

Population, Labour Force and Employment

Persistent efforts to control population through family planning programs and improved education facilities helped in controlling population growth and resultantly, the world population growth slowed down. The comparison of population data published by Population Reference Bureau shows that the world population growth rate reduced from 1.4% in 2011 to 1% in 2012. Nevertheless the decreased growth rate added 71 million people in global population, and the total world population crossed the figure of 7 billion at the end of June 2012. Each year the number of human beings is on the rise, but the availability of natural resources, required to sustain this population, to improve the quality of human lives and to eliminate mass poverty remains finite.

Resultantly, these resources are becoming scarce and incapable of fulfilling ever increasing demand of population. The main affectees of increasing population are the developing countries where population growth rate is higher than developed countries while availability/use of natural resources is scarce as compared to developed world. However, this issue can be handled by advancement in technology and human resource development. Increased investment in the technology development and higher labor productivity through improvement in education, health and training facilities are the main modes of increasing productivity of human resources.

Pakistan is sixth most populous country in the world with an estimated population of 184.35 million in 2012-2013. The growth rate of population during 2012-2013 is 2.0 percent. Under current circumstances, it is expected that Pakistan will attain fifth position in the world in terms of total population in 2050. However, population especially working age population can become asset of a country and can help the country to prosper at greater rate. It is estimated that median age in Pakistan is 22 years which means Pakistan is a young country. The total population of Pakistan in 2012-13 is 184.35 million out of this; the working population is 110 million which is the 60 percent of total population. This means that the country has abundant economically active human resource.

However, this human resource is not being utilized properly due to lack of human resource development programs.

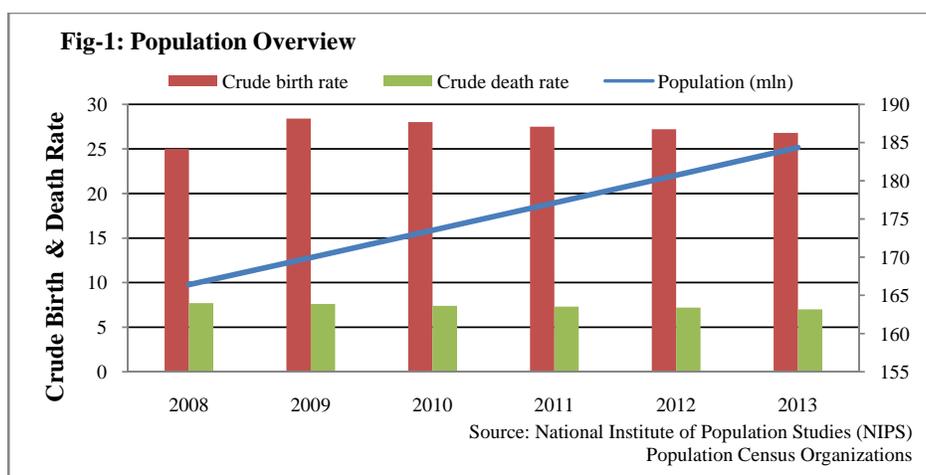
Population and Demographic Indicators

The Crude Birth Rate (CBR) and Crude Death Rate (CDR) are main statistical values that can be utilized to measure the trends in structure and growth of a population. Crude Birth Rate (CBR) or simply birth rate is the annual number of live births per one thousand persons. The Crude Birth Rate is called "Crude" because it does not take into account age or sex differences among the population. Crude Birth Rate of more than 30 per thousand are considered high and rate of less than 18 per thousand are considered low. According to the World Population Data Sheet, the Global Crude Birth Rate in 2012 was 20 per thousand. The CBR in Pakistan is estimated at 26.8 per thousand in 2012-13 while in 2008 it was 25.0 per thousand, this shows the improving trend.

Similarly, the Crude Death Rate measures the rate of deaths per one thousand people in a given population per year. Crude Death Rate of below 10 per thousand is considered as low while above 20 per 1000 is considered as high death rate. The Global Crude Death Rate at the end of June 2012 was 8 persons per 1000 whereas in Pakistan it was 7.2 per thousand during the same year. It is worth mentioning that crude death rate decreased from 7.7 per thousand in 2008 to 7.0 per thousand in 2012-13. Both of these statistics shows the improving trends on the population front. Low death rates primarily reflect improved child survival rates, and child survival is a key determinant in family size.

Globally birth and death rates have declined over the past several decades and resultantly life expectancy has improved. People are living longer in both industrial and developing countries because of increased access to immunization, primary health care, and disease eradication programs. In Pakistan life expectancy has also increased from 65.8 (female) and 63.9 (male) in 2010-11 to 66.1 (female) and 64.3 (male) in 2011-12 and further improved in

2012-13 and reached at 66.5 (female) and 64.6 (male).



Population growth rate (PGR) is another important factor used for the projection of population. It reflects the number of births and deaths during the period and the number of people migrating to and from a country. Due to the slowing of birth rates, population growth rates have started to decline in

many countries of the world, but it still remain high in those countries where birth rates have not fallen as rapidly as death rates. The PGR in Pakistan has shown improvement and it decreased from 2.05 percent (2010-11) to 2.03 percent in 2011-12 and 2.00 percent in 2012-13.

