispersion or variability of data. The standard deviation values for all variables are quite small, ranging from .63407 to .75915. This observation implies that responses exhibit a considerable level of consistency and are closely grouped around the mean value, which signifies a certain degree of concurrence or resemblance in the perceptions of the participants.

Table 5 Correlation Analysis

	1	2	3	4	5	6
Occupational Well-being						
Social Acceptance	.346**					
Social Actualization	.347**	.432**				
Social Coherence	.413**	.454**	.262**			
Social Contribution	.331*	.398**	.399**	.396**		
Social Integration	.429**	.331**	.242**	.408**	.381**	1

** Sig level under 0.05

The correlation table presented displays associations between occupational well-being and several social factors, including social acceptance, social actualization, social coherence, social contribution, and social integration. The presented table exhibits correlation coefficients among aforementioned variables. The correlation coefficients quantify magnitude and orientation of associations. Positive correlation coefficients indicate a strong relationship between two variables, suggesting that as one variable rises, the other one likely to rise. A correlation with a coefficient of 1 is 100 percent positive. Upon analyzing correlation table, several noteworthy patterns are observed. Correlation coefficient between occupational well-being and social acceptance is .346**, as per the available data. This indicates moderate positive correlation amid two variables. Individuals who report higher ranks of social acceptance are likely to experience higher levels of occupational well-being. The connection between social actualization & occupational well-being is.347**. There is slight positive association

between these variables. This shows that people who are socially actualized also have better levels of occupational well-being.

The statistical analysis indicates a significant correlation of.413** between occupational well-being and social coherence. This suggests presence of a moderately positive correlation. People are more likely to report higher levels of occupational well-being if they perceive their social cohesion to be higher. The correlation coefficient amid occupational well-being and social contribution is 0.331. This suggests the presence of moderately positive correlation. According to research, greater social participation and occupational well-being are positively correlated. Correlation coefficient amid occupational well-being and social integration is 0.429, which is statistically significant at the 0.01 level. This indicates a moderately positive correlation. Individuals who exhibit greater degrees of social integration typically indicate elevated levels of occupational well-being. To summarize, the correlation table indicates that there is a positive correlation between occupational well-being and social acceptance, social actualization, social coherence, social contribution, and social integration. The aforementioned findings indicate that there exists a correlation between these social factors & elevated levels of occupational well-being, and that they may potentially serve as contributing factors to this phenomenon.

Table 6 Reliability Analysis

	CA	RHO_A	CR	AVE
Occupational Well-Being	0.922	0.933	0.93	0.542
Social Acceptance	0.701	0.705	0.764	0.548
Social Actualization	0.751	0.74	0.796	0.502
Social Coherence	0.751	0.764	0.812	0.591
Social Contribution	0.802	0.833	0.862	0.561
Social Integration	0.791	0.713	0.864	0.761

The importance of outer model's reliability in Partial Least Squares Structural Equation Modeling (PLS-SEM) analysis cannot be overstated, as it is essential for guaranteeing precision and legitimacy of the research outcomes (Legate et al., 2023). In order to ascertain the dependability of the model, it is imperative to assess its reliability and validity based on robust empirical data. Within this particular context, the evaluation of dependability of individual items is of utmost importance. This includes the assessment of item reliability and internal consistency, both of which are determined through utilization of composite reliability (CR). The evaluation of convergent validity constitutes a crucial facet that entails the appraisal of the reliability and congruity of metrics linked to specific models. In order to attain this objective, the utilization of the average variance extracted (AVE) is implemented as a metric. As per the findings of Hair et al. (2011) reflective constructs must exhibit a construct reliability score surpassing the threshold of 0.70 to be deemed acceptable. All obtained AVEs fell within range of 0.502 to 0.761, indicating high level of construct reliability & convergence of measurement models.

Table 5 presents an analysis of the reliability and precision of measurement models. The composite reliability values of (Rho A) and C-a have exceeded the acceptable threshold of 0.70. Therefore,

the aforementioned statement suggests that the measurement models demonstrate acceptable levels of the internal consistency and reliability. Furthermore, the AVE values acquired, which fall within the range of 0.502 to 0.761, suggest a considerable degree of the construct reliability and convergence. The aforementioned values indicate that a significant proportion of the variability in the observed variables can be accounted for by the latent constructs, thereby attesting to validity of the measurement models. The findings presented in the above Table offer robust empirical support for the reliability and precision of the outer model in the PLS-SEM analysis. In this linking, the study's measurement instruments are deemed robust and accurate, as evidenced by convergence of measurement models and the satisfactory values of composite reliability, as indicated by the AVE values of the results.

