
Chapter 12

Population, Labour Force and Employment

The human resource of a country plays a vital role not only in the economic development but also for the social well-being of the people. However, proper management of human resource can boost economic performance and reduce social distress. Pakistan is 5th most populous country in the world. According to the National Institute of Population Studies (NIPS), the estimated population of Pakistan is 224.78 million in 2021 of which 82.83 million reside in urban areas, whereas 141.96 million live in rural areas and the population density is 282 per Km².

Pakistan has a large labour force that stands among the top 10 largest labour forces in the world. To generate sufficient employment opportunities for such a large labour force is a huge challenge. In addition to this, skills gap makes it difficult for individuals to find jobs and for employers to find appropriate trained workers for their industries. Skills development enhances both people's capacities to work and their opportunities at work, offering more scope for creativity and satisfaction at work. The future prosperity of a country depends ultimately on the number of persons in employment and how productive they are at work. In Pakistan, skills development can play a key role in the alleviation of poverty.

Labour Force Statistics

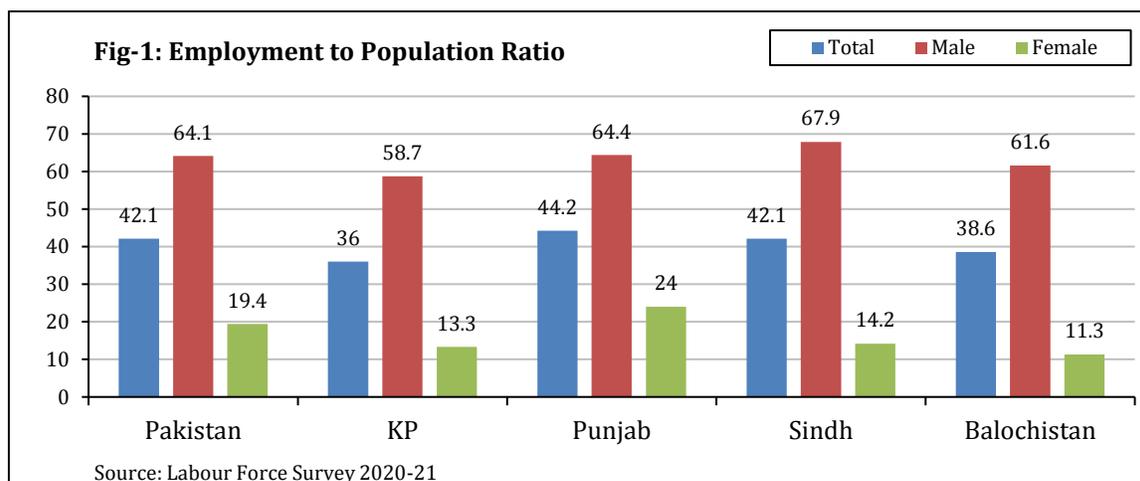
The labour force increased from 65.5 million in 2017-18 to 71.76 million in 2020-21 and the number of employed persons increased from 61.71 million to 67.25 million during the same period. The unemployment rate slightly decreased from 6.9 percent in 2018-19 to 6.3 percent in 2020-21. This shows that 4.51 million people from labour force could not get job in FY2021.

Table 12.1: Labour Force and Employment Indicators				(million)
	2017-18	2018-19	2020-21	
Labour Force	65.5	68.75	71.76	
Employed Labour Force	61.71	64.03	67.25	
Unemployed	3.79	4.71	4.51	
Unemployment rate (%)	5.8	6.9	6.3	

Source: - Pakistan Bureau of Statistics

Employment to Population Ratio

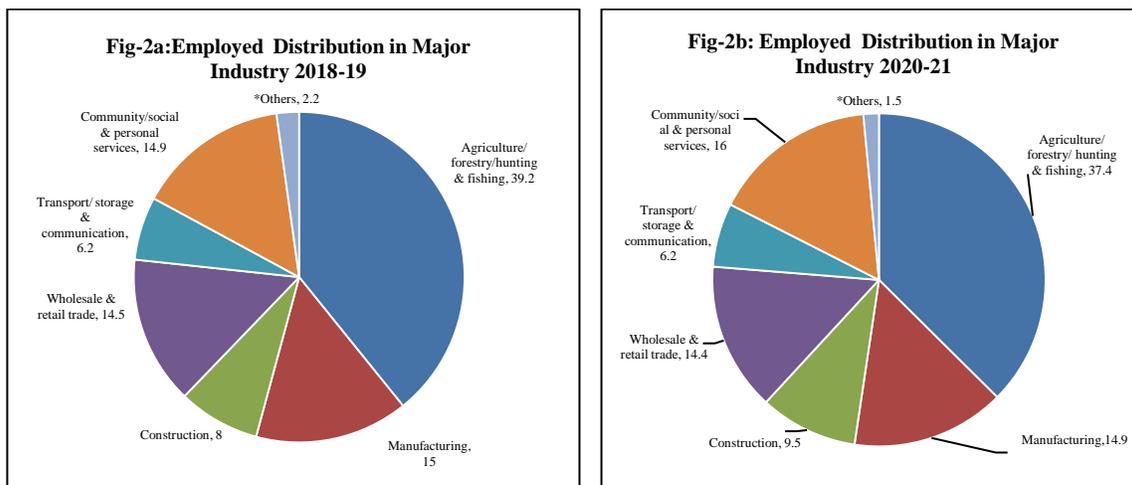
The employment to population ratio is defined as, number of employed persons expressed as a percentage of working age population (10 Years & above). According to the Labour Force Survey (LFS) 2020-21, overall employment to population ratio is 42.1 percent and this ratio is higher in male (64.1 percent) as compared to female (19.4 percent). The province-wise comparison also shows the same pattern. In Punjab employment to population ratio is 44.2 percent, followed by Sindh (42.1 percent), Balochistan (38.6 percent) and KP (36 percent), respectively. Fig 1 depicts employment to population ratio.