	2010-11 (1 st July)	2011-12 (1 st July)	2012-13 (1 st July)
Total Population (Million)	177.1	180.71	184.35
Urban Population (Million)	65.3	67.55	69.87
Rural Population (Million)	111.8	113.16	114.48
Total Fertility Rate (TFR)	3.5	3.4	3.3
Crude Birth Rate (Per thousand)	27.50	27.20	26.80
Crude Death Rate (Per thousand)	7.30	7.20	7.0
Population Growth Rate (Percent)	2.05	2.03	2.00
Life Expectancy (Year)			
- Females	65.8	66.1	66.5
- Males	63.9	64.3	64.6

Source: Planning Commission of Pakistan, National Institute of Population Studies (NIPS)

Population Density

The term population density is number of persons per sq.km and is estimated by dividing midyear population with land area. According to a World population data sheet published in 2012, Bangladesh has 1,062 people/sq.km is considered most densely populated country in the region as compared to other regional countries like Maldives with 1,110 people/sq.km, India 383 people/sq.km and Sri Lanka has 323 people/sq.km.

The Population density in Pakistan is 231 in 2012-13. Due to uneven distribution of population, its density in Pakistan varies dramatically, ranging from scarcely populated arid areas, especially in Balochistan to some of the highest urban densities like Karachi and Lahore.

Age Composition of Population

Age composition of a population is the number of people in different age groups in a country. It is one of the most basic characteristics of a population. A person's age influence what he needs, buys, does, and thinks. The study of age composition of population is also helpful in determining the proportion of the labour force in total population. It also facilitates in understanding about the dependent population, longevity and aged population. According to age composition, population of a nation is categorized into three broad groups. These are Children (young), adult (middle age) and aged (old age). Numbers and percentage of a population within these groups determine population's social and economic structure. A projection of the population structure by NIPS is presented below:

Age Group	1998	2011	2012	2013	2015	2020	2025	2030
00-04	19.59	22.02	22.22	22.40	22.76	23.28	22.44	20.35
05-09	20.72	20.40	20.63	20.87	21.33	22.35	22.95	22.18
10-14	17.14	19.94	19.73	19.56	20.07	21.24	22.28	22.88
15-19	13.73	20.27	20.57	20.78	20.12	20.01	21.19	22.24
20-24	11.88	17.72	18.22	18.72	19.8	20.05	19.95	21.14
25-29	9.76	15.25	15.70	16.16	17.13	19.71	19.98	19.89
30-34	8.24	12.95	13.40	13.85	14.72	17.04	19.62	19.91
35-39	6.32	10.83	11.19	11.57	12.4	14.62	16.94	19.53
40-44	5.89	8.90	9.34	9.69	10.36	12.27	14.49	16.81
45-49	4.68	7.32	7.58	7.85	8.49	10.2	12.01	14.31
50-54	4.26	6.01	6.22	6.44	6.88	8.26	9.95	11.84
55-59	2.86	4.83	4.99	5.16	5.53	6.57	7.93	9.6
60-64	2.72	3.78	3.90	4.03	4.31	5.13	6.14	7.45
65+	4.64	6.81	7.04	7.28	7.82	9.39	11.39	13.93
Total	132.43	177.03	180.71	184.35	191.72	210.12	227.26	242.06

Source: National Institute of Population Studies, Planning Commission of Pakistan.

Table 12.2 illustrates the distribution of population of Pakistan according to the age group. The population in the group (children between 0 to 14 years of age) increased very marginally i.e. from 62.36 million in 2011 to 62.83 million in 2013. This group is economically unproductive and need food, clothing, education and medical care. They depend upon working population for their necessities. Countries with young population need to invest more in schools colleges and technical institutes.

The adult population is considered as wealth of a nation in terms of human resource. Adult population (15-59) has increased from 104 million in 2011 to 110 million in 2013. This age structure of a population affects a nation's key socioeconomic issues. These people are economically productive and they comprise the working population. Nevertheless, the rapid growth in this group can become problematic, if they are unable to find employment. However, the government with appropriate policies can utilize this youth bulge for the development of the economy. The population in third group (60 years and above) has shown a mild increase i.e. less than one million during 2011 to 2013 period.

Total fertility

Fertility is a general term covers the relationship between the current population (typically the current female population) and current numbers of births. Total fertility rate represents the number of children that would be born to a woman if she were to live to the end of her childbearing years and bear children in accordance with current age-specific fertility rates. The fertility rate has rapidly declined in those

countries which achieved major improvements in child survival rates and educational levels and have implemented family planning programs as well. The increased access to family planning is helping parents to control the number and spacing of their children. In addition, with greater access to education and jobs more women are starting their families later and are having fewer healthier children.