DISCUSSION

Discussion of Qualitative Analysis

Generally, the interpretation and practices of the sociological factors affecting occupational well-being in brick kiln sector vary from worker to worker and how the different indicators are linked with each other. In the present study, stakeholders were asked about the job satisfaction, monetary rewards, social recognition, and health satisfaction of laborers at brick kilns. Even though existing models stress social integration, social actualization, social coherence, social contribution, social acceptance, and some private features of well-being, social structure is very vital, and individuals remain embedded among each other. On the other side, communities face countless social tasks and challenges. For understanding best function and well-being, social scientists must examine social well-being (Keyes, 1998). People should feel proud to live in vital, healthy neighborhood, expressly laborers who are socially integrated, close to, derive comfort from others in community. People who are socially integrated should believe that their neighbors are reliable that their neighborhoods are secure. In Pakistani society, people live traditional life, they are very traditional towards many innovative trends.

An informal sector brick kiln, people working in this sector mostly belong to very poor backgrounds and don't even have their own residence; they mostly live near kiln huts provided by brick owners. This class faces a lot of challenges in their routine lives. Job satisfaction is important in all laborious organizations, but in brick kiln sector, it's never considered important from side of brick kiln owners. Most laborers in industry are not satisfied, but they are working due to certain reasons: advanced system, generational work, fact that they don't know other skills, and unavailability of other labor in some rural areas. One of the most disadvantaged and disenfranchised groups in the community lacks access to some public social services, including brick kiln workers. Majorities of these workers get meager daily wages and exhibit no resentment toward proprietors of brick kilns during whole careers, even from generation to generation. They typically lack basic needs of life and some basic rights like NICs and are not capable of accessing some of government-sponsored programs related to education, safety at work, health, wage act, working environment, and other basic needs for their families and themselves.

Stakeholders expressed that this sector is playing a very important role in structuring society, but on the other side, laborers in this sector are facing a lot of issues; even laborers survival is not possible in this recent phase of life. Most of the brick kiln workers live a debt-bonded life, and there seems to be no improvement in their lives in upcoming days as well. Severe social injustice exists in the brick kiln industry, including debt bondage, child labor, poor living, working circumstances, unsanitary water and sanitation conditions at kilns, the lack of education system, and subpar workplace health and safety. Several laws have been passed in recent years to protect workers, including Factories Act of 1934 (amended in 1997), Bonded Labor System (Abolition) Act of 1992, Punjab Minimum Wage Act of 2019, and the Punjab Prohibition of Child Labor at Brick Kilns Act of 2016, the Labour Policy of 2010 and the Punjab Labour Policy of 2018. However, the absence of application and enforcement of these laws contributes significantly to appalling working conditions faced by brick kiln workers. Lack of medical care, a lack of access to clean drinking water, low salaries, and a lack of social protection, bonded work, and child labor were some of the urgent issues raised by all stakeholder groups.

The stakeholders mentioned during our in-depth interviews that they are overburdened with the heavy work, no extra payments, and a lack of facilities. These are main indicators that are playing a key role in negatively affecting this sector. Many brick kiln workers engage in this sector due to their parent's debt bondage, and their upcoming generation may work for their forefather's debt system. This debt system makes them reliant on advances on rainy days and debt increases in off-season. In-depth stakeholder interviews have shown that most workers have little understanding of principles of their line of work and little knowledge of how to advocate their own rights as workers. Their primary concern is providing for their family and making a living. Lack of education and awareness is one of other key causes of a lack of comprehension & information about occupational labor concepts. Monetary rewards and diverse types of incentives in sector boost brick kiln workers levels of productivity, especially on occasion of Eid, Christmas & other special days. Compensation, payments are additional incentives rewarded to workforces for the achievement of programmed tasks in the industry.

The nature of laborer work in kiln industry, mutual relationships with peers, juniors, and superiors, proximity of the job, etc. could all have an impact on an employee's occupational well-being at work, which was the focus of our qualitative part of this research. On the other hand, from monetary reward, job satisfaction, social recognition, and health satisfaction, which were the emphases of our qualitative part of this research. The social support provided by coworkers and community made the workers in this industry feel good. Support from the community included social and emotional assistance from coworkers, caste, extended family and nearby huts. Relationships within community served as forms of practical assistance, and friends and family served as sources of informational support by sharing details about pay, incentives, and other workplace-related difficulties. Along with offering advice on how to handle Munshi, the proprietor of brick kiln, and other coworkers in field, friends and family members also shared their own observations and experiences at work. The absence of occupational health and safety facilities in the area forces laborers to use private health

facilities, further increasing their financial burden, as was noticed during in-depth interviews with brick kiln workers.

If these facilities were provided by brick kiln owners to laborers, the laborers occupational health well-being, job satisfaction, monetary rewards, social recognition, and health satisfaction increased. These indicators are strongly correlated with occupational well-being of brick kiln workers. Most brick kiln workers were not aware of any social security programs or funding like SEHAT Cards, BISP Cards, or EOBI. After speaking with a high court labor attorney, we came to conclusion that people responsible for enforcing rules prohibiting child labor and dealing with safety and health-related issues in this industry are at fault because their own children and families do not have to deal with problems. It's concluded that if laws are implemented properly, satisfaction occupational well-being will be positively affected, enhanced. The main problem is that who are constitutionally tasked with enforcing laws pertaining to compulsory education or other related laws are members of a class whose children primarily attend private schools and who are very lax in their application of the law. The results of show that there is significant correlation amid job satisfaction, financial rewards, social acceptance, health satisfaction, occupational well-being, and other elements of the Keyes Model.

