

Population, Labour Force & Employment

Population census is an important source to measure the composition of a population and its distribution. The 6th National Population and Housing Census was held in Pakistan after a lapse of about 19 years. The census was undertaken in two phases first from 15th March to 15th April, 2017 and the second from 25th April to 25th May, 2017. Its provisional results have been released. The census data will be helpful for government, researchers and planners for critical evidence-based decision making, planning and evolving strategy for population control. The census will provide reliable data on population, its growth and other related variables such as employment, urban – rural population, male- female ratio, etc. The

national population census will play an important role for the resource allocation formula under National Finance Commission Award (NFCA).

Provisional results of 6th National Population and Housing Census show an increase of 57 percent in the total population (excluding Azad Jammu and Kashmir and Gilgit-Baltistan) of the country. The total population is 207.77 million as compared to 132.35 million back in 1998 while the nationwide average household size is 6.45 persons. Average annual population growth rate (1998-2017) at national level is 2.4 percent whereas growth in urban areas is 2.70 percent which is higher than the population growth rate in rural areas which is 2.23 percent.

Table 12.1: Population Census-2017

Administrative Units	Households (million)	Population – 2017				1998-2017 Average annual Growth Rate
		Male (million)	Female (million)	Transgender	Total Population (million)	
Pakistan	32.20	106.45	101.32	10,418	207.77	2.40
Rural	20.01	67.30	64.89	2,767	132.19	2.23
Urban	12.19	39.15	36.43	7,651	75.58	2.70

Source: Pakistan Bureau of Statistics

The overall distribution of population is in favour of male population which comes to 106.45 million (51 percent) whereas female population is 101.32 million (49 percent) and 10,418 person have been identified as transgender.

Provincial Break up of Population

On a national scale, average population growth rate has declined from 2.6 percent in 1998 to 2.4 percent in 2017. However, Islamabad Capital Territory has registered highest

population growth rate of 4.91 percent. Its population has increased from 0.81 million in 1998 to 2.0 million in 2017. Punjab and Sindh have also seen a decline in the population growth rate, while Khyber Pakhtunkhwa and Balochistan have recorded an increase in the population growth rate. Further, in Federally Administered Tribal Areas (FATA), the population growth rate has increased from 2.1 percent in 1998 to 2.41 percent in 2017. Average annual population growth rates are given in Table 12.2.

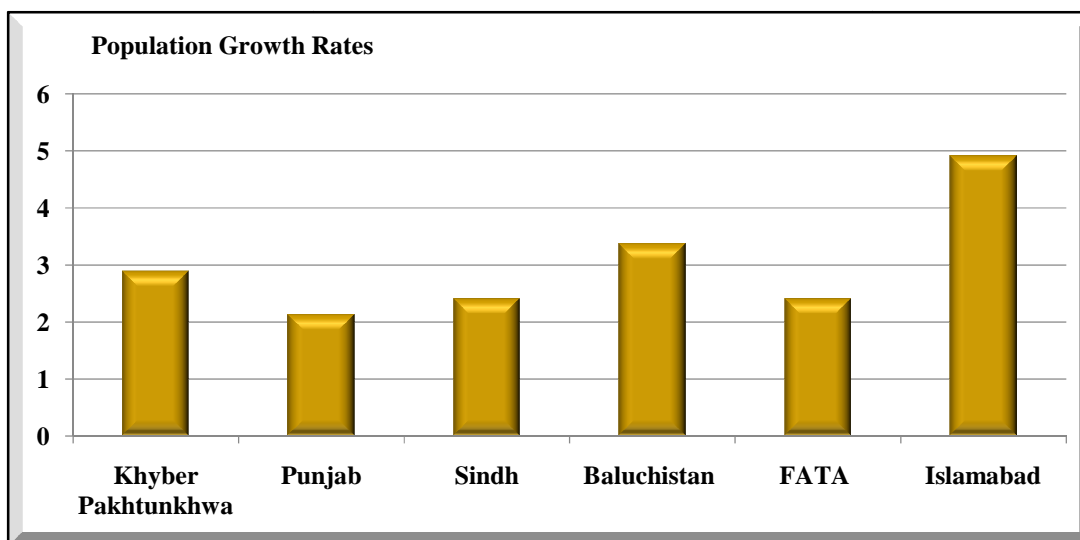
Table 12.2: Province wise Population and Growth Rates