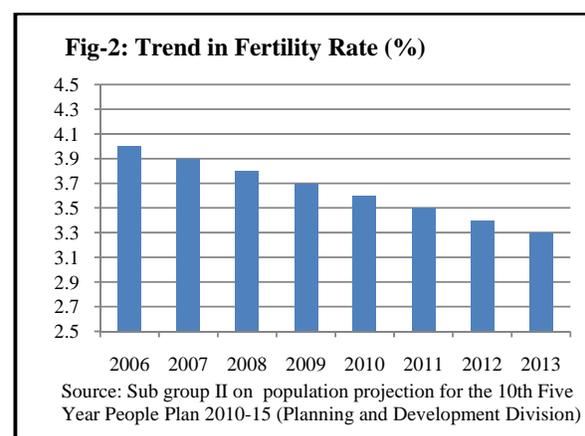


Figure 2 gives the details about fertility rate in Pakistan. As is evident from the figure the fertility rate is continuously declining and reached at 3.3 in 2013. There are number of reasons for declining fertility rates in Pakistan. However, the main reasons are the introduction of the family planning methods, increased workforce participation by women and increased costs of child rearing. Fertility rates are lower in urban than in rural areas in Pakistan.

Population Welfare Programme

Reduction in population growth is one of the top priorities of the government as this will help in attaining a balance between country's resources and population leading to sustainable socioeconomic development. In this context family planning programs contribute significantly. Population Welfare Programme is an ongoing social development endeavor operating within the framework of nationally accepted broad-based and strategically focused population and development policies. Since its launching the Population Welfare Programme has gone through many phases in terms of administrative and financial setup.

Family Welfare Centre (FWC): The population welfare program has established 2891 family welfare centres (FWC) during 2011-12. The FWC is the cornerstone of Pakistan's Population Welfare Programme. These centers constitute the most extensive institutional network in the country for promoting and delivering family planning services in both urban and rural areas. As a static facility it serves a population of about 7000 persons while operating through its satellites clinics and outreach facility, an FWC covers a population of about 12000 persons.

Reproductive Health Services Centers: The Reproductive Health Service Centers are the major clinical component of the Pakistan's Population Welfare Programme. They provide services through RHS-A Centers and RHS-B Centers. The government has launched 207 Reproductive Health Centres –A and 133 Reproductive Health Centres –B in 2011-12.

Reproductive Health Services-A (RHS-A) Centers: The RHS-A centers are hospital-based service delivery units. They provide contraceptive surgery facilities for women and men with safe and effective backup medical support.

Reproductive Health Services-B (RHS-B) Centers: These are well - established hospitals and clinics with fully-equipped operating facilities (operation theatre facilities, beds for admission, post-operative care, sterilization and emergency resuscitation equipment, etc.) and trained work force.

Mobile Service Units (MSUs): The MSUs are the flagship of the Population Welfare Programme. These provide a package of quality Family Planning/Reproductive Health (FP/RH) services to the people of those remote villages and hamlets where no other health facility exists. The MSUs operate from specially-designed vehicles which carry with-in them all the facilities of a mini clinic ensuring complete privacy for simple gynecological procedures.

Regional Training Institutes (RTIs): The RTIs provide skill-based training in FP/RH for all categories of health care providers i.e. doctors, medical students, nurses, student nurses, lady health visitors and other paramedics. The RTIs also undertake activities focused on raising the awareness level of hakims, homeopaths, community health workers, teachers and college students. At present 12 Regional Training Institutes are providing training to different groups of the community.

Table-12.3: Physical and Contraceptive Users Targets

(Cumulative Number) Name of Service Outlet / Unit	2011-12 (Target)	2011-12 (Achievement)	2012-13 (Target)
Public Sector			
Family Welfare Centers (FWCs)	3,427	2,891	3,427
Reproductive Health-A Centers	269	207	269
Mobile Service Units (MSUs)	300	292	300
Private Sector			
RHS-B Centers	184	133	184
Registered Medical Practitioners (RMPs)	27,576	9,297	27,576
Hakeems and Homeopaths	14,009	8,071	14,009

Source: Planning Commission of Pakistan

Regional Demographics

Many countries that prospered in recent decades did only after their populations stabilized. Not surprisingly nearly all regional countries have actively focused on family planning programs.

These countries were chosen since many of these had similar population indicators in the 60s and 70s and they started their family planning programs in the 60s or so as did Pakistan. The Asian Continent has a population of 4260 million with an annual

growth rate of 1.0 percent and total fertility rate 2.2 per women.

Contraception uptake is the most effective process that can reduce fertility in a country. Almost 90 percent Pakistani women are well informed about family planning methods but its usage is not high. Contraceptive prevalence rates in Pakistan are the lowest among all the different countries compared and has increased marginally from 27 percent in 2011-12 to 30 percent in 2012-2013. While Pakistan's regional neighbours have achieved CPR that is double or more as compared to Pakistan.

Iran is a muslim country that has achieved 73% contraception uptake among the married couples which is comparable to developed countries. This has enabled Iran to experience one of the fastest fertility reductions in the world. Iran's fertility transition has resulted in universal access to health care and family planning, a dramatic rise in female literacy, and strong support from religious leaders. Bangladesh reduced its fertility remarkably by increasing contraceptive use through effective large

scale family planning models. The biggest increases in CPR was achieved through NGO run programs that provided diverse method choices, door-step and facility based services. Bangladesh has also done extremely well in raising the educational level of its people especially women. Given its limited resources the government has put high priority on girls's education which has helped in increasing the level of awareness of women and thereby decreasing fertility trends. The neighbouring country India is a large country with the 2nd largest population in the World. India is first country which launched well defined family program in 1951. Approximately 55 percent couples practice FP.