Employment by Sectors

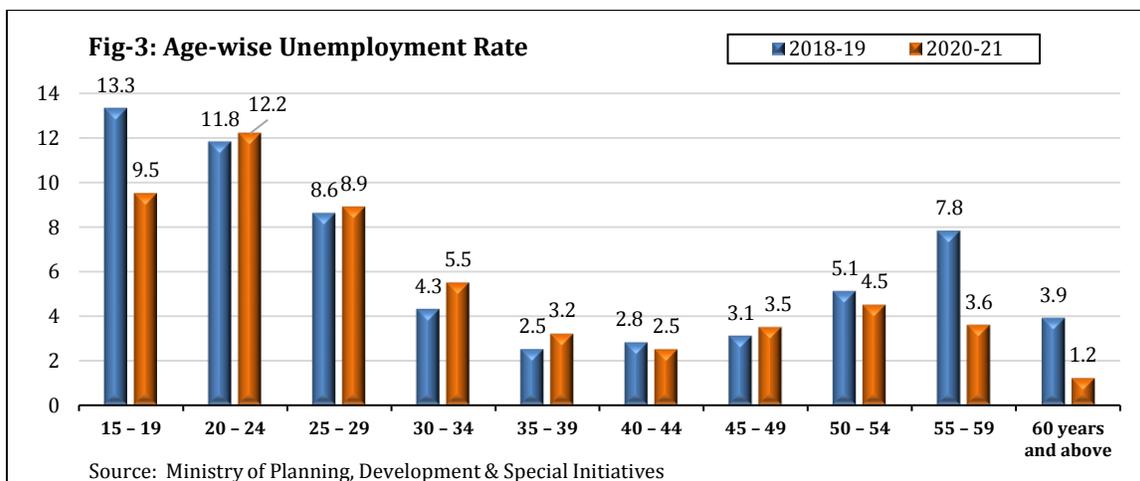
Being a major contributor to the GDP agriculture sector plays an important role in development of the economy. According to the Labour Force Survey 2020-21, the share of employment in agriculture sector decreased from 39.2 percent in 2018-19 to 37.4 percent in 2020-21. This sector is the key source of supply of raw material to the other sectors of the economy, especially industrial sector. The significant share of employment from agriculture sector is shifted to industry and services sector due to technological transformation. The services sector is the largest growing sector of the economy and the share of employment in services sector is 37.2 percent in 2020-21.

The construction and manufacturing sectors are considered as major source of the economic growth and development. Expansion of these sectors can generate millions of jobs for unskilled, semi skilled and skilled workforce. Further, these sectors also play an important role in generating income in formal and informal sectors. Share of employment in construction sector has increased from 8.0 percent in 2018-19 to 9.5 percent in 2020-21. This increase shows that job opportunities are being created in the country. Wholesale and retail trade sector has shown 14.4 percent employment in 2020-21. The employment level in transport/storage & communication remained same in the period under review and share of employment in community/social & personal service sectors increased from 14.9 percent in 2018-19 to 16.0 percent in 2020-21. A comparison of employment by sector in 2018-19 and 2020-21 is given in Fig 2a & 2b.



Youth Employment

According to the Labour Force Survey 2020-21, the overall unemployment rate is 6.3 percent with prevalence of higher unemployment rate 12.2 percent among 20-24 years compared with 11.8 percent in 2018-19. Youth unemployment rate is quite high as compared to the average unemployment rate. Improvement in infrastructure and skill development programmes can play an important role to create employment opportunities in the country. Age-wise break up of unemployment rate reflected in Fig-3.



Initiatives for Employment Generation

Construction Sector: Labour Force Survey 2020-21 indicated that employment in construction sector reached to 6.4 million as compared to 5.13 million in 2018-19, showing an increase of 1.28 million of employed people. Construction sector on account of both backward & forward linkages boost approximately 40 allied industries simultaneously. Therefore, expansion of construction activities not only results in substantial increase in GDP growth but also create thousands of jobs in industrial sector.

