

# Population, Labour Force and Employment

---

The population growth rate at 2.4 percent as depicted by the census 2017 was alarming. There had been moderate efforts in the past to address this high population growth rate along with lack of awareness among couples to maintain a moderate family size.

The Honorable Supreme Court of Pakistan, taking Family Planning as a human rights issue, took *Suo Moto* Notice on 4th July 2018 and constituted a Task Force to frame clear, specific and actionable recommendations to address matters relating to the alarming population growth. The Task Force, after a series of meetings, framed a set of recommendations aiming at enhancing contraceptive prevalence rate (CPR) to 55 percent, lowering total fertility rate (TFR) to 2.1 and bringing down population growth rate to 1.5 percent. These recommendations were placed before the Supreme Court Bench and were thereafter approved with the following key points:

1. Establish national and provincial task forces for steering, providing oversight and taking critical decisions to reduce population growth, decrease fertility rate and increase contraceptive prevalence rate
2. Ensure universal access to Family Planning /Reproductive Health services
3. Federal government to create a five-year non-lapsable special fund for reducing population growth rate with an annual allocation of Rs10 billion. The fund shall be set up exclusively from federal resources without any cut from provincial funds
4. Introduce and implement legislation for population growth control
5. Advocate and communicate a national narrative of reducing population growth rate and achieve socio-economic wellbeing for all
6. Introduce curriculum on health, hygiene and population control in the primary, secondary schools, college and universities
7. Contraceptive commodity security
8. Joint declaration of Ulema made at Population Summit-2015, Islamabad to be widely advocated

The Council of Common Interest (CCI) approved all the recommendations in principle and advised the Ministry of National Health Services Regulation and Coordination to prepare an Action Plan with financial modalities for operationalization of the recommendations in consultation with all relevant stakeholders. These recommendations would be implemented by the federal and provincial governments with active support from private sector, civil society organizations and international development partners.

In pursuance to the direction / decision of CCI, the recommendations have been translated into an Action Plan, prepared in consultation with provincial governments, relevant and other implementing partners in the private sector. The Action Plan will enable advancing towards the national and provincial program objectives and targets. At the same time, it will help in assessing the extent of progress towards various international commitments such as Family Planning 2020, International

Conference on Population and Development (ICPD) beyond 2014 and Sustainable Development Goals (SDGs) of the 2030 Agenda.

### National Level Task Force for Population and Family Planning

The federal government formed a taskforce on Population and Family Planning on 4<sup>th</sup> December 2018. This taskforce is headed by the Prime Minister and has representation of Chief Ministers from four provinces. The main purpose of this task force is to devise Strategy/ Action Plan and its best implementation, to achieve the desired objectives and targets relating to population.

On similar lines, the provincial governments have also formed their respective taskforces which are headed by their Chief Minister along with other stakeholders as their members. The purpose is to have highest level commitment from the provinces so that a coordinated strategy is developed to tackle the population issue. The Punjab and Sindh Provincial Taskforces were formed on 30<sup>th</sup> November 2018, and the Khyber Pakhtunkhwa Provincial Taskforce was formed on 29<sup>th</sup> November 2018, while Baluchistan Taskforce formation is still in process.

### Deliberation and Discussion on forthcoming 12<sup>th</sup> Five Year Plan

The federal government has initiated the process of developing 12<sup>th</sup> Five Year Plan for the period 2018-2023. After due thought process on the subject, following strategies have been agreed upon to be executed during the plan period:

- ▶ Develop political ownership and strong governance mechanism to reduce the growth rate
- ▶ Ensure Contraceptive Commodity Security and 100 percent coverage
- ▶ Develop Functional Integration of Health and Population Welfare Departments
- ▶ Reform high risk fertility behaviour and advocacy campaign
- ▶ Partnership and Involvement of Development Partners and Private Sector
- ▶ Instituting Research and Human Resource capacity building
- ▶ Enhancing Female education, Labour Participation and Utilizing Demographic Dividend

### Demographic indicators

Demographic statistics of a country plays an important role in making the plans and frame work for economic policies. The Table 12.1 shows the selected demographic indicators of Pakistan.