Area	Population 1998(million)	Population 2017(million)	Average annual Growth Rate % (1981-98)	Average annual Growth Rate % (1998- 2017)
Pakistan	132.35	207.77	2.6	2.40
Khyber Pakhtunkhwa	17.74	30.52	2.8	2.89
Punjab	73.62	110.01	2.6	2.13
Sindh	30.44	47.88	2.7	2.41
Balochistan	6.57	12.34	2.4	3.37
FATA	3.18	5.00	2.1	2.41
Islamabad	0.81	2.00	5.2	4.91

Source: Population Census 2017 (Pakistan Bureau of Statistics)

The province wise population proportion shows that Punjab has the largest population of 110.0 million, while Sindh is the second with a population of 47.8 million. Khyber Pakhtunkhwa (KP) and Balochistan, although

lag behind in numbers, but population growth rate in these provinces showed an increase. The population of the Federally Administrated Tribal Areas (FATA) increased from 3.18 million to 5.0 million in 2017.



Urbanization

Migration and urbanization has strong effects on the economy and the development of the country, including changes in labour market opportunities, family structures, education, health and environment management, security systems and governance. The influx of urban migration makes it vital to undertake studies to understand its impacts on the dynamics of Pakistan’s population. According to Population and Housing Census 2017, the population of ten major cities has increased by 74.8 percent as compared to 1998 census. The urban population shows a growing trend with 36.38 percent of the population living in urban areas. The

comparative position of provinces and areas shows similar trend in urban population.

Sindh province is the most urbanized among all the provinces in Pakistan as per the results with 52.02 percent of its population based in urban areas. Punjab has the highest share of population of 52.9 percent in population pie but its share has declined as compared to 1998. The share of urban population in Punjab has slightly increased from 31.27 percent in 1998 to 36.71 percent in 2017.

Urbanization in Khyber Pakhtunkhwa has increased from 16.87 percent in 1998 to 18.77 percent in 2017. The share of urban population in Balochistan increased from 23.89 percent in

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1998 to 27.55 percent in 2017 and the urban share in Federally Administrated Tribal Areas increased from 2.69 percent to 2.84 percent in the same period. Contrary to provinces, the Islamabad Capital Territory shows a decline in

urbanization with the population in urban areas dropped to 50.58 percent in 2017 from 65.72 percent in 1998. The trends of urbanization in Pakistan as per the provisional results of census are as follows.

Table 12.3: Urban Share of Population

Area	Population (million)			Urban share (%)		
	1981	1998	2017	1981	1998	2017
Pakistan	84.25	132.35	207.77	28.3	32.52	36.38
Khyber Pakhtunkhwa	11.06	17.74	30.52	15.06	16.87	18.77
FATA	2.20	3.18	5.00	-	2.69	2.84
Punjab	47.29	73.62	110.01	27.6	31.27	36.71
Sindh	19.03	30.44	47.89	43.32	48.75	52.02
Balochistan	4.33	6.57	12.34	15.62	23.89	27.55
Islamabad	0.34	0.81	2.00	60.06	65.72	50.58

Source: Pakistan Bureau of Statistics

Pakistan is one of those developing countries where urban population is increasing significantly as a result of movement of people from rural areas to cities in search of jobs and opportunities to improve their lives. In an effort to decrease the burden on urban areas, the government has taken different measures, the establishment of the Centre for Rural Economy (CRE) is one of them. The overall goal of CRE is to improve sustainable and inclusive growth in rural areas. The specific objectives are to reduce rural poverty, improve food security, resilience, and social protection, generate gainful employment in rural areas and reduce rural-urban gaps and migration.