Pakistan's total fertility rate (TFR) is one birth more than India and Bangladesh and two births more than Iran's TFR. The slower decline in TFR is due to the slow usage of family planning methods because people have fear about their quality and side effects. Table 12.4 and 12.5 provide a comparison with regional and Islamic countries on Total Fertility (TFR), Contraceptive Prevalence Rate (CPR) and Population Growth Rate (PGR).

Table 12.4: Family Planning Indicators of Regional Countries-2012

Country	Total Fertility Rate	Contraceptive Prevalence Rate %	Population Growth Rate%
Asia	2.1	67	0.9
Bangladesh	2.2	56	1.3
Bhutan	2.3	66	1.5
India	2.5	55	1.3
Maldives	1.7	35	1.3
Nepal	2.6	50	1.7
Sri Lanka	2.2	68	0.8
Pakistan	3.4	30	2.03

Source:

- i) State of the world population 2012, United Nation Fund for Population Activities (UNFPA) Population Projection by Planning Commission's Working Group on Population Sector, 2010
- ii) Sub Group II on Population Projections for the 10th Five Year People's Plan 2010-15

Table 12.5: Family Planning Indicators of Muslim Countries-2012

Country	Total Fertility Rate	Contraceptive Prevalence Rate %	Population Growth Rate%
Egypt	1.7	60	2.6
Morocco	2.2	63	1.0
Turkey	2.0	73	1.1
Iran	1.6	73	1.0
Indonesia	2.1	61	1.0
Malaysia	2.6	49	1.6
Pakistan	3.4	30	2.03

Source:

- i) State of the world population 2012, United Nation Fund for Population Activities (UNFPA) Population Projection by Planning Commission's Working Group on Population Sector, 2010
- ii) Sub Group II on Population Projections for the 10th Five Year People's Plan 2010-15

Urbanization

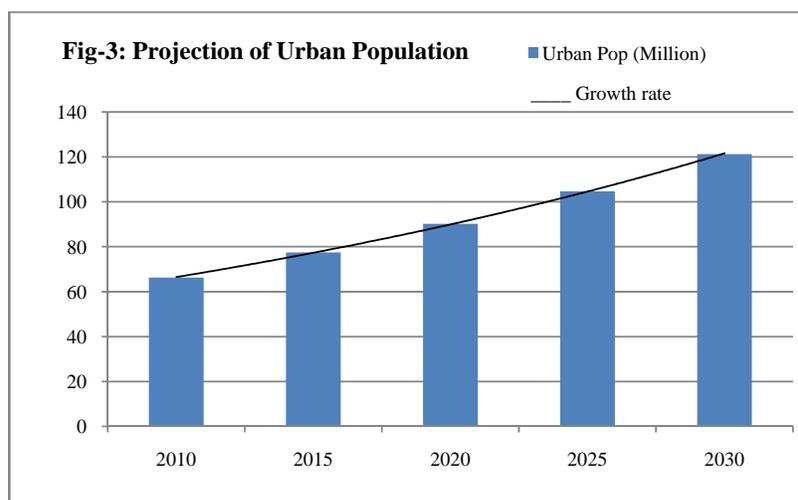
The world is undergoing the largest wave of urban growth in history. In 2008, for the first time in history more than half of the world's population was living in towns and cities. By 2030 this number will swell to almost 5 billion. Population growth and urbanization go together and economic development is closely correlated with urbanization. The more urbanized a country the higher is the level of individual income. No country has ever reached high income levels with low urbanization and mostly rich countries have higher levels of urbanization. Population growth together with rural urban migration increases density and creates higher urban agglomeration. This is the phenomenon which is critical for achieving sustained growth as large urban centers allow for innovation and increase economies of scale.

Year	Urban Population	Rural Population
2008	58.74	107.67
2009	60.87	109.07
2010	63.05	110.46
2011	65.28	111.82
2012	67.55	113.16
2013	69.87	114.48

Source: Population Census Organization, National Institute of Population Studies(NIPS)

Pakistan is the sixth most populous country in the world and the second largest country in South Asia. Pakistan's urban population is expanding rapidly. The population in urban areas increased from 58.74 million in 2008 to 69.87 million in 2013. Table 12.6 gives the detail, of urban and rural population in Pakistan during last six years. If the current pattern of urbanization continues, the urban population of Pakistan will cross the figure of 122 million in 2030, which is 50 % of total population of the country (Figure-3). Urban growth which is mostly due to natural increase is inevitable. However, the speed and size of the growth are not fixed and vary widely among different regions of the country.

The major contributor of urbanization is migration. Migration is the process of movement of people in search of social and economic opportunity. Cities generate jobs and income. With good governance they can deliver education, health care and other services more efficiently than less densely settled areas simply because of their advantages of scale and proximity. Cities also present opportunities for social mobilization and women's empowerment. Furthermore, the density of urban life can relieve pressure on natural habitats and areas of biodiversity.



Millennium Development Goals

In 2000, the global community under the umbrella of the United Nations adopted the Millennium Declaration and committed themselves to work collectively towards improving the lives of billions of poor individuals around the world. Subsequently,

in 2001 a team of UN experts created a set of Millennium Development Goals (MDGs) with indicators. As inter-governmental processes did not play any part in the creation of these goals and indicators, many governments and NGOs for the first five years of the millennium treated the latter

with doubt and opposition. However, by the second half of the decade, the MDGs had gained grip in many developing countries and development partners. There are eight MDGs and these are to be achieved by 2015.