Skill Development

In pursuance of Goal 8 of Sustainable Development Goals (SDGs), i.e. Decent Work and Economic Growth, the government has developed a broader roadmap for youth development under National Skill Strategy (NSS) which emphasizes on improving governance, exploring multi-source funding, capacity enhancement through employable skills, quality assurance, access and equity, industry ownership and skill development for international market for increasing foreign remittances. The emphasis is also made on re-skilling the existing workers through Recognition of Prior Learning (RPL) and provision of subsidized loan to unemployed youth. Further, the introduction of Competency Based Training and Assessment (CBT&A) is an important element of the National Skills Strategy (NSS), which is the basis of the ongoing Technical and Vocational Education and Training (TVET) sector reform in Pakistan. It also provides the basis for the implementation of the National Vocational Qualifications Framework (NVQF).

The roadmap also urges on public- private partnership; increasing the private sector role in the governance of TVET and encouraging linkages with the informal sector through RPL. Further, youth empowerment and productivity has been given priority in National Youth Development Framework (NYDF). In order to implement the said interventions, following special initiatives under PSDP have been taken in 2021-22:

Sr. No	Projects	Amount (Rs in millions)
1	Introducing Matric-Tech Pathways for Integrating Technical and Vocational Education & Training (TVET) and Formal Education	215.0
2	Establishment of Polytechnic Institute for Boys at Skardu	197.819

Source: PSDP 2021-22

Through aforementioned interventions, 27 TVET Labs for 15 selected schools in ICT, AJK and GB have been established so far. Further, two newly constructed technical & vocational institutes, located at Gwadar and Skardu, will be operationalized soon. In addition, 25% quota is specified for women under these schemes.

Kamyab Jawan Programme

Kamyab Jawan Programme is the medium of change to empower youth and harness their potential for human development and transformation of the future of Pakistan. The government launched Kamyab Jawan Programme to uplift the youth of the country by offering opportunities to utilize their entrepreneurial potential. Under this programme, young people will launch 10,000 start-ups by 2023 to create jobs and economic activities. Around 68,873 jobs¹ have created under this programme. This programme has following sub-components:

a) Hunarmand Pakistan-Skill for All Programme

Skills for All (Hunarmand Pakistan) programme was initiated to strengthen the quality of technical and vocational education and training. The purpose of the programme is to

¹<https://kamyabjawan.gov.pk/>

equip youth with market-driven conventional and high-tech skills required for career progression.

This programme will also expand the pool of skilled workforce in all sectors of the economy, and bridging demand and supply gap of skilled workforce. Women will also be able to meet their domestic expenses subsequently. This project is being implemented all over the country. The physical progress of the programme is as follows:

- ◎ Almost 74,737 youth have been imparted employable skills (35,268 youth in High-TECH technologies (Cyber Security, Artificial Intelligence, Cloud Computing, Internet of Things, Digital Marketing, etc.) and 39,469 youth have been trained in conventional technologies (Electrician, Welder, Plumber, Beautician, Domestic Tailoring, etc.). Additionally, 25% quota is specified for women.
- ◎ About 23,000 youth formally skill tested and certified under RPL.
- ◎ NAVTTC has established 10 Country Specific Destination Facilitation Centers.
- ◎ Developed National Employment Exchange tool and workforce database and fully functional at: jobs.gov.pk, database: (413,197 skilled work force and 411,735 jobs posted)
- ◎ Established National Accreditation Council for TVET Stream (NAC-TVS).
- ◎ Developed 200 TVET qualifications developed and accredited 535 TVET institutes nationally

In addition, National Youth Council (NYC) is actively engaged to ensure young people representation and participation and nurture youth leadership by recognizing young people's achievements through publicly valuing them as part of our society. Besides, development of Pakistan first ever Youth Development Index (YDI) for focused interventions to improve the ranking of Pakistan on Global Youth Development Index is under process of completion.

b) Youth Entrepreneurship Scheme (YES)

Youth Entrepreneurship Scheme, for young entrepreneurs and existing businesses between the age group of 21-45 years (18 Years for IT sector), is designed to provide subsidized financing through 21 Commercial, Islamic and SME banks under the guidance and supervision of the SBP. The loans are being disbursed to SME beneficiaries across Pakistan, covering; Punjab, Sindh, Khyber Pakhtunkhwa, Balochistan, Gilgit Baltistan and Azad Jammu & Kashmir. Under this programme subsidized loans amounting Rs 44,972 million have been disbursed to 27,387 beneficiaries including 3,115 women.

c) National Youth Council (NYC)

NYC is an official national platform for young enthusiasts to play their essential role for the development of youth. Young people between the age of 15 to 29 years with exceptional performance and achievements on their part can become the member of NYC which is reconstituted every year with new talented & capable volunteers.