Population of Major Cities

The total population of the 10 major cities in Pakistan has increased from 23.41 million in 1998 to 40.92 million in 2017. Approximately 35 percent of Sindh's total population lives in Karachi and Hyderabad alone. Karachi occupies the top position in the list of most populous cities of Pakistan with population of 14.91 million which shows an increase of 59.8 percent in 19 years. Likewise, the population of Hyderabad city increased from 1.16 million to 1.73 million showing 49.1 per cent growth. The population of Lahore city has increased by 116.3 percent from 5.14 million to 11.12 million in 2017, while Faisalabad's population

has increased from 2.0 million to 3.2 million in 2017 showing a growth of 60.0 percent. Similarly, the population of Rawalpindi has increased by 49.3 percent from 1.40 million to 2.09 million and Gujranwala by 78.8 percent from 1.13 million to 2.02 million in 2017. The population of Peshawar city has increased by 101 percent from 0.98 million to 1.97 million in the same period. The population of Quetta city has increased by 78.6 percent to 1.0 million in 2017 from 0.56 million in 1998.

Table 12.4: Population of Major Cities

Major Cities	Census 1998 (million)	Census 2017(million)
Karachi City	9.33	14.91
Lahore City	5.14	11.12
Faisalabad M.CORP	2.00	3.20
Rawalpindi City	1.40	2.09
Gujranwala M.CORP	1.13	2.02
Peshawar City	0.98	1.97
Multan City M.CORP	1.19	1.87
Hyderabad City	1.16	1.73
Islamabad M.CORP	0.52	1.01
Quetta City	0.56	1.00
Total	23.41	40.92

Source: Pakistan Bureau of Statistics

Population Welfare Programmes

PSDP Funding to Population Welfare Programmes:

The Population Welfare Programmes are being executed by the Population Welfare Departments of the provinces and the federal government has supported the provinces in

allocating significant funding through Federal Public Sector Development Programs (PSDP). Total Rs 8,176.06 million has been allocated in 2017-18 for Population Welfare Programme in Punjab, Sindh, Balochistan, Khyber Pakhtunkhwa, Gilgit – Baltistan, AJK, and FATA.

Table 12.5: PSDP Funding to Population Welfare Programmes

S. No.	Name of Project	Allocation for 2017-18 (Rs million)
1.	Population Welfare Programme-Punjab (2010-17)	3583.589
2.	Population Welfare Programme-Sindh (2010-17)	2057.373
3.	Population Welfare Programme-Khyber Pakhtunkhwa (2010-17)	1268.447
4.	Population Welfare Programme-Balochistan (2010-17)	795.736
5.	Population Welfare Programme-AJK (2010-17)	273.356
6.	Population Welfare Programme-Gilgit-Baltistan (2010-17)	118.722
7.	Population Welfare Programme-FATA (2010-17)	78.841
Total		8176.064

Moreover, all the provinces and federating units have been advised by the federal government to shift their project staff/posts from development budget to regular budget. The governments of Sindh, Balochistan, Khyber Pakhtunkhwa, Punjab, Gilgit-Baltistan and Azad Jammu and Kashmir have shifted their staff to regular budget.

Service Delivery Centers 2017-18

- Family Welfare Centers (FWCs) are one of the main service delivery networks of the programme established in rural and urban areas for the provision of Mother Child Health Services (MCH), contraceptives and treatment of minor ailments. Presently, 3439 family welfare centers (FWC) are providing these facilities to the people.
- Reproductive Health Services-A Centers (RHS-A) are hospital based units which provide infertility treatment with full range of family planning methods including contraceptive surgery services. These

centers also assist in public health education campaigns and awareness raising about personal hygiene etc. There are 261 RHS-A centers functioning throughout the country.