1. Eradication of extreme poverty and hunger
2. Achievement of universal primary education
3. Promotion of gender equality and women's empowerment
4. Reduce child mortality
5. Improve maternal health
6. Combat HIV/AIDS, malaria, tuberculosis and polio
7. Promotion of environmental sustainability
8. Develop a global partnership for development.

These goals have been set to lead the country towards economic development with better life style of the population and gender equality. The goals specifically relevant to population welfare are goal 3, 4 and 5 which are discussed below.

Promote Gender Equality and Women's Empowerment.

MDGs remain government's priority and pursued in tandem with other international commitments regarding women empowerment, "Convention for Elimination of Discrimination against Women (CEDW)", the Beijing Platform of Action, and several other UN human rights conventions and covenants.

The policies/plans have been realigned in socio-economic and legislation domain to achieve the MDG target. At the national level major initiatives include Women Crisis Centers establishment, Women's Empowerment Policy, the National Plan of Action, the Gender Reform Programs, and the Benazir income Support Program (BISP) besides ensuring bias free workplace through law. On the political front, Women parliamentary Caucus is working as a bipartisan and across the board group of all women parliamentarians; legislation for women such as granting of 10 percent quota in public sector and reserving seats in parliament and at union council level is facilitated.

The passage of numerous bills and legislations has been aimed at empowering women. The "Prevention of Anti-Women Practices (Criminal Law Amendment) Bill" makes it unlawful to deprive a

woman of her rightful inheritance through "deceitful or illegal means", force a woman into marriage to settle a civil or criminal dispute; and "compel or arrange or facilitate" a woman's 'marriage' to the Quran. In order to provide legal safety nets to working women the "Protection against Harassment of Women at the Workplace Act, 2010" was made mandatory at organizations. Similarly, The Criminal Law (Amendment) Act, 2010 was passed with amendments in Section 509 of the Pakistan Penal Code relating to sexual harassment at the workplace. Moreover, the "National Commission on the Status of Women Bill 2012" was approved to protect women's right against discrimination, thus providing financial and administrative autonomy to the Commission.

Second indicator is the Gender Parity Index (GPI) for primary and secondary education, in terms of GPI in primary education, a slow but steady pace of progress has been achieved. The GPI in primary education has increased from 0.73 percent in 1990-91 to 0.90 percent in 2011-12. The GPI of secondary education is consistently stagnant 0.8 percent since 2006-07. Pakistan has made consistent progress over the years towards the achievement of third indicator (Youth Literacy GPI) of Goal 3. Youth Literacy GPI has increased from 0.51 in 1990-91 to 0.81 in 2011-12. Fourth indicator is the consistently increase of women's share in wage employment in the non-agricultural sector from 8.07 percent in 1990-91 to 10.64 percent in 2007-08.

Reducing Child Mortality

There are six indicators relating to Goal 4. First indicator is the decline in under five mortality rate from 140 in 1990-91 to 52 by 2015. Over the 1990-91 to 2010-11 the child mortality has declined to 72 percent. Special efforts would be required to meet the target. Second, infant mortality rate of 102 in 1990-91 is to be reduced to 40 by 2015. The infant mortality rate has declined to 67.50 percent in 2013. Third, proportion of fully immunized children of 12-23 month should exceed 90 percent by 2015. Since in 1990-91 the proportion was 75 percent the target looked within reach but by 2010-11 the proportion barely increased to 81 percent. Fourth, proportion of children immunized against measles in the age bracket of less than 1 year is to be increased to more than 90 percent. Fifth indicator relates to the children suffering from diarrhea and the proportion fell from 26 percent in 1990-91 to 11 percent in 2010-11. Since the proportion has already declined from 26 to 11 percent the target is likely to be achieved. Sixth, Lady Health workers coverage is to

be universal by 2015. In 2000-01 the coverage was 33.6 and it had reached to 83 percent by 2010-11. The target seems to be easily achievable.

Improve Maternal Health

The Maternal Mortality Rate in 1991 was 533 which has reduced to 276 in 2010-11. Second, the proportion of birth attended by skilled health personal has improved from 18 in 1990-91 to 55 in 2010-11. In terms of these two indicators, Pakistan while attaining some success has a considerable distance to meet the MDG targets by 2015. The third indicator related with health improvement is contraceptive prevalence rate (CPR). The CPR was 12 in 1990-91 and increased to 30 percent in 2012. Again the country is far behind the target i.e. 55 by 2015. The antenatal care also shows low progress towards the 2015 target. From the available data it is clear that many of the specific targets for this goal will not be met in the immediate future and it will be challenging to meet the targets in 2015.

Labour Force and Employment

The world facing a serious jobs challenge and widespread of decent work deficits. In the fifth year

after the outbreak of the global financial crisis, global growth has decelerated and unemployment has started to increase again leaving an accumulated total of some 197 million people without a job in 2012. Despite a moderate pick-up in output growth expected for 2013-14, the unemployment rate is set to increase again and the number of unemployed worldwide is projected to rise to more than 202 million in 2013 and by another 3 million in 2014. However, in terms of unemployment rate the baseline projection of international labour organization shows no change in the global unemployment rate between now and 2016 remaining at 6 per cent of the global labour force.