d) Kamyab Jawan Talent Hunt Youth Sports League

The national youth sports league, aimed to provide opportunities for youth to get involved in physical activities not only as a participant but as a professional player, coaches, leaders and volunteer. The talent hunt and sport league is required to provide equal opportunities to both men and women for performance optimization. The purpose is to encourage participants to play an active part in promoting a genuine and lasting culture of peace, human rights and democracy using sport as a catalyst for change. As part of ongoing activities, HEC targets to develop these young people to become equipped with the knowledge, skills and attitudes needed to live together in peace and harmony and empower them to discover their talent and make the most of their potential. The initiative will also help in revenue generation and robust sports and tourism.

e) Kamyab Jawan Markaz

Kamyab Jawan Markaz is a standardized one stop shop for university students that will provide necessary information, counseling and recourses through single window system.

Overseas Employment

More than 11.7 million Pakistanis have proceeded abroad for employment to over 50 countries through official procedures as of December 2021. The migration of Pakistani workers is mostly concentrated to Gulf Cooperation Council countries (96 percent) with Saudi Arabia and the United Arab Emirates hosting the majority. They are contributing in the development of economy of Pakistan by sending remittances, which is the second largest source of foreign exchange after the exports. Table 12.3 presents detail of Pakistani workers registered for overseas employment.

Countries	2018	2019	2020	2021
Saudi Arabia	100,910	332,713	136,339	155,771
U.A.E.	208,635	211,216	53,676	27,442
Oman	27,202	28,391	10,336	38,349
Qatar	20,993	19,327	7,421	37,985
Bahrain	5,745	8,189	7,843	12,977
Malaysia	9,881	11,323	2,296	106
Others	9,073	14,044	6,794	14,018
Total	382,439	625,203	224,705	286,648

Source: Bureau of Emigration and Overseas Employment (BE&OE)

During 2021, Bureau of Emigration & Overseas Employment (BE&OE) has registered 286,648 workers for overseas employment, showing an increase of 27.6 percent as compared to the last year. Saudi Arabia (54 percent), Oman (13.4 percent) and Qatar (13.2 percent) are the main destinations for unskilled migrant workers from Pakistan in 2021. Overall increasing trend was observed in terms of emigrants registered in 2021 as compared to 2020. Province wise distribution of workers registered during 2018-2021 is reflected in Table 12.4.

Table 12.4: Pakistani Workers Registered for Overseas Employment during the period 2018-2021 Province Wise

Year	Federal	Punjab	Sindh	Khyber Pakhtun -khwa	Baloc-histan	Azad Kashmir	N/Areas	Tribal Area	Total
2018	2,471	185,902	41,551	88,361	2,930	33,028	2,760	25,436	382,439
2019	4,295	312,439	57,171	186,176	5,103	30,151	2,554	27,314	625,203
2020	1,814	118,818	16,950	68,299	1,869	7,685	244	9,026	224,705
2021	2,275	156,877	21,121	76,213	2,470	10,671	989	16,032	286,648

Source: BE&OE

It is evident from the Table 12.4 that during 2021, the highest number of workers went abroad were 156, 877 from Punjab, followed by Khyber Pakhtunkhwa 76,213.

The situation of the human resource exports is likely to improve in the coming months with the reopening of business with SOPs and various preventive measures like vaccination, the work opportunities in various host countries, etc.

Ministry of Overseas Pakistani & Human Resource Development (M/o OP&HRD) has taken the following steps to boost the manpower export and to ensure regular emigration:

- Draft “National Emigration and Welfare Policy for Overseas Pakistanis” has been developed and is at final stages of approval.
- M/o OP&HRD has signed bilateral agreements / MoUs with destination countries. In this regard, a bilateral Agreement / MoU on manpower export was signed with Saudi Arabia in 2021. BE&OE is actively pursuing the matter of signing the bilateral MoUs on manpower export with other potential countries too.
- BE&OE prepared Country Specific Strategies on Saudi Arabia, UAE & Malaysia, suggesting the responsibilities of each relevant stakeholder in boosting Manpower Export to these countries.
- BE&OE developed a comprehensive reintegration strategy for returned migrant workers to accommodate them in local and international markets.
- BE&OE is actively working to explore job opportunities for Pakistani workers in non-traditional countries. In this regard, a comprehensive diversification strategy has been developed for top five priority countries i.e. Saudi Arabia, UAE, Malaysia, Qatar & Oman along with other five potential/non-traditional countries such as Kuwait, South Korea, Japan, Germany and China to promote the export of manpower to these countries.
- To facilitate Pakistani emigrants going abroad, an initiative ‘Worker’s Foreign Remittance Account’ with a full feature bank account available in current and PLS were inaugurated at all 09 Protectorate Offices across Pakistan.
- Collection of registration fee, welfare fund & insurance premium on single deposit slip and provide emigrants one window facility. The desks are operational at all Protector Offices.