Discussion of Quantitative Analysis

The quantitative results of this research indicate notable and favorable relationship among diverse social factors and occupational well-being. The study has shown that social acceptance has notable and favorable influence on occupational well-being. This suggests that a greater degree of social acceptance is linked with higher likelihood of achieving occupational well-being. The conclusions point out that social actualization has a noteworthy and favorable inspiration on occupational well-being. This suggests that individuals who attain a greater degree of social actualization, which pertains to the realization of personal and social goals, are more inclined to experience improved occupational well-being. It has been observed that social coherence, denoting level of concord and integration within social networks, has significant impact on occupational well-being. This implies individuals with stronger social coherence are likely to experience elevated levels of occupational well-being. Results suggest that social contribution, defined as constructive effect and contribution made to society, has noteworthy favorable impact on occupational well-being. Research suggests that individuals who actively participate in social contribution are likely to experience improved occupational well-being.

Additionally, social integration, defined as the feeling of being a part of and accepted within social circles, has been shown to have a noteworthy and favorable influence on occupational well-being. In summary, study illustrates that social factors significantly influence an individual's occupational well-being. The findings highlight value of social integration, social coherence, social contribution, and social acceptance in enhancing occupational well-being. They provide insightful information on the elements that support improved occupational results. Findings of the present study check the reliability, the partial least squares structural equation modeling (PLS-SEM) analysis is primarily established by the model's reliability and validity (Legate et al., 2013). It checks the correlation between internal and external models. The use of average variance extracted (AVE) allows for the

evaluation of the convergent validity of the measurements connected to specific models. Reliability analysis indicated high level of construct reliability and convergence of measurement models. The variance inflation factor (VIF) is a metric for evaluating the level of multicollinearity among group of multivariate regression variables, and it is examined in current work. Specifically, VIF threshold of 5 is identified as a critical value for determining the accuracy of model and presence or absence of multicollinearity.

In this study each of the variable inflation factor (VIF) values fall below the established threshold. Thus, the absence of multicollinearity is observed. This study investigates the Root of the Mean Square analysis of correlation of residuals in a model's Outer Layer Utilizing the RMS Theta Metric. According to the research findings, a theta RMS value of 0.102 is below threshold for a satisfactory match between outcome and predictor variables. The current study explores idea that coefficient of determination, or R-Square, is a measure of a model's ability to predict outcomes, with higher R-square values indicating a better match between model and data under observation. The present analysis reveals that the R square value, as presented in previous chapter of quantitative analysis, stands "between"0.509 to 0.619. The study examines over correlation matrix and provides analysis regarding independent and dependent variables of study. In view of this most of variables (social acceptance, social actualization, social coherence, social contribution, social integration, as well as occupational well-being) have positive and significant relationship having significant value less than 0.05. The findings indicated that there is no issue of multicollinearity in the data as values are under threshold i.e., 0.80.

CONCLUSION

The current study has explored the role of sociological factors affecting occupational well-being of brick kiln workers in Punjab, Pakistan. The empirical findings of this study have supported oft-cited effects of the sociological factors affecting occupational well-being coping while challenge some of previously found findings. This study highlighted the importance to address the sociological factors affecting occupational well-being. As a result, the Keyes (1998) Model of social well-being and occupational well-being has been linked, according to current study. The model and the predictor variables have a high and positive correlation with respect to strength and direction. Qualitative analysis revealed that job satisfaction, monetary rewards, social recognition and health satisfaction are significantly helping occupational well-being. In this regard, the job satisfaction, monetary rewards, social recognition and health satisfaction were generated themes over in-depth interviews and it's revealed that there were strong and significant association between these themes and occupational well-being.

Furthermore, analysis substantiated that the sociological factors were positively correlated with occupational well-being. The quantitative results of the current study show that all of the model's predictor variables, social acceptance, social contribution, social actualization, social integration, and social coherence have a favorable and significant impact on the occupational well-being of brick kiln workers. Overall, study's findings offer significant new understandings of the elements that improve brick kiln workers' occupational well-being. Labor rights advocates, policymakers, labor court representatives, labor associations, and owners' associations can create interventions and

programs that promote occupational well-being and raise their level of satisfaction by admitting the positive and significant relationship between occupational well-being and the Keyes model. In this linking, the workplace safety trainings, skill-improving trainings, spiritual satisfaction and trainings, and the establishment of debt-free mechanisms are some of the programs and treatments included in this.

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