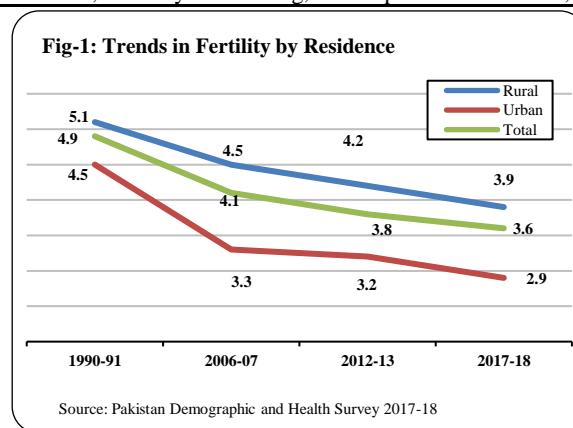
### Total Fertility

The term “total fertility rate” is used to describe the total number of children an average women in a population is likely to have, based on current birth rates throughout her life. Total fertility rates are closely linked to growth rates of the countries and are key indicators of the future population growth rate. The Figure-1 given below illustrates the trends in fertility in Pakistan. According to

**Table 12.1: Demographic Indicators**

Indicator	2018
Total population	212.82 Million (Approx.)
Population growth rate	2.4%
Contraceptive prevalence rate	34.2%
Unmet need of family planning	17.3%
Total fertility rate	3.6
Crude birth rate (per 1000)	25.2

Source: NIPS, Pakistan Demographic and Health Survey 2017-18, Ministry of Planning, Development and Reform,

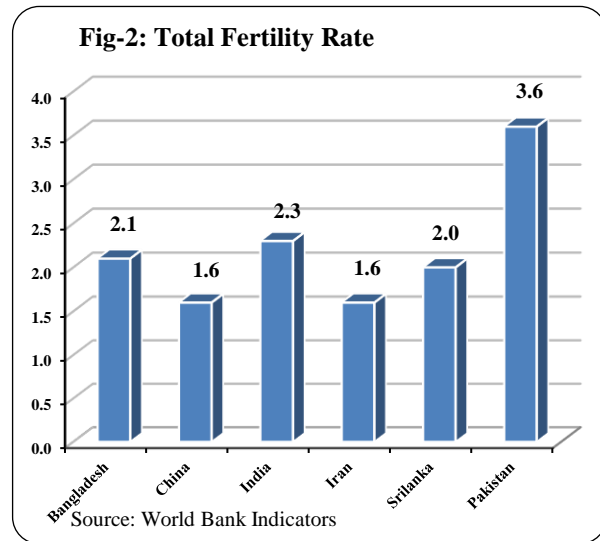


Pakistan Demographic and Health Survey (PDHS) 2017-18 the total fertility rate has dropped from 3.8 percent in 2012-13 to 3.6 percent in 2017-18.

The total fertility rate is higher in Pakistan as compare to other neighboring countries as shown in Fig-2. Iran and China has lowest fertility rate in region. Pakistan can learn several lessons from its neighboring countries. Religious leaders in Iran and Bangladesh fully support family planning as a social responsibility. These countries have established the link between women's education, empowerment and family planning usage.

**Allocation for Population Welfare Departments (2018-19)**

The Population Welfare Programs are being executed by the Population Welfare Departments of the provinces and the federal government supports the provinces in allocating significant funding through Public Sector Development Programs (PSDP). An amount of Rs 510.919 million has been allocated for Population Welfare Program in Punjab, Sindh, Balochistan, Khyber Pakhtunkhwa, Gilgit – Baltistan, AJK, and Merged Areas.



S. No	Province	PSDP Allocation	Provincial ADP Allocation
1	Population Welfare Department, Punjab	40.000	1000.000
2	Population Welfare Department, Sindh		400.000
3	Population Welfare Department, Khyber Pakhtunkhwa		149.000
4	Population Welfare Department, Balochistan		50.000
5	Population Welfare Department, GB	118.722	0.000
6	Population Welfare Department, AJK	273.356	0.000
7	Population Welfare Department, Merged Areas (Ex-FATA)	78.841	0.000
	<b>Total</b>	<b>510.919</b>	<b>1599.000</b>

Source: Ministry of Planning, Development and Reforms

**Service Delivery Centers 2018-19**

- ▶ Family Welfare Centers (FWCs) is one of the main service delivery networks of the program established in rural and urban areas for the provision of Mother Child Health Services (MCH), contraceptives and treatment of minor ailments. Presently, 4130 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 would also assist in public health education campaigns and awareness raising on personal hygiene etc. There are 271 RHS-A centers functioning throughout the country.
- ▶ Mobile Service Units (MSU) provides reproductive health services and family planning services to villages through regular camping services. There are 303 MSU providing their services.