- ⊙ BE&OE created linkages between Overseas Employment Corporation (OEC) and NAVTTC for matching of available jobs at BE&OE official website and data of the trained job seekers maintained by NAVTTC (MOU signed between OEC & NAVTTC).
- ⊙ Awareness Campaigns to guide intending emigrants through print, electronic and social media.
- ⊙ Campaign against illegal Overseas Job Advertisements in close coordination with newspapers, FIA, PTA and other relevant departments.
- ⊙ BE&OE started registration of foreign employers on its website so that the intending emigrants may be hired either directly or through OEPs by registered employers depending upon their requirements.
- ⊙ The Cooperation Agreement between OEC and the Ministry of Health, Kuwait for supply of medical professionals, initially signed in 2020 for the one year has been renewed till 3rd July, 2023. Total of 1,943 medical professionals have so far proceeded to Kuwait for employment since October, 2020. Further recruitment is under process. Following Kuwaiti employers are also procuring manpower through OEC:
 - Al-Essa Medical & Scientific Equipment Co.
 - Gulf Glass Manufacturing Co.
 - Al-Ahleia Switchgear Co.
 - Al-Homaiza Food Stuff Co.
 - Ministry of Interior-Kuwait
- ⊙ Ministry of Health Saudi Arabia has resumed its operation for taking manpower in the medical field from Pakistan after the pandemic. Two delegations have visited Pakistan in November- December 2021 for recruitment of medical professionals (Doctors, Nurses) in different specialties. Selection of 105 doctors and 103 Nurses has been received from M/o Health Saudi Arabia.
- ⊙ The workers were demanded by M/s. Fiki-Bal, a construction company in Nigeria.
- ⊙ In order to empower the Pakistani skilled workers to obtain jobs in Japan, OEC is going to start Japanese language classes for the potential candidates from Feb 2022. Two Japanese language instructors have been hired for the purpose.
- ⊙ OEC convenes Korean language training for those persons who are interested to go to Korea for employment purpose and 799 persons have obtained Korean language training.
- ⊙ Total of 1632 persons have proceeded abroad for employment purpose through OEC during 2021.

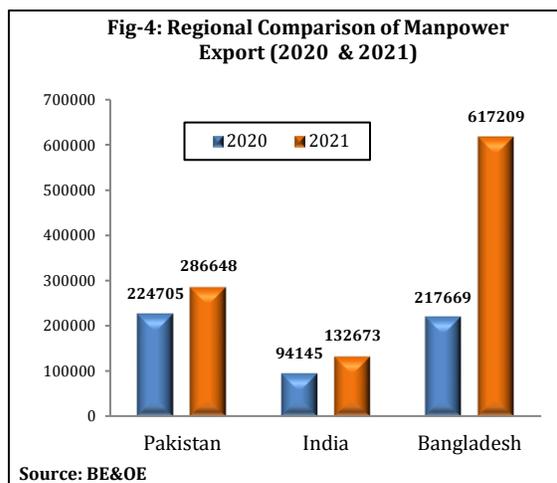
Regional Comparison of Manpower Export

The COVID-19 pandemic hampered the manpower export not only from Pakistan but other regional countries as well. The fig4 below indicates that a total of 286,648 emigrants were registered for overseas employment from Pakistan in 2021 as compared to 224,705 registered in 2020 which shows an increase of 61,943 emigrants. Similarly,

India and Bangladesh witnessed an increase of 38,528 and 399,540, respectively in terms of emigrants registered for overseas employment during 2021 as compared to 2020 upon normalization of post COVID-19 situation in 2021.

Women Empowerment

The 2030 agenda for sustainable development emphasizes on the gender equality through women empowerment. The SDG 5 calls to end all forms of discrimination, eliminate violence against women and girls in all its manifestations, ensure health and reproductive rights and bolster political, social and economic participation of women.



Pakistan is committed to Committee on the Elimination of Discrimination Against Women (CEDAW), the Beijing Platform for Action, ILO conventions and Child Rights Conventions, all directed to ensure women’s rightful place in the society. In the past few years, there has been considerable progress, attributable to more deliberate investments in improving the lives and well-being of girls and women.

Gender inequality remains a major barrier to human development. Girls and women have made major strides since 1990, but they have not yet gained gender equity. The disadvantages facing women and girls are a major source of inequality. All too often, women and girls are discriminated in health, education, political representation, labour market, etc.—with negative consequences for development of their capabilities and their freedom of choice.

One of the main reasons of lower female labour force participation and lower employment in the public sector, is the overall environment which is not conducive for females to work. It includes inadequate rooms, washroom, parking, etc. The year 2022 has been declared by the Planning Commission as the year of respecting female employees at workplace.

Gender Gap in Pakistan – Women and Employment

Women constitute 48.4 percent of Pakistan’s population. The government recognizes the relevance of gender equality to the national mandate of achieving growth and prosperity and the responsibility to ensure that the national policies and programmes serve women and men equitably. Through multiple consultations and following the dismal national standing on international gender development indices, the government has highlighted gender equality as a high priority goal.