- 295 Mobile Service Units (MSU) have been established during 2017-18. The MSU extends reproductive health services and family planning services to villages through regular camping services.
- The hospitals registered as RHS-B Centers is providing training to doctors and paramedics. During 2017-18 the government has launched 38 RHS-B Centers.
- Currently, 2782 Male Mobilizers are promoting the objective of the family welfare programmes and creating awareness among men. They also advocate gender for equity and equality of women and girl children. The physical progress under the Population Welfare Programme (PWP) is shown in the Table below:

Table 12.6 : Physical Progress

S. No.	Service Delivery	Punjab	Sindh	KP	Balochistan	AJK	FATA	GB	Total
1.	Family Welfare Centre (FWCs)	1500	965	632	170	55	80	37	3439
2.	Reproductive Health-A Centers	118	76	31	11	15	7	3	261
3.	Mobile Service Units (MSUs)	117	72	34	55	7	7	3	295
4.	Reproductive Health-B Centers	-	-	36	1	-	-	1	38
5.	Male Mobilizer	1332	1182	22	112	57	22	55	2782

Sources: Population Welfare Departments of Provinces and Special Areas

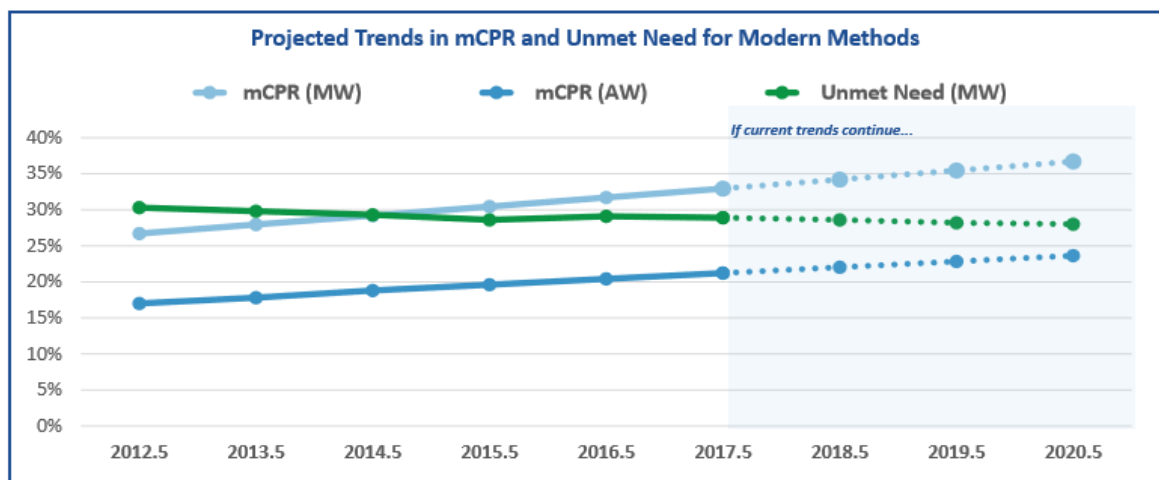
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Contraceptive Trends in Pakistan

The graph shows that there is an addition of users of modern contraception and an increasing trend in projection shown upto 2020.

As a result, it is expected that these indicators will show improvement in future and this trend will help in controlling population growth in future.

	Current Estimate for 2017	Projection to 2020
#1 Additional Users of Modern Contraception	2,921,000	4,768,000
#2 Modern Contraceptive Prevalence Rate (mCPR AW)	21.2%	23.6%
#3 Unmet Need for Modern Contraception (MW)	28.9%	28.0%
#4 Demand Satisfied for Modern Contraception (MW)	53.3%	56.7%



*FP 2020 Core Indicators – Country Fact Sheet

The policies have been made proportionate to the population. Since there is an ever increasing urban population and a decreasing pattern of rural population, the policies need to incorporate these factors. Population is now a cross-cutting issue and needs to be dealt with a consolidated strategy encompassing social as well as economic factors.