- ▶ Lady Health Workers (LHWs) go door to door for health issues like dengue, polio, measles, and other vaccinations for many other preventive health care problems. They are performing about 20 different duties but their focus on Family Planning and Reproductive Health (FP&RH) services is at minimum level. The Family Planning and Primary Health Care (FP &PHC) program so far has recruited more than 100,000 lady health workers (LHWs)
- ▶ Currently, 1678 Male Mobilizers and 600 Community Based Workers (Female) are promoting the objective of the family welfare programs and creating awareness among people. The physical progress under the Population Welfare Program (PWP) is shown in the Table below:

**Table-3: Service Delivery Centres (as on 29-04-2019)**

Sl.#	Service Delivery	ICT	GB	AJ&K	Balochistan	Khyber Pakhtunkhw a+ Merged Area	Sindh	Punjab	Total
1	Family Welfare Centre (FWCs)	31	110	55	191	632+50	961	2100	4130
2	Reproductive Health-A Centers	03	06	15	11	31+04	72	129	271
3	Mobile Service Units (MSUs)	01	10	07	55	34+07	72	117	303
4	Male Mobilizers	19	55	120	112	22		1350	1678
5	Community Based Workers(Female)							600	600

Source: Ministry of National Health Services, Regulations and Coordination

## Gender and Women Development

Women empowerment and gender equality is important on the agenda of the government. The long term national planning framework commits to pursuing women empowerment as a key priority area across all sectors of planning and development. It focuses on providing an enabling environment to every woman to develop their full potential to equally reap the benefits of economic and social development.

The Sustainable Development Goals (SDGs) also recognizes the importance of empowering women and Goal 5 is dedicated to “achieve gender equality and empower all women and girls”. The targets for this goal aspire to end all forms of discrimination, eliminate violence against women and girls in all its manifestations such as; ensure health and reproductive rights, ensure political, social and economic participation of women. The other targets are of particular importance for enabling women’s economic empowerment.

### Achievements

The government is fully cognizant of its constitutional responsibilities for protecting the rights of the women. Many initiatives have been taken for gender and women development. The initiatives include allocation of resources in Public Sector Development Program for promotion and protection of women through Human Rights and development initiatives. However, the impact of socio-cultural attitudes on women’s lives sometimes undermines their progress and status in society.

Federal Ombudsperson for Protection of Women against harassment at Workplace has been established and is functional at federal and provincial level. Help-Line (1099) for legal advice on human rights violation is operational and has provided legal aid services to more than 5000 beneficiaries of human rights violation cases till the present.

Benazir Income Support Program (BISP), a continued social protection program of the government is providing social assistance to women. Pakistan Bait-ul-Mal has established women empowerment

centers/schools throughout the country including Azad Kashmir and Northern Areas. These schools are providing free training to widows, orphans and poor girls in different skills i.e. Drafting, Cutting, Sewing, Knitting, Hand & Machine Embroidery. Current strength of these schools is 155 (Punjab - 64, Sindh - 30, Khyber Pakhtunkhwa/ Erst while FATA - 32, Balochistan -18 & ICT/AJK/ N. Areas -11). Local skills are also being imparted in these schools. Through Individual Financial Assistance (IFA) the poor, widows, destitute women, orphans and disabled persons are being supported through general assistance, education, medical treatment and rehabilitation.

### **National Commission on the Status of Women**

The National Commission on the Status of Women is mandated by the NCSW Act 2012 to promote social, economic, political and legal rights of women as provided in the Constitution of Pakistan and in accordance with its international commitments.

The NCSW has prepared a comprehensive roadmap defining goals, priorities and strategies for empowerment of women with special focus on issues of home based/informal sector workers and their inclusion in the labour force, affirmative actions for reservations of quotas in the government jobs including minority communities and initiatives for legislation.

Violence against women is an important thematic area for NCSW. Its activities in this area include:

- i. Complaint mechanism to review and address complains of violence and abuse
- ii. Tracking of high profile cases: In order to identify gaps in access to justice NCSW tracks select high profile cases.

Cases tracked in this period include:

- a. Domestic violence case
  - b. Honour killing
  - c. Cyber Crime
  - d. Disclosing in public
- iii. Monitoring the implementation of Acid Crime (amended) Law and incidence of acid violence. Reported cases of acid crime are documented and followed up. By December, 2018 there has been a 50 percent decline in the incidence of acid crimes
  - iv. NCSW pursued its petition in the Honorable Supreme Court of Pakistan for the banning of jirgas panchayats and other such forums that give convictions and penalties outside the framework of law.
  - v. Follow up on Age of Marriage Bill:

The Senate on 29<sup>th</sup> April, 2019 has passed the Child Marriage Restraint (Amendment) Bill, 2018 which proposes that the legal minimum age of marriage in the country be set at 18.