Compared to 2020, Pakistan’s rankings have particularly dropped in terms of economic participation and opportunities. This sub-category is further explored in terms of labor force participation, wage equality, estimated income, and percentages of professional and technical workers and of legislators and senior officials. Pakistan’s score is

significantly lower than the global average in terms of all of the sub-categories, signifying cause for concern.

Table 12.5: Indicators and Pakistan's Ranking

Category	2020		2021	
	Rank	Pakistan's Score	Rank	Pakistan's Score
Labour force participation rate, (%)	147	0.298	149	0.267
Wage equality for similar work, 1-7 (best)	102	0.592	113	0.575
Estimated earned income, int'l US\$ 1,000	148	0.181	151	0.163
Legislators, senior officials and managers, (%)	146	0.052	150	0.052
Professional and technical workers, (%)	140	0.304	140	0.339

Source: World Economic Forum Global Gender Gap Report 2020- Country Profile

https://www.weforum.org/docs/WEF_GGGR_2020.pdf

World Economic Forum Global Gender Gap Report 2021- Country Profile

https://www.weforum.org/docs/WEF_GGGR_2021.pdf

COVID-19 and Gender Vulnerabilities

COVID-19 pandemic has had calamitous effects on countless aspects of the world. According to ILO, 5 percent of employed women lost their jobs due to the pandemic as compared to 3.9 percent of the men.

While men reportedly had a higher fatality rate, women and girls have also been affected by the economic and social fallout. Women were affected across the board. They lost their livelihoods faster because they are more exposed to hard-hit economic sectors. In addition, the school closures, economic stress and service disruptions put the health, wellbeing and futures of the most vulnerable girls at risk. Moreover, recent studies also highlighted an increased Gender Based Violence (GBV) during the pandemic. Informal jobs were hit the most during COVID-19, whereby women are expected to hit disproportionately, especially the home based workers.

Gender Discrimination

Pakistan's sustainable socio-economic, political and cultural development wholly lies in the equality, empowerment, participation and representation of women in all walks of life. Despite that the status of women is below par. Women in Pakistan encounter multidimensional problems such as honour killing, acid throwing, harassment, sexual assaults and domestic violence and so on. Gender inequality is a deep-rooted menace in Pakistan that is potentially hampering its socio-economic advancement and progress. Women's participation in social processes remains constrained due to the norms that persist though there are variations in their application determined by rural-urban and geographical location and class. Their engagement in formal political processes has steadily improved though still not commensurate with their share of the population (UN Women Pakistan, 2020).

Women and Healthcare

Gender disparity in Pakistan healthcare system contributes to dismal health of women. The women in Pakistan are unable to access proper healthcare due to numerous reasons. Some of the major health problems faced by Pakistani women include anemia,

pregnancy related complications, cancer and mental health. In addition to service delivery interventions, strategies are required to counter factors influencing health status and restricting access to and utilization of services. Improvement in women’s health is bound to have positive influences on their children and wider family’s health, education and livelihood; and in turn on a society’s health and economy.

Limited Role in Decision Making

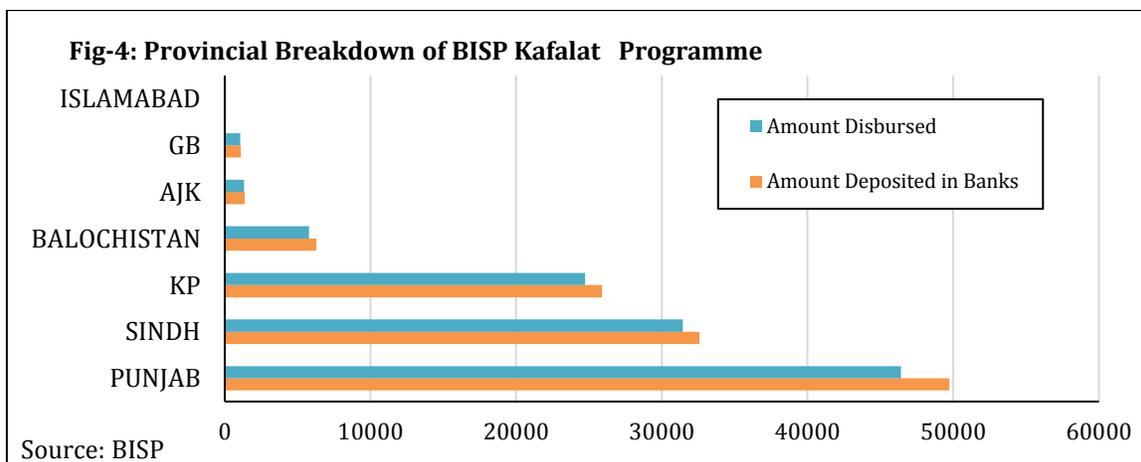
Women have a very limited role in decision making. The vast majority of women depend on their male family members for any decision related to their lives, i.e. education, economic opportunities, marriage, healthcare, household purchases, etc. The degree of dependency varies across regions and rural/urban locations and rigidity of social/cultural norms.