Women Empowerment and Gender Development

In Pakistan, women constitute about 49 percent of country's population. Vision 2025 includes Gender Equality and Women Development as an important element and recognizes as key contributor to the country's economic future. Pakistan is committed to meet the Sustainable Development Goals (SDGs) including the Goal-5 i.e. Gender Equality and Ending all forms of discrimination against women and girls. The government has internalized Sustainable Development Goals (SDGs) as National Goals.

The participation of women in the development process of Pakistan has been recognized as an important element. The indicators of women development are gradually improving but not yet sufficient to achieve gender parity that remains elusive in school enrollment, labour market share and in decision making arena. The government is well aware of this issue and is making sincere efforts to provide an enabling environment and equal opportunities to women so that they may enjoy the benefits of economic growth, prosperity and social development.

In this regard, many initiatives have been taken for women development and empowerment. As a result, women's employment is encouraged and the government has fixed 10 percent quota for women in public sector employment; Punjab raised this to 15 percent and in Sindh job quota for women in police has been increased from 2 percent to 5 percent. Punjab has lifted the ban on recruitments and 25,000

posts for women have been created at different tiers, and 70 percent of jobs in primary education have been earmarked for women. Punjab Fair Representation of Women Act 2014 ensures 33 percent representation of women on all boards of statutory bodies, public sector companies etc. Women participation in Prime Minister's Youth Loan Schemes was encouraged by 50 percent.

Benazir Income Support Programme (BISP), a flagship social protection programme of the government is providing social assistance to women. BISP also gives interest free financial assistance to the female beneficiaries under their Waseela-e-Haq (Micro-Finance) programme to start their own business. Vocational and technical training of one month to a year's duration, to the female beneficiary or her nominee has been provided under the Waseela-e-Rozgar (Technical & Vocational Training) programme (target is 150,000 beneficiaries) with Rs 6,000 monthly stipend for each trainee. Waseela –e-Sehat (Life and Health Insurance) programme subsidized health care for beneficiaries and life insurance to one million women; the premium is paid by the program. Waseela-e-Taleem (Primary Education) encourage the beneficiaries families to send their children ages 5-12 years to school through a co-responsibility cash transfer of Rs 200/- per child (limit to three per family).

The government has taken measures to ensure women's rights as envisaged in the Committee on the Elimination of Discrimination Against Women (CEDAW). Acknowledging 'Honor Killings' as a critical problem, the present government has enacted effective legislation to address women's issues with a view to safeguard their rights i.e. "Criminal Law (Amendment) Offences in the name or pretext of Honour Act, 2016" and "Criminal Law (Amendment) Offences Relating to Rape, Act 2016".

Several institutions have contributed in securing and promoting women's rights and National Commission on the Status of Women (NCSW) is one of them. The NCSW has prepared a comprehensive roadmap defining goals, priorities and strategies for empowerment of the women with special focus on issues of home

based/informal sector workers and their inclusion in the labour force, affirmative actions for reservation of quotas in the government jobs including minority communities and initiatives for legislation.

The present government has taken various steps to achieve women's empowerment through awareness raising campaigns and allocation of budget. Funds amounting to Rs 254.0 million have been allocated in PSDP 2017-18 to four new development schemes of Ministry of Human Rights including Implementation of Action Plan for Human Rights in Pakistan, Institutional strengthening of Ministry of Human Rights, Acquisition of land for construction of building for National Institute of Human Rights and Construction of working women hostel in Islamabad. In addition to that an amount of Rs 52.00 million has been allocated for two ongoing development schemes of Ministry of Human Rights i.e. Helpline for legal advice on violations of human rights with an allocation of Rs 25.0 million and establishment of National Institute of Human Rights with an allocation of Rs 27.00 million. In order to promote innovative ideas based on business plans leading to solution of social problems, the government has established a Centre for Social Entrepreneurship at a cost of Rs178.43 million focusing on women entrepreneurship. The project is unique in nature for addressing social issues through innovative business plans and women are especially encouraged to grow as an entrepreneur.