The women entrepreneurship initiatives have been promoted by Ministry of Planning, Development & Reform and by ensuring their participation through awareness seminars / workshops, pitch events, seed money grants and networking sessions under the project “ Centre for Social Entrepreneurship “at a cost of Rs.178.43 million and Rs. 50.0 million has been allocated for FY 2018-19. The entrepreneurship initiatives included promotion of innovative business ideas based on social business plans leading to solution of social problems faced by the male and females in the society. The project is unique in addressing social issues through innovative business plans/ideas and women are equally provided opportunities to grow as a start up and entrepreneur and play their role as an active entrepreneur contributor in the society to address the social issues. The Centre has funded 9 social

start-ups by granting seed money grant of Rs. 500,000/- each out of which 33 percent were led by women and generated employment opportunities for 179 people during last two quarters of 2018-19.

The federal and provincial governments, including NGOs and civil society organizations are implementing the plans, programs and projects for promoting gender equality and women empowerment through interventions comprised of awareness raising campaigns and allocation of resources under Annual Development Programs. The women development departments have envisaged initiatives for establishment of working women hostels, daycare centers for children of working mothers, women crises centers, guidelines & awareness on work place harassment and shelter homes for homeless people in the ICT and provinces. The helpline against human rights violations, crises centers in the ICT and Human Rights Directorate has been established in the provinces.

### **Labour force and Employment**

Employment growth is a challenge for any developing, labour abundant economy. In the past the plans were designed to set growth targets but less priority was given to employment generation. The present government has taken special initiatives to fulfill its commitment to create 10 million jobs during its tenure. The other great initiative of the government is to construct 5 million houses which will substantially contribute to employment creation due to its forward and backward linkages with other allied industries. Strengthening of Small & Medium Enterprises (SMEs), Tourism and labour-intensive sectors will also be prioritized.

**Box-1: Kamyab Jawan (SME) program:** In order to generate more job opportunities for the youth, the government has launched a new program – the Kamyab Jawan program. Under this program, the National Bank of Pakistan, Bank of Punjab and Bank of Khyber will provide low cost loans to the youth (between 21 – 45 years) for establishing small businesses enterprises. These loans will be classified into three tiers.

Tier I: Loans between Rs 100,000 and 0.5 million, with a debt-equity ratio 90:10 at interest rate of 6 percent. The government will pay the difference between the applied interest rate and KIBOR + 500 bps.

Tier II: Loans between Rs 0.5 and 10 million; with a debt equity ratio of 80:20 and carrying an interest rate of 8 percent. The government will pay the difference between the applied interest rate and KIBOR + 400 bps.

Tier III: Loans between Rs 10 and 25 million; with a debt equity ratio defined by bank's lending policy; and carrying an interest rate of 9 percent. The government will pay the difference between the applied interest rate and KIBOR + 400 bps.

Over the next 5 years, it is estimated, that 138 thousand youth will benefit from Kamyab Jawan program, with banks disbursing a cumulative sum of Rs 200 billion.

Source: Implementation and Economic Reform Unit

### **Employment Generation under CPEC Program**

Huge inflow of US \$60 billion investment under CPEC will generate massive economic activities and thereby employment opportunities. Apart from focusing on energy, infrastructure and Gwadar projects, 9 Special Economic Zones are being established under CPEC portfolio, which will create tremendous job opportunities and technological transformation. Priority will also be given to align technical institutions and training with CPEC related trades and demand of Special Economic Zones. The early harvest projects under China Pakistan Economic Corridor (CPEC) have created more than 75,000 direct jobs and 200,000 allied jobs for Pakistanis while the midterm and long projects under CPEC are poised to create more than 700,000 employment opportunities in the country.

**Employable Skills through National Institute of Science and Technical Education (NISTE)**

The National Institute of Science and Technical Education (NISTE) is an attached department of the Ministry of Federal Education and Professional Training, which aims at transforming the unskilled/semi-skilled manpower into skilled manpower. NISTE is playing a pivotal role in imparting employable skills training to youth in various trades. In order to address the shortage of skilled human resource at all levels in the country, NISTE has been upgraded into a National Skills University (NSU), Islamabad.