Pakistan has the 9th largest labour force in the world. According to the labour force survey 2010-11, the total labour force in the country was 57.24 million. Out of this labour force, 3.40 million people are unemployed and 53.84 million people are employed as shown in the Table given below. However unemployment rate decreased marginally from 7.7 percent in 2003-04 to 5.9 percent in 2010-11.

Year	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11
Labour Force	45.5	50.05	50.33	51.78	53.72	56.33	57.24
Employed	42.0	46.95	47.65	49.09	50.79	53.21	53.84
Unemployed	3.5	3.1	2.68	2.69	2.93	3.12	3.40

Source: Labour Force Surveys

Note: LFS 2011-12 was not published

Productive workforce plays a major role in attaining the potential economic growth through competitiveness. It enhances productivity and increase competitiveness. The government has adopted new growth strategy which focuses on both employment and income generation. On employment front, both employment expansion and activation polices are pursued to absorb the growing labor force. The policies on employment expansion generate demand for labor while policies on employment activation are main source of improving supply of labor force. The Frame Work for New Growth gives importance to youth population and suggests innovative and entrepreneurial education for youth to solve the problem of unemployment.

Employment promotion polices

The policy focus of the government is on creation of decent employment opportunities and human resources development. The following specific

policies and programs proved very helpful in employment generation and human resources development.

Sectoral Development

To give a boost to agriculture sector a number of projects have been initiated to develop water resources to increase the availability of sufficient irrigation water. These projects include raising the crest of Mangla Dam and construction of Mirani Dam, Subak Zai Dam, Sat Para Dam and Gomal Zam Dam. Similarly, Greater Thal, Raineer and Kachhi canals are being constructed to take water to the areas where land remained un-cultivated. The construction of Bhasha Diemer Dam has been started and it will be a vital source of employment generation in various fields. The government has also launched a project/scheme namely "Land and Water Resources Development Project" Benazir Tractor Scheme, Awami Zarai Scheme and Rural Development Scheme for promoting agriculture

sector. This will have a positive development impact on industrial and services sectors for maximum generation of employment opportunities in the country.

Micro Credit Facilities through SME Bank

SME Bank has been established to provide financial assistance and business support to small and medium enterprises. SME Bank has disbursed loans amounting to Rs.10,206 million and 41,587 persons have been benefited from this financial assistance. SME Bank can take special initiatives to boost SMEs for employment generation in the coming financial years.

Micro Credit Facilities through Khushhali Bank

The Khushhali Bank (KB) has been established to provide loans up to Rs.30,000 to unemployed people to set up their own businesses. The bank has disbursed loans amounting to more than Rs.27,369 million and more than 2,398,603 persons have been benefited from this financial assistance while the KB loans recovery is around 97%.

President's Rozgar Scheme by National Bank of Pakistan (NBP)

The solution of Pakistan's major socio-economic problems primarily lies in the development and growth of small and micro businesses. In this regard, NBP has developed a full range of products under the President's Rozgar Scheme with a brand name of "NBP KAROBAR". Under this scheme, an average loan size of Rs.100,000 is being given for a maximum period of five years with a grace period of three months.

Information Technology

Information Technology has enormous potential to create jobs for the educated unemployed in the country. The development of information technology and telecom sector has created enormous employment opportunities, directly or indirectly, for educated unemployed in a wide range of areas like call centers, telecom engineering, telecom sales, customer services, finance and accounting etc.

Overseas Employment

The government is making every effort to boost overseas employment. In this regard, MoUs have been signed with a number of labour importing countries e.g. UAE, Qatar, Malaysia and Saudi Arabia. The government has planned to send at least 600,000 skilled workers abroad annually. Recently,

government has announced the National Policy for Overseas Pakistanis which aimed at to protect conserve and restore legal rights of overseas Pakistanis and their families abroad and in Pakistan, provide greater access to education and training particularly tailored to identify labour/market needs internationally, assist the integration of returning overseas Pakistanis, by providing full support and facilities, prepare new schemes incentives to attract investment from overseas Pakistanis and motivate and encourage overseas Pakistanis to save and send their remittances through legal channels.

National Internship Program (NIP)

The scheme intends to provide financial relief to fresh graduates and to facilitate their employability by providing them real work experience. During the year 2010-11, 30,000 internship were planned by the government under the NIP, out of which 22,757 (76%) fresh graduates were engaged in various government departments. This is the first badge of candidates that is being placed after the devolution of Ministry of Youth Affairs. For the next year, NIP target is to place 30,000 to 40,000 interns and in the past three years, NIP has offered internships to 85,000 young people with an attractive monthly stipend of Rs.10,000.

Pakistan Skilling Programme

National Vocational and Technical Training Commission (NAVTTTC) has been established with a view to overcome lack of standardization, skill gap, non-availability of proper curricula, poor quality of instructional staff, inadequate accreditation/certification, and poor infrastructure to enhance technical education and vocational training capacity and to bring harmony and develop linkage between technical education and vocational training. NAVTTTC is giving Rs.2000/- per month to each trainee during the training course. Presently, 1522 technical institutes with enrollment of 314,188 are working in the country and providing technical skills to the labour force. It is also being planned to produce one million skilled labour forces per year. Five Skill Development Councils (SDCs) have also been established to meet the diversified training needs of the industrial and commercial sectors and have so far trained more than 50,000 workers.