Employment Expansion Policies

Prime Minister's Youth Programme is a revolutionary programme of the government for the socio-economic development of youth to combat unemployment in the country. The main objective of the scheme is to enable youth and poor segments of population, to get good employment opportunities, secure economic empowerment, acquire skills to improve their livelihood, have access to higher education and IT tools and provision of opportunity on-the-job training/internship for young graduates to improve the probability of getting a productive job. Prime Minister's Youth Programme is

running six different schemes and detail is as follows:

Prime Minister's Youth Business Loan Scheme: Initially this scheme was launched through National Bank of Pakistan and First Women Bank Limited and subsequently, sixteen more banks have also launched their financing products for PMYBL scheme. Under this scheme around 22,210 loans of Rs 22,205 million have been disbursed among the educated and skilled youth, both men and women. These young entrepreneurs are not only running their own businesses successfully but are also providing employment to a number of other youths around them. This programme has a greater focus on women entrepreneurs as 50 percent loans are for female borrowers while 5 percent quota has also been fixed for heirs of Shuhada, widows and special persons

Prime Minister's Interest Free Loan Scheme: The main objective of this scheme is to provide Interest Free Loans to poor, vulnerable and marginalized households categorized under 0-40 on the Poverty Score Card. This programme supports female participation and inclusion in economic activities by disbursing at least 50 percent loans to women. It also enhances the entrepreneurial competencies by extending capacity building services, e.g. enterprise training & counseling, market linkages, financial literacy and numeracy training. This scheme encourages behavioral change by demanding loan beneficiaries to ensure specific health and education practices.

A total amount of Rs 9,737 million has been disbursed to 409,805 borrowers as of February 28, 2018. Out of total beneficiaries, 65 percent are women against the set target of 50 percent. The overall recovery rate of the scheme is 99 percent.

Prime Minister's Youth Skill Development Programme. Under this programme, the youth within the age bracket of 18 to 40 years is enrolled for the provision of hands-on skills in marketable, demand driven trades, enabling them to be useful citizens. In this regard, the priority is given to disadvantaged segments of the society i.e. less educated, upper age

personnel, lower income class, orphans, disabled, transgender, sportsperson, Hafiz e Quran, madaris students and widows. Since the inception of Prime Minister's Youth Skill Development Programme, a total number of 100,000 youth have been benefitted from the programme. National Vocational and Technical Training Commission (NAVTTTC) has allocated a special quota of minimum 30 percent for female enrollment for skill development courses. The programme is primarily focused to develop skilled manpower for national mega projects like CPEC and other energy related projects. Phase-IV of this programme is under process, where technical training in highly demand driven trades will be provided to 100,000 Pakistani youth.

Prime Minister's Programme for Provision of Laptops to Talented Students: Under this programme 300,000 laptops have been distributed in phase-I and phase -II among talented students across the country, whereas 200,000 laptops will be distributed among the selected students. It is worth mentioning that these laptops will be manufactured locally.

Prime Minister's Fee Reimbursement Scheme: Under this Scheme Rs 7.5 billion were reimbursed for 149,695 university students from 2012-13 to 2016-17 from less developed areas across the country.

Prime Minister's Youth Training Scheme: The main objective of the scheme is to enhance employability of unemployed educated youth by providing them temporarily financial relief and improve public / private sector service delivery through paid interns. Under this scheme 33,530 interns of Phase-2 (Batch5) joined and on board on the web portal of PMYTS in 2017-18. The stipend amount is enhanced from Rs 12,000/- to Rs 15,000/- per month w.e.f July 01, 2017. The age limit for candidates from Balochistan, GB, FATA, AJK and Southern Punjab is also increased to 30 years.

The government has taken additional measures to increase the employment opportunities for youth.