Even at the national level, the representation of women is dismal. The proportion of seats held by women in national parliament (as a percentage of total seats) is around 20.2 percent². This is why women concerns hardly get due attention. In addition, women in democratic spaces are rare.

Initiatives taken by the Government during 2021-22

The government has prioritised gender equality as a high priority goal. A few important initiatives adopted during 2021-22 include:

- ⦿ Ministry of Planning, Development & Special Initiatives (PD&SI) launched the National Gender Policy Framework-2022 on March 8, 2022. The framework was developed in active coordination with the Ministry of Human Rights and all key institutions, while engaging federal and provincial stakeholders, development partners, sectoral and subject experts, meaningfully engaging the youth, and deliberating on the strategic priorities for bridging the gender gap in education, employment and making workplaces conducive for women across the country.
- ⦿ During July-May FY2022, 8.23 million beneficiaries were served under the Ehsaas Kafalat programme. The total amount disbursed was Rs 110.80 billion.



² <https://data.unwomen.org/country/pakistan>

- ⦿ In the budget allocation for 2021-22, Rs260 billion were allocated for the Ehsaas Programme to provide relief to 14 different categories of low-income groups including students. Some 50 percent of the beneficiaries of all initiatives under the Ehsaas Programme are stated to be women.
- ⦿ Under KamyabJawan Programme Rs 25 billion funding allocated for women. The government has so far disbursed around Rs 1 billion among the female entrepreneurs, qualified under the Youth Entrepreneurship Scheme (YES) of KamyabJawan Programme (KJP).
- ⦿ In February 2022, the six-month stipend for deserving women under Ehsaas Kafaalat was increased from Rs 12,000 to Rs 13,000 each.
- ⦿ By December 2021, 50 centers had been setup in 15 districts for extending Ehsaas Nashonuma support to deserving women and the aim is to extend this programme nationwide.
- ⦿ Provinces have been requested to develop a gender-based programme in upcoming ADP 2022-2023 aligned to the endorsed National Gender Policy Framework and have their Gender M&E frameworks in place to ensure additional investments and focused efforts in this domain

Legislative measures

Some of the recent legislative measures to promote gender equality are listed below:

- ⦿ The Protection Against Harassment of Women at the Workplace (Amendment) Act, 2022
- ⦿ Islamabad Capital Territory Senior Citizens Act, 2021
- ⦿ The National Commission on the Rights of Child (Amendment) Bill, 2021
- ⦿ The Islamabad Capital Territory Child Protection (Amendment) Bill, 2021
- ⦿ The definition of rape under Section 375 has also been expanded and gang rape penalized.
- ⦿ ICT Rights of Persons with Disability Act, 2020
- ⦿ Legal Aid and Justice Authority Act, 2020
- ⦿ The Zainab Alert, Response and Recovery Act, 2020
- ⦿ Protection of Journalist and Media Professionals Bill, 2021
- ⦿ Domestic Violence (Prevention and Protection) Bill, 2020
- ⦿ Torture, Custodial Death and Custodial Rape (Prevention and Punishment) Bill 2020

Besides, the Ministry of Human Rights has drafted a Model Policy on violence against women to address all forms of violence which women faces during their daily life along with an implementation strategy for legislations and policy already enacted to safeguards rights of women.

Box1: Population and Housing Census

- The Population and Housing Census is a vital national exercise linked with provision of data for key policy making matters regarding development programmes, political representation and resource allocation which has far reaching impact.
- A national census is mandated by the Constitution of Pakistan to be held every 10 years. After the independence of Pakistan in 1947, the first census took place in 1951. Since 1951, there have been only 6 nationwide censuses (1951, 1961, 1972, 1981, 1998 and 2017).
- The first census was conducted from 9th February to 28th February, 1951. The Dominion of Pakistan (both West and East Pakistan) had a population of 75.7 million, in which West Pakistan had a population of 33.7 million and East Pakistan (today Bangladesh) had a population of 42 million
- The second population census was conducted from 12th January to 31st January, 1961. The population was 93 million, with 42.9 million residing in West Pakistan and 50 million residing in East Pakistan.
- The third census of Pakistan was held in 1972. According to the 1972 census, the population of Pakistan was 65.3 million.
- The fourth decennial Population Census of Pakistan was conducted in March, 1981. According to the 1981 census, the population of Pakistan was 84.3 million.
- The 1998 Census of Pakistan was the fifth Pakistan national census and the population of Pakistan was 132.4 million.
- The sixth census was conducted in two phases in 2017. According to Census-2017, the country's total population was 207.7 million, with an annual growth rate of 2.4 per cent.