**Skill Development Program**

The government has accorded high priority to skill development. Earlier, through an Act of the Parliament, the NAVTTC was created as an apex body and a national regulatory authority to address the challenges of TVET. The details of the initiatives are as follows:

- ▶ Special emphasis has been laid on giving pivotal role to industry and private sector in TVET sector development. Three Sector Skill Councils (SSCs) have been established in the Construction, Hospitality and Textile sectors. National Skill Council (NSC) has been established to bring all the stakeholders on board. The concept of Institute Management Committees (IMCs) has been introduced for the first time in Pakistan at the TVET institute level, which gives greater representation to private sector in the management and training delivery in the TVET institutes.
- ▶ Pakistan is now a member of the World-Skills which is the collective voice for skills excellence and development in vocational, technological and service oriented careers around the globe.
- ▶ A large number of Pakistani youth acquires training through informal sector; known as the "Ustad-Shagird" system. In the absence of a formal certification for their skills, such youth do not get employment as skilled workers, in both national and international markets. To enhance employment prospects for such youth, a system "Recognition of Prior Learning" (RPL) has been launched as a tool to recognize/certify the skills acquired through informal/unregulated means.
- ▶ To collect latest market data on skills demands in the national and international job markets and create real time linkages with prospective employers, National Skills Information System (NSIS) has been established with state of the art technologies.
- ▶ For the first time in Pakistan, a National Job Portal has been introduced to link skilled workers with employers. Skill profiles of more than 550,000 youth are available on the National Job Portal. Additionally, NAVTTC has also established Job Placement Centres (JPCs) at Islamabad, Karachi and Lahore and more than 100 Job Placement and Vocational Counseling Centers (JP&VCCs) across the country for the benefit of youth.
- ▶ Internationally recognized, Competency based training (CBT) modules have been introduced in the country to replace the traditional mode of training. With the introduction of CBT, Pakistan is now able to deliver training in accordance with the internationally demanded and recognized requirements.

**Labour Force Statistics**

According to Labour Force Survey, 2017-18, the unemployment rate has decreased to 5.79 percent in 2017-18. Overall crude participation rate has decreased from 32.27 percent in 2014-15 to 31.70 percent in 2017-18, showing 0.57 percent decrease. In 2017-18 total civilian labour force was 65.50 million consisting of 50.74 million males and 14.76 million females. Out of this 61.71 million (94.21 percent) are employed persons and remaining 3.79 million (5.79 percent) are unemployed persons, as shown in Table 12.4 below.

### Employment by Sector

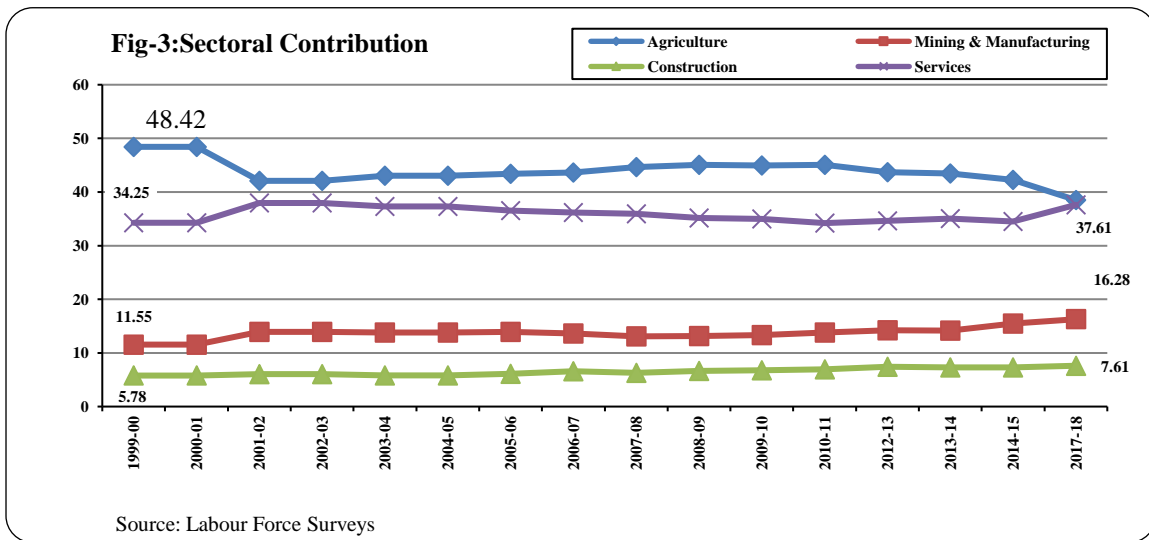
The employment trend in major sectors shows that agriculture sector has the largest share but its trend is gradually decreasing.. The share of agriculture-related employment has declined from more than 48.42 percent in 1999-2000 to 38.5 percent by 2017-18. This shows almost 10 percentage points decline.