Employment by Sectors

Most of the labour force in Pakistan works in the rural areas where agriculture is the dominant activity. The total labour force working in the agricultural sector remained unchanged during the

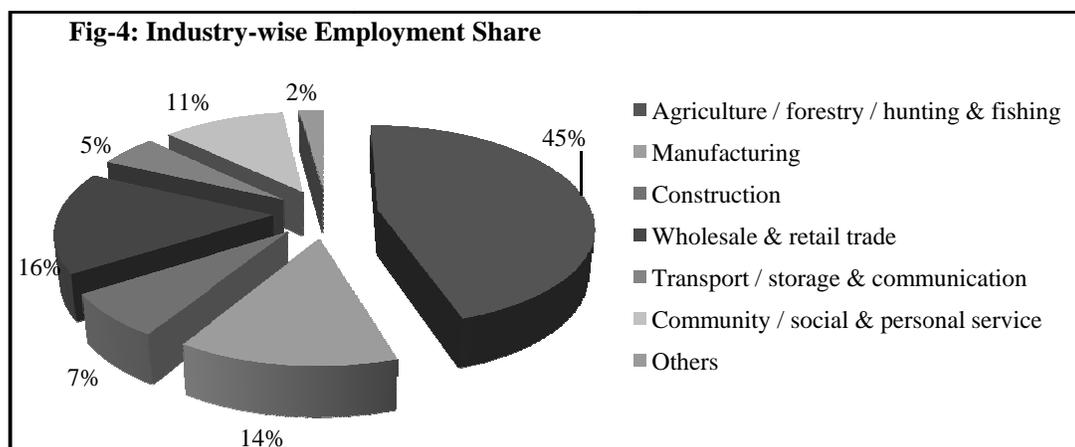
2008- 2011 period. However, female participation has shown an increase of 1.4 percent during this period. Contrary to that the male participation shows a declining trend. The manufacturing and construction sector are also playing an important role in the provision of employment. In these sectors

the total participation rate has increased while the female participation rate has declined in 2010-11 as compared to 2008-09. The wholesale, transport and community sectors, however did not provide employment opportunities and therefore their share is reduced during this period.

Table-12.8: Employment Shares by Industry (%)

Major Industry Divisions	2008-09			2009-10			2010-11		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	100.0								
Agriculture/ forestry/ hunting & fishing	45.1	37.3	74.0	45.0	36.6	74.9	45.1	36.2	75.4
Manufacturing	13.0	13.3	11.9	13.2	13.9	11.0	13.7	14.5	10.9
Construction	6.6	8.3	0.4	6.7	8.5	0.3	7.0	8.9	0.2
Wholesale & retail trade	16.5	20.5	1.6	16.3	20.2	2.1	16.2	20.4	1.6
Transport/ storage & communication	5.2	6.6	0.2	5.2	6.6	0.3	5.1	6.6	0.1
Community/social & personal service	11.2	11.1	11.6	11.2	11.2	11.2	10.8	10.8	11.5
*Others	2.4	2.9	0.3	2.4	3.0	0.2	2.1	2.6	0.3

Source: Pakistan Bureau of Statistics, Labour Force Survey 2010-11



Unemployment by Province

The volume of unemployed persons as a whole increased from 3.12 million in 2009-10 to 3.40 million in 2010-11. The number of unemployed people witnessed decline in rural area from 1.89 million (2009-10) to 1.85 million in 2010-11. However in urban area the number of unemployed people increased from 1.23 million (2009-10) to 1.55 million in 2010-11. The comparison among provinces for 2009-10 and 2010-11, shows that the

unemployment rate in Punjab is high (as shown in table 12.9) as compared to other provinces. The number of unemployed people in Sindh has increased from 0.57 million in 2009-10 to 0.70 million in 2010-11 while in Khyber-Pakhtunkhwa (KPK) a fall in unemployment has been observed due to better performance of government in terms of job provision. However, in Baluchistan number of unemployed people increased from 0.06 million in 2009-10 to 0.07 million in 2010-11.

Table-12.9: Unemployed – Pakistan and Provinces

(Millions)

Province /Area	Unemployment								
	2008-09			2009-10			2010-11		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Pakistan	2.93	1.87	1.06	3.12	1.91	1.21	3.40	2.22	1.18
Rural	1.76	1.06	0.70	1.89	1.12	0.77	1.85	1.14	0.71
Urban	1.17	0.81	0.36	1.23	0.79	0.44	1.55	1.08	0.47