- The National Institute of Science and Technical Education (NISTE) is working to

transform the unskilled/semi-skilled manpower into skilled manpower. The present government is upgrading NISTE into a National Skills University (NSU), Islamabad.

- The National Incubation Centers (NICs) are the first kind of technology hub, launched under the public – private partnership by Ministry of IT & Telecom, National ICT R&D Fund and other partners. This initiative is to promote the growing synergy between the public and private sectors to promote youth-led entrepreneurship in the country. The government has announced setting up of four incubation centers in four provincial capitals together with innovation centers.
- Investment under China Pakistan Economic Corridor (CPEC) is expected to be around US \$60 billion by 2030. This huge inflow of investment will generate massive economic activities and thereby; employment opportunities. The early harvest projects under CPEC have created more than 30,000 direct jobs for Pakistanis. Employment opportunities under CPEC would further go up as CPEC would generate massive jobs over the period of next 15 years.

- National Education Foundation, NEF is implementing PSDP funded project titled “Vocational Schools through Public Private Partnership” amounting to Rs 50.00 million. The objective of this project is provision of free formal and vocational education through public private partnership from 6th to 10th class. Almost 2000 students will be skilled in demand driven vocational trades.

Overseas Employment

Migration is an important aspect of globalization and plays a vital role in respect of employment generation and poverty reduction. Since 1971 more than 10.1 million Pakistanis have proceeded abroad for employment. 96.1 percent Pakistanis proceeded to Gulf Cooperation Council (GCC) countries especially Kingdom of Saudi Arabia (KSA) and United Arab Emirates (UAE).

During 2017 United Arab Emirates was the largest country for Pakistani workers across the world and 0.275 million workers proceeded for employment to UAE followed by Saudi Arabia 0.143 million. Oman is the third largest country where 42,362 Pakistani workers went for better job opportunities.

Table 12.7: Number of Pakistani Workers Registered Abroad

S.NO	Countries	2013	2014	2015	2016	2017
1	UAE	273,234	350,522	326,986	295,647	275,436
2	Bahrain	9,600	9,226	9,029	8,226	7,919
3	Malaysia	2,031	20,577	20,216	10,625	7,174
4	Oman	47,794	39,793	47,788	45,085	42,362
5	Qatar	8,119	10,042	12,741	9,706	11,592
6	Saudi Arabia	270,502	312,489	522,750	462,598	143,363
7	UK	158	250	260	346	340

Source: Bureau of Emigration and Overseas Employment

The comparison among provinces shows that the manpower export is higher from Punjab as compared to other provinces. During 2017, the highest number of workers went abroad was 261849 from Punjab, followed by Khyber Pakhtunkhwa

(KPK) 107366. However, the situation in other provinces is not encouraging. It is important that export of manpower is required to be increased and new Skill Development Centers be established to increase the number of skilled labour force.

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Table 12.8 : Workers Registered for Overseas Employment During the period 2013-2017 Province Wise

YEAR	Federal	Punjab	Sindh	Khyber Paktun-khwa	Baloc-histan	Azad kashmi r	N/areas	Tribal area	Total
2013	7109	326,012	55,608	150,418	9,293	40,038	1,190	33,046	622,714
2014	8943	383,533	89,703	167,424	7,258	52,120	2,073	41,412	752,466
2015	9028	478,646	116,935	220,993	7,686	64,586	2,899	45,798	946,571
2016	8472	446,566	85,326	206,929	6,378	43,093	2,961	39,628	839,353
2017	4635	261849	53590	107366	4528	33318	3417	27583	496286

Source: Pakistan Bureau of Emigration and Overseas Employment

Pakistan has a remarkable human resource which is classified into five occupational categories i.e highly qualified, highly skilled, skilled, semi skilled and un-skilled. During 2017, there has been declining trend

in all occupational groups except highly skilled category and this category includes managers, teachers and nurses etc. Number of highly skilled workers slightly increased from 8,172 in 2016 to 9,886 in 2017.