However, services and manufacturing sectors are major contributors, showing increasing trends of employment. The services sector is the largest growing sector of the economy and the share of employment in services sector is increasing as compared to other sectors. The employment ratio has increased from 34.25 percent in 1999-2000 to 37.6 percent in 2017-18 as this sector provide jobs which are diverse in nature such as unskilled, semi-skilled, skilled and high skilled which includes doctors, engineers, advocates, builders and financial consultants In these sectors the total participation rate has increased. The share of employment in industry sector (manufacturing and construction) has increased from 17.33 percent in 1999-2000 to 23.89 percent in 2017-18. Due to increasing share of the services and manufacturing sectors and declining share of agriculture in employment, the labour market in Pakistan is experiencing structural changes in its composition.

**Table-12.4: Indicators of Labour Force**

	2013-14	2014-15	2017-18
Labour Force	<b>60.10</b>	<b>61.04</b>	<b>65.50</b>
Male	45.65	46.38	50.74
Female	14.45	14.66	14.76
Employed labour force	<b>56.52</b>	<b>57.42</b>	<b>61.71</b>
Male	43.33	44.07	48.17
Female	13.19	13.35	13.54
Unemployed	<b>3.58</b>	<b>3.62</b>	<b>3.79</b>
Male	2.32	2.31	2.57
Female	1.26	1.31	1.22
Crude participation rate(%)	<b>32.3</b>	<b>32.3</b>	<b>31.7</b>
Male	48.0	48.1	48.3
Female	15.8	15.8	14.5
Un employment rate	<b>6.0</b>	<b>5.9</b>	<b>5.8</b>
Male	5.1	5.0	5.1
Female	8.7	9.0	8.3

Source: Labour Force Survey 2013-14, 2014-15 and 2017-18, Pakistan Bureau of Statistics



Source: Labour Force Surveys

### Women’s Employment

Pakistan had a Gender Inequality Index (GII) ranking of 133 in the 2017<sup>1</sup>. It is not an encouraging sign that female participating in the labour market is also decreasing with the passage of time, viz, from 15.8 percent in 2014-15 to 14.5 percent in 2017-18. The Labour Force Survey 2017-18, indicates that women are concentrated in agriculture with a share of 67 percent, while in manufacturing they have a share of 16 percent and in community and personal services they have a share of 14.6 percent. In the case of occupational groups, women are mostly working as skilled

<sup>1</sup>The 2018 Human Development Report (HDR) by UNDP



## Population, Labour Force and Employment

agricultural workers 55 percent, elementary/unskilled workers 18 percent, and craft and related trade workers 14 percent.

**Table-12.5: Employed Distribution by Major Industry and Occupational Groups%**

Major industry division	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Agriculture/forestry/hunting & fishing	42.3	33.1	72.7	38.5	30.4	67.2
Manufacturing	15.3	15.7	14.1	16.1	16.1	16
Community/social &personal services	13.2	13.7	11.3	14.7	14.8	14.6
Crafts and related trade work	13.6	13.8	12.6	14.6	14.6	14.4
Skilled agricultural, forestry and fishery workers	37.1	29.7	61.7	31.6	25.2	54.6
Elementary Occupation	15.8	15.9	15.5	18.0	18.0	17.9

Source: Labour force survey 2017-18

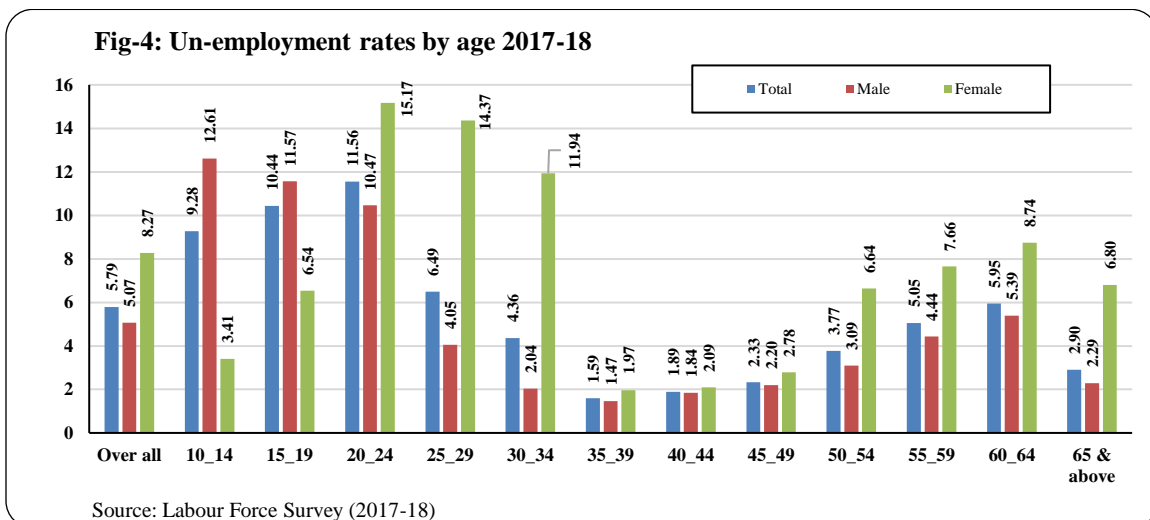
### Box-2:

Job creation is one the key objective of the government economic reform program. As such, Ehsas program aims at creating employment opportunities by working in partnership with private sector. This entire agenda of Ehsas is heavily skewed towards the uplift of poor women—from the 6 million women who are estimated to benefit from the “Kifalat” to preferential support for women through “Tahafaz”. More than 50 percent of the education vouchers and scholarships will be given to women. Insaf Card covers health conditions for women preferentially. Not just health and education, but jobs and economic empowerment is crucial for poor women. In this regard, the graduation initiative solely serves women.

Through the recommendations of the Labour Expert Group, the government will explore ways to recognize the work of all categories of non-agricultural informal economy workers and agricultural workers and pave the way for their coverage under labour legislation pertaining to wages and other conditions of work.

### Unemployment by Age

According to Labour Force Survey 2017-18 the overall unemployment rate was 5.79 percent. In Fig-4 the age bracket of 20-24 shows highest unemployment rate of 15.17 percent for the females and 10.5 percent for male Moreover, youth unemployment rate is quite high as compared to the average unemployment rate.

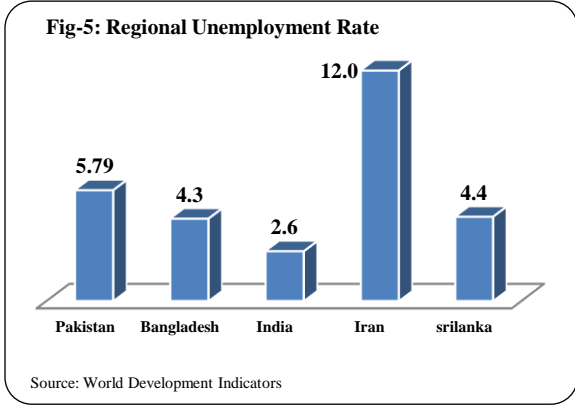


### Regional analysis of Unemployment Rate

The unemployment situation in the region is comparatively better than in Pakistan except Iran. The unemployment statistics shows that Pakistan's unemployment rate at 5.79 percent is higher than that of India (2.6 percent), Bangladesh (4.3 percent), and Sri-Lanka (4.4 percent). Improvement in infrastructure and skill development programs have played important role to create employment opportunities in these countries

### Formal and Informal Employment

The informal sector plays an important and controversial role. The key sectors of employment in the informal economy are wholesale & retail trade, manufacturing, community/social and personal services, construction and transport. The informal workers are not regulated by labour laws or protected by the state. The informal economy provides jobs and help to reduce unemployment but in many cases jobs are low paid. This sector employs 72.0 percent in 2017-18. The employment ratio in rural informal sector is 76.0 percent which is higher as compared to that in urban areas (68.3 percent) in 2017-18.



Formal sector did not show considerable changes with respect to employment level during 2015-2018 period and total employment in this sector marginally increased from 27.4 percent to 28.0 percent.

**Table-12.6: Formal and Informal Sectors – Employment Distribution of Non-Agriculture Workers**

Sector	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
- Formal	27.4	27.5	26.5	28.0	28.0	28.2
- Informal	72.6	72.5	73.5	72.0	72.0	71.8
<b>Rural</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
- Formal	23.9	24.3	22.0	24.0	24.3	22.3
- Informal	76.1	75.7	78.0	76.0	75.7	77.7
<b>Urban</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
- Formal	30.8	30.7	31.5	31.7	31.4	33.9
- Informal	69.2	69.3	68.5	68.3	68.6	66.1

Source: Labour force survey 2017-18

### Overseas Employment

Migration has an important role in respect of employment creation and poverty eradication. International migration creates significant financial and social benefits for migrants, for their families, and for the countries of origin and destination. Pakistan is one of the largest labour exporting countries of the region and since 1971 more than 10.61 million Pakistanis have proceeded abroad for employment.

It is evident from the Table 12.7 that there is a major decline in manpower export to Saudi Arabia where only 100910 emigrants proceeded for employment in year 2018 as compared to 2017, a drop of 42453 emigrants. On the other hand, manpower export to UAE also decreased in 2018. In recent years, Malaysia emerged as an important destination country for Pakistani workers as in 2018 an increase of 38 percent manpower export towards Malaysia was observed as compared to 2017. Due to the present government's efforts for enhancing manpower export, an increasing trend has been observed in Qatar which is a positive sign.