Province /Area	Unemployment								
	2008-09			2009-10			2010-11		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Punjab	1.87	1.21	0.66	1.94	1.18	0.76	2.10	1.31	0.79
Rural	1.14	0.70	0.44	1.16	0.68	0.48	1.25	0.76	0.49
Urban	0.73	0.51	0.22	0.78	0.50	0.28	0.85	0.55	0.30
Sindh	0.44	0.28	0.16	0.57	0.35	0.22	0.70	0.54	0.16
Rural	0.14	0.06	0.08	0.24	0.12	0.12	0.15	0.10	0.05
Urban	0.30	0.22	0.08	0.33	0.23	0.10	0.55	0.44	0.11
KPK	0.56	0.36	0.20	0.55	0.35	0.20	0.53	0.32	0.21
Rural	0.44	0.29	0.15	0.45	0.29	0.16	0.41	0.25	0.16
Urban	0.12	0.07	0.05	0.10	0.06	0.04	0.12	0.07	0.05
Balochistan	0.06	0.02	0.04	0.06	0.03	0.03	0.07	0.05	0.02
Rural	0.04	0.01	0.03	0.04	0.02	0.02	0.04	0.03	0.01
Urban	0.02	0.01	0.01	0.02	0.01	0.01	0.03	0.002	0.01

Source: Labour Force Survey 2010-11

Export of Manpower

Pakistan has remarkable human resource which is characterized by hard work and dedication. The human resource is classified into five occupational categories i.e professional, non-professional, skilled, semi skilled and unskilled. As a developing economy with large population, it is not possible to provide jobs to all. The government therefore is focused on availing all the opportunities which are available overseas to ensure meaningful employment to Pakistan workforce. As a result of dedicated efforts of the government, highest ever number of workers proceeded abroad for employment during January-December, 2012, were 0.63 million against 0.45 million in the comparable period of last year.

The government is highly committed on producing skilled workers in order to send them abroad to ensure healthy foreign exchange. Export of quality manpower is the main driver in growth of remittances. At present 48 percent of the overseas Pakistanis are working in the Middle East, 28 percent in Europe and 19 percent in United States.

According to the Bureau of Emigration 2.3 million workers went abroad during 2008-2012 for employment. They included labourers, semi-skilled and skilled workers, technicians, as well as professionals including doctors, engineers, bankers, teachers, telecom and IT experts and accountants. Mostly construction workers are proceeding abroad for the purpose of employment and out of these construction workers a large proportion of Pakistanis are unskilled. In 2012 the number of skilled workers went abroad were 2,61,531 while the numbers of unskilled workers were 2,59,316. Saudi Arabia being a muslim state is attractive for millions of Pakistani workers seeking jobs abroad. Saudi Arabia has become the largest market for Pakistani workers in the world besides the Gulf States such as UAE, Oman and Bahrain are attractive markets for manpower exports but majority of them have lost charms since the massive uprising hit economic activities and working environment in Yemen, and Libya. During January-December 2012 the number of workers of all categories proceeded to Saudi Arabia were 358,560 and in UAE the number of people went for job were 182,630.

Table 12.10: Number of Pakistani workers registered for overseas employment through Bureau of Emigration & Overseas Employment during the period 2008-2012

S.#	Countries	2008	2009	2010	2011	2012
1	UAE	221765	140889	113312	156353	182630
2	Bahrain	5932	7087	5877	10641	10530
3	Malaysia	1756	2435	3287	2092	1309
4	Oman	37441	34089	37878	53525	69407
5	Qatar	10171	4061	3039	5121	7320
6	Saudi Arabia	138283	201816	189888	222247	358560
7	UK	756	556	430	308	183

Source: Bureau of Emigration and Overseas Employment

Pakistan has a huge Diaspora and around seven million or about four percent of the country population is residing in about 140 different countries around the world. They are either the Pakistani citizens or are of Pakistani by origin. Sustainable development in economic and social

sectors in the country is not possible without the possible participation of Pakistan Diaspora working abroad. Economic productivity of Diaspora, including remittances is also highly valuable.

Table 12.11: Workers Registered for Overseas Employment by Bureau of Emigration & Overseas Employment During The Period 2008-2012 (Province Wise)

YEAR	PUNJAB	SINDH	K. PAKHT- UNKHAW	BALOCH- ISTAN	AZAD KASHMIR	N/AREA	TRIBAL AREA	TOTAL
2008	206284	31835	131342	6763	31881	378	21831	430314
2009	201261	30779	114633	4480	31329	507	20539	403528
2010	190547	31814	98222	3130	22535	458	16198	362904
2011	228707	40171	130119	5262	33133	732	18769	456893
2012	341874	46607	176349	5122	38833	780	29022	638587
Total	1168673	181206	650665	24757	157711	2855	106359	2292226

The comparison among province shows that the manpower export is high from Punjab as compared to other provinces. During 2008-2012 the highest number of workers went abroad for employments were from Punjab 1168673 followed by KPK 650665. However, the situation is not pleasing in Sindh and Balochistan as compared to Punjab in the given period.

Conclusion

Pakistan is one of most populous country of the world and current population growth rate is 2%. Resources are limited and therefore increasing population is putting more stress on these scarce resources. However, government is well aware of this problem and is making efforts to control the population growth rate through various population

welfare programmes and by creating awareness among people through education. These Population welfare programmes are contributing significantly in controlling population growth rate, fertility rate, infant mortality rate and maternal mortality rate. Furthermore, the structure of existing population of Pakistan shows that the country has 60% economically active population or work force. This workforce can be a productive asset of the country if properly trained through skill development programmes. In this regard government has initiated many programmes for their skill development and also explores overseas employment opportunities which will not only reduce the unemployment burden in the economy but will also enhance remittances. Government has also announced National Policy for Overseas Pakistanis for the welfare of the overseas and their families.