7th Population and Housing Census – 2022 (Digital Census)

Pakistan Bureau of Statistics (PBS) has started preparatory work to conduct first ever Digital Population and Housing Census. The main recommendations of the Census Advisory Committee are as follows:

- Census must be conducted Digitally with real-time online monitoring & geo-tagging of all structures
- Ensure Universality: Counting of whole population residing in country at the time of the census irrespective of its Status/ Holder of CNIC or not
- De-jure Method of enumeration is recommended (person is enumerated at usual place of residence).
- Single Census questionnaire may be administered which should be strictly in relevance to the objectives of Census.
- Law enforcement agencies may be used for security but not for enumeration / verification.
- Field data collection / monitoring may be carried out by Provincial Governments staff. Comprehensive trainings and involvement of graduate students in the enumeration process is recommended.
- Involvement of stakeholders (especially provinces / political parties) from start to end (planning to finalization of results)
- Establishment of National Census Coordination Center (N3C) with representation of Provincial Governments for effective monitoring, coordination and policy decisions.
- Effective publicity campaign with effective use of social media for clarity regarding the primary objective of census which may begin early and extend right up to the release of the first initial results
- Conduct of Pilot Census for checking the whole process and conduct of Post Enumeration Survey for assessing reliability of data and coverage.

The Census process shall tentatively be completed **in 18 months/ 540 days**. Results of the 7th Population & Housing Census will be handed over to the Election Commission for delimitation for the

next General Elections due to be held in 2023. As per recommendations of the Census Advisory Committee, the census questionnaire has been finalized and “Census Monitoring Committee” has also been proposed for monitoring, coordination and policy decisions for smooth conduct of 7th Population & Housing Census.

The Government has been allocated Rs **5 billion** in FY-2021-22; the maximum budget will be spent for procurement of hardware for 7th Population and Housing Census-2022.

Source: Pakistan Bureau of Statistics

PSDP Allocation on Population Programmes

The Public Sector Development Programme (PSDP) is an important policy instrument for achieving socio-economic objectives of the government. It also creates spillover impact for the private sector and leverages potential of the economy for creation of greater social good. The allocation on population activities during 2021-22 is as under:

Table 12.6: PSDP Allocation on Population Programmes

Sr. #	Project	PSDP Allocation
1	Population Welfare Programme, GB	Rs 107.800 million
2	Implementation of National Action Plan on Population (2021-26)	Rs 250.000 million

Source: Ministry of Planning, Development and Special Initiatives

Key Initiatives

a. Three Years Rolling Growth Strategy (3YRGS)

- ▶ Planning Commission has constituted a Working Group on “Inter Provincial Augmentation on Population Programmes” to lower growth rate for “Three-Year Rolling Growth Strategy (3YRGS) – Agenda for Economic Diversification, Transformation on Jobs-led Growth”. One of the key pillars of this 3YRGS is “Inter-provincial Augmentation on Population Control Programmes”.

b. Pakistan Demographic Resource Center (PDRC)

In alignment with the government’s vision, efforts are being made to strengthen data generation and population statistics to identify priority population factions before rolling out contextualized reform programmes. In this regard, the PDRC is also envisioned in collaboration with all stakeholders and international consultants. The project is an initiative to collect, analyse and making use of population data in policy making. The center is proposed to be working with concerned stakeholders including provincial population and health departments, National Institute of Population Studies, Pakistan Bureau of Statistics, development partners etc. So far, two meetings have been organized with Data and Research organizations and representatives of Population Welfare Departments. The initiative has been backed and supported by UNFPA and Ministry of Planning Development & Special Initiatives.

c. Revision and Updating of Curriculum for RTIs

The Regional Training Institutes (RTIs), all over Pakistan, are responsible for capacity building training of the health personnel for providing Family Planning (FP) /Reproductive Health (RH) services to the communities. The Training Curriculum

used by the RTIs has been revised and updated with technical assistance from World Health Organization (WHO).

d. Revision and Updating of Standardized In-Service Training Package on Family Planning for Facility-based Providers

Health care providers play a crucial role in delivering high-quality family planning services with respect and dignity to people in need. Family planning services require availability of a range of FP modern methods, logistics system in place to ensure a sustainable supply of FP commodities, method-specific counseling for informed choice, and trained providers for appropriate counseling of clients and necessary technical skills to deliver FP service. With this understanding, the Government has updated Training Package on Family Planning to strengthen its services. The package is specifically designed for health care providers. It is a comprehensive package that addresses all components of FP services and comprises of Facilitator Guide and Participant Module.

Conclusion

Pakistan has some of the greatest demographic opportunities for development in the world as growing youth population enters adulthood. The demographic dividend can only be achieved with adequate investments in the education and skills of youth, harvesting the fruits of long-term human capital development. The Government is also providing young people with skill-training and access to finance for setting up businesses to further promote youth entrepreneurship. Skill development institutes are making all efforts to improve youth employability. Moreover, focused efforts are required for providing equal opportunities of health, education and skills for women to achieve the goal of inclusive and balanced growth.