## Population, Labour Force and Employment

**Table 12.7: Number of Pakistani Workers Registered Abroad**

S. No.	Countries	2014	2015	2016	2017	2018
1	UAE	350,522	326,986	295,647	275,436	208,635
2	Bahrain	9,226	9,029	8,226	7,919	5,745
3	Malaysia	20,577	20,216	10,625	7,174	9,881
4	Oman	39,793	47,788	45,085	42,362	27,202
5	Qatar	10,042	12,741	9,706	11,592	20,993
6	Saudi Arabia	312,489	522,750	462,598	143,363	100,910
7	UK	250	260	346	340	587

Source: Bureau of Emigration and Overseas Employment

The comparison among provinces in Table 12.8 shows that during 2018, the highest number of workers who went abroad was 185,902 from Punjab, followed by Khyber Pakhtunkhwa 88,361. From Northern areas the number of registered workers increased from 3,417 in 2017 to 4,185 in 2018. However, the situation in other provinces is not encouraging which shows that there is a need to understand the changing trends/dynamics of labour importing countries in order to meet the manpower demand in future.

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

YEAR	Federal	Punjab	Sindh	Khyber Pakhtun-khwa	Baloc-histan	Azad kashmir	N/areas	Tribal area	Total
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	261,849	53,590	107,366	4,528	33,318	3,417	27,583	496,286
2018	2,471	185,902	41,551	88,361	4,781	30,358	4,185	24,830	382,439

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, semiskilled and un-skilled. During 2018, there has been a declining trend in all occupational groups except in the highly qualified category. The scope for low skilled workers is declining and competition among expatriates is increasing. The upskilling and certification of workforce is the pressing need of the time to meet the international standards and demand. In this regard the role of NAVTTC, TEVTAs and Higher Education Commission (HEC) is crucial to produce skilled and qualified workforce. Moreover, efforts are required at Government to Government (G2G) level to secure employment opportunities for the Pakistani workforce.

**Table 12.9: Profession Wise Pakistani Workers Registered.**

Year	Highly Qualified	Highly Skilled	Skilled	Semi skilled	Un skilled	Total
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	16,029	9,886	188,745	85,686	195,940	496,286
2018	16,105	9,770	142,486	56,208	157,870	382,439

Source: Pakistan Bureau of Emigration and Overseas Employment

The major factors behind recent decline in manpower export:

### Internal Factors

- ▶ Lack of skills according to required standards
- ▶ Low productivity of majority of training institutes
- ▶ Lack of awareness about foreign job opportunities

- ▶ Shortage of internationally accredited technical institutes

**External Factors**

- ▶ Global economic slowdown
- ▶ Euro-zone crisis and Stringent US Immigration Policies

**Gulf Cooperation Council (GCC) countries**

- ▶ Reduction in oil prices and political instability
- ▶ Reduction in mega construction projects: major source of employment for Pakistani workers
- ▶ Gulfization Policy (Saudization, Emiratization, Qatarization etc.)
- ▶ Imposition of dependent fee and vat
- ▶ Reduction in employment categories
- ▶ Ministry of overseas has adopted multiple strategies for capturing international job market including:
  - ▶ Signing of MoUs in the field of manpower and employment with potential labour receiving countries. The Ministry has signed revised MoU with Republic of Korea on sending and receiving workers under employment permit system and MoU with Oman in the field of labour and training
  - ▶ Increasing the role of Community Welfare Attaches for procuring manpower demand for Pakistani workforce
  - ▶ Realigning role of overseas employment corporation for enhancement of employment promotion abroad and facilitating overseas employment promoters and foreign employers for hiring Pakistani manpower
  - ▶ NICOP condition which was a stumbling block in the easy access for the intending migrants have been removed to provide maximum facilitation and to reduce cost of emigration
  - ▶ Overseas Employment Corporation has started to build National Database of Trained Workforce for Employment Abroad
  - ▶ Qatar has established two visa facilitation centres in Islamabad and Karachi to accelerate hiring of 100,000 Pakistani workers

**Conclusion**

In Pakistan, financial and physical resources are inadequate and the growing population is putting increased pressure on these scarce sources. However, government is well aware of this problem and is making efforts to control the population growth rate through various population welfare programs which are expected to contribute in controlling population growth rate, fertility rate, infant mortality rate and maternal mortality rate. The size of the working age population is increasing and this working age population can be a productive asset for the country if properly trained through market demand led skill development programs. In this regard, the government has initiated various programs for their skill development and is also making sincere efforts to explore overseas employment opportunities which will help in addressing the unemployment issue.