Table 12.9: Profession Wise Pakistani Workers Registered.

Year	Highly Qualified	Highly Skilled	Skilled	Semi skilled	Un skilled	Total
2013	12,057	5,032	263,138	102,963	239,524	622,714
2014	14,647	6,216	287,649	120,204	323,750	752,466
2015	17,484	7,853	397,317	151,636	372,281	946,571
2016	16,510	8,172	335,671	152,235	326,765	839,353
2017	16029	9886	188745	85686	195940	496286

Source: Pakistan Bureau of Emigration and Overseas Employment

The major reasons of decline in manpower export are as follows:-

- Gulfization policy adopted by Gulf Cooperation Council (GCC) countries to transform their economy from oil based to services sector.
- More than 70 percent of the workforce is employed in the government sector. Due to economic crisis (reduction in oil prices), Kingdom of Saudi Arabia slashed its transport and infrastructure budget which affects the low skilled workers.
- Saudization: Saudi companies and enterprises are required to hire Saudi nationals up to certain levels.
- Categorization of companies with regard to expatriate workers i.e. Platinum, Gold, Green etc. Other companies under Nitaqat Status can only transfer sponsorships but will not be able to get new visas to hire foreign workers.
- Work visa validity reduced to one year for expats

- Kingdom of Saudi Arabia has imposed 5 percent of Value Added Tax (VAT) across the kingdom due to which the daily life would become expensive.
- Political instability in the region due to Syria and Yemen wars.

The government has taken following steps to address the emerging decline and boost manpower export:-

- Government is formulating “National Emigration and Welfare Policy” for migrant workers in order to provide them every possible facility during the entire emigration cycle.
- Bureau of Emigration has also initiated a project titled, “Registration of Intending Emigrants via Biometric Verification System linked with NADRA” in order to ensure the highest level of efficiency and improvement in service delivery.
- New agreement with State Life Insurance Corporation of Pakistan (SLICP) has been

- signed in order to enhance the insurance coverage duration from 2 years to 5 years.
- A Complaint Resolution Mechanism System has been established in the Bureau of Emigration & Overseas Employment to settle issues of the complaints being received from different channels i.e. from Ministry of Overseas Pakistanis and Human Resource Development, Wafaqi Mohtasib Secretariat, Community Welfare Attaché, directly in the Bureau etc.
 - The proposal of opening Protectorate Emigrant offices at Sialkot & Islamabad is under consideration in order to provide nearest facility of protector to migrant workers.
 - Various steps are under consideration to capture the manpower market of UAE with special reference to Dubai Expo, 2020 including holding of seminar in Dubai.
 - The Government of UAE under pilot project on skills upgradation has given accreditation to following vocational training institutes in Pakistan:-
 - Institute of Technical & Professional Education, Rawalpindi,
 - College of Technology, Rasul Mandi Bahauddin,
 - Construction Technology Training Institute, Rawalpindi,
 - Applied Technologies Institute, NLC, Mandra with the collaboration of Group of Arfat Tirocinium (UAE).
 - Ministry of Overseas Pakistanis and Human Resource Development is in coordination with NAVTTC and regional TEVTAs in developing curriculum.

Conclusion

In Pakistan 6th National Population and Housing Census was conducted in 2017 after 19 years. According to provisional results total population has increased by 57 per cent with an average annual growth rate of 2.4 percent. A salient feature of the population census is that it covered population of transgender for the first time. The provincial distribution of population shows that Punjab remained the most populous province. With reference to urbanization, the population is swiftly moving towards urban centers due to availability of better socio-economic facilities. However, the government is well aware of this issue and is taking specific steps for providing better facilities in rural areas.

An important fact is that the country is blessed with energetic youth and this workforce can be a productive asset of the country if properly trained through skill development programmes. The government has initiated different skill development programmes for the employment of